INDUSTRIAL RELATIONS IN THE CONSTRUCTION INDUSTRY**

1. Background Studies


Summarizes the major characteristics of collective bargaining in the construction industry.


Background material on the economic characteristics of the building industry, collective bargaining arrangements, the problem of unstable employment, union security, work rules and productivity. The authors conclude that, in general, the criticism that the building trade unions have resisted the introduction of new building techniques and have restrictive work rules is unfounded.


Discusses the structure and problems of collective bargaining in construction. Agreements are usually negotiated between a local union in a single craft and an employer association. In addition the industry has a high rate of turnover due to work stoppages. The succession of contract termination dates, coupled with traditional craft rivalries, and a militant, highly skilled union membership lead to high wage settlements.


A study of the day-to-day operations of fifteen local unions.

* Prepared by Helen Fairbanks, Librarian.
** Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.
2. COLLECTIVE BARGAINING DEVELOPMENTS


Traces the development of regional and statewide bargaining in the California construction industry. Discusses the economic and strategic factors which led the general contractors to initiate the new system. The unions supported the establishment of regional bargaining because it provided greater job mobility and regional wage uniformity for their members. Included is a chapter on hiring hall procedures.


Maintains that the building trade unions exert tremendous monopoly power over the industry through their control of apprenticeship programs, the operation of union hiring halls and restrictions on the use of prefabricated products.


In contrast to industrial unions, the building trade craft unions perform essential personnel management functions. Discusses the role played by the union business agent in recruiting, training, promotion and staffing.


Reviews the operation of the tripartite commission established to deal with labor disputes at the various missile and space sites. In his evaluation of the effectiveness of the program, the author credits its success in reducing time lost through work stoppages to the voluntary no-strike, no lockout pledge by the unions and the companies and to the local labor relations committees established at each site.


Uses regression analysis of 605 wage settlements in contract construction to estimate the relative importance of various quantitative influences on the size of wage increases achieved by unionized workers.


The most recent hearing on legislation designed to reverse the Denver Building Trades decision and restore to unions in the building industry the right to picket at common construction sites in order to protest the conditions maintained by any of the contractors working at the site.


The study found that union work referral systems are widely used in the construction industry and cover approximately 1 million workers. The unions are almost universally sole responsible for the administration of these systems.


Extensive interviews with contractors and workers in the San Diego area disclosed informal arrangements regarding piecework, overtime and hours of work which circumvented the provisions of formal union contracts.

3. The Davis-Bacon Act


The Prevailing Wage Law (Davis-Bacon Act) was enacted in 1931 to protect the local wage standards of construction workers on federal construction projects. This paper examines policies for determining prevailing wage rates and the effect on the wage costs of public construction. The evidence from the author's sampling study indicates that wage determinations frequently adopted union wage rates even in areas where they did not prevail.


Summarizes prevailing wage legislation in this and other countries and analyzes the strengths and weaknesses of the administration of the Davis-Bacon Act. Concludes that the law is still necessary despite the enactment of minimum wage legislation and the development of strong unions in the building industry.

U.S. Congress. House. Committee on Education and Labor. Administration of the Davis-Bacon Act. Hearings before the Special Subcom-

An investigation of the general administration of the Act with emphasis on the criteria used in making determinations as to prevailing wage rates and on whether some type of review should be provided for rate determinations made by the Secretary of Labor. Much of the testimony concerned the application of the Davis-Bacon Act provisions to construction contracts at missile sites.


The President declared that an emergency existed in the construction industry and suspended the provisions of the Davis-Bacon Act in order to check inflationary increases in wage rates of construction workers.


The President, by Executive Order 11588, established a twelve-member Construction Industry Stabilization Committee representing industry, labor and the public. Labor-management boards for each of the building trades crafts are set up which will review union wage increases and determine whether they are within the criteria set out in the executive order. The findings of the craft boards are then approved or disapproved by the Committee. At the same time, the President reinstalled the provisions of the Davis-Bacon Act.

4. Basic Data


Detailed analysis of wage rates and annual earnings in contract construction for the post World War II period. Includes data on such factors as occupational characteristics, degree of collective bargaining, work stoppages, employment and unemployment, hourly earnings, benefits, and total compensation.


Analyzes available data, both published and unpublished, on employment and unemployment, wages and annual earnings, hours of work, and geographic and industrial mobility of construction workers.