CURRENT PROBLEMS IN WAGE POLICIES*

GENERAL DISCUSSION


— Presents the point of view that wages should be responsive to business conditions, that this was the national wage policy until 1930, and that successful post-war adjustments depend on a return to this policy.


Talks dealing with fundamental aspects of the cost of labor under wartime and anticipated post-war industrial conditions.


The first two in a series of three articles on post-war wage policy. The former presents labor’s point of view against rigid wage controls and in favor of a “wage policy to support full employment.” The latter deals with employment stabilization and the annual wage.


A brief discussion of the questions to be considered in determining a post-war wage policy.

Slichter, Sumner H. “Problems of wage policy after the war.” *Proceedings of the Academy of Political Science* (Columbia University, 116th Street and Broadway, New York 27, N.Y.), May, 1944. pp. 64-88. $2.50.

A summary of the principal changes that have occurred in the wage structure and in wage differentials during the war, and an analysis of objectives to be considered in relaxing or maintaining wage controls.

A handbook for members of the union explaining various methods used by management to determine wages. Discusses in detail the safeguards demanded by the union in collective bargaining involving wages. Some of the principles set forth in this pamphlet have been incorporated in a recently negotiated contract with the Hammarlund Manufacturing Company, Inc.

INCENTIVE PLANS


These speakers discussed methods of installing incentives; the NWLB view, current trends, and the Grumman Aircraft's plant-wide incentive plan.


Written "primarily for the man of management and the man of labor rather than for the engineer," this book provides in concise form a history of wage incentives, a description of various types of plans, and a discussion of their relationship with other phases of management.


A summary of War Labor Board decisions on incentives, company practices on time study and wage incentive procedure, and union contract provisions is followed by a detailed description of ten specific plans.


Summary of the views expressed at a Conference on Wage and Salary Administration, including government, business, and labor officials, most of whom felt that, "A plant-wide incentive system although a valuable wartime tool in increasing production, is limited in its field of application and has little chance for a peacetime future."

CURRENT WLB DEVELOPMENTS WHICH MAY AFFECT TRANSITIONAL WAGE POLICIES

The “Rane formula” setting up a periodic merit review system for automatic progressions within rate ranges.

*Congressional Digest (726 Jackson Place, N.W., Washington 6, D.C.), February, 1945. “Should the Little Steel formula be broken?” pp. 35-64 (whole issue). 50 cents.*

Outlines the wage formula adopted by the National War Labor Board and the steps taken to stabilize war wages, and presents statements for and against the maintenance of the Little Steel formula.


A comprehensive discussion dealing with current problems and anticipated transitional developments.


Deals with the evolution of the Little Steel formula, labor demands for revision of the formula, and the weight of cost of living changes in the controversy.


Both articles deal with the establishment of wage brackets and the possible use of merit rating and length of service to secure increases within acceptable rates.


A discussion of wage problems as the “second major responsibility given to the War Labor Board.” Mr. Taylor states: “General wage increases may possibly return to the economic picture while government controls are retained. . . . I anticipate that one of the great re- conversion jobs will be to convert . . . area wage relationships to industry-cost relationships.” Also: “One of the most striking impressions I have of American wage structures is the failure of a large part of industry to develop properly-aligned wage schedules in the plants . . . a great task before a large part of American industry . . . is to work out rational wage structures. . . .”

Comment on the official statement allowing the War Labor Board greater flexibility in regard to fringe issues.

--- "Job content controls reconversion rate; WLB approval not necessary to continue wartime rates into peacetime if jobs are the same." pp. 254-255.

April 2, 1945. "Wartime wage levels after reconversion; Regional Board orders firm to reactivate prewar wage rates augmented by all increases made during period of war production." pp. 329-330.

April 23, 1945. "Wage cut to keep plant going approved; Regional Board approves parties' plan to reduce wages to maintain operations during reconversion." pp. 420-421.

Decisions which may indicate trends in WLB policy.

BASIC READING ON WAGE PROBLEMS


A series of three papers discussing important aspects of wage determination.


Complete review of the different methods of job analysis describing the various techniques in terms of good industrial relations policy.


A thorough discussion of the various bases for wages. In addition, briefly describes special forms of payment such as bonuses for a group, for foremen, quality, overtime, odd-shifts, as well as a short discussion of executive and salesmen's salaries.

* Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.