REVISION OF
THE TAFT-HARTLEY ACT*

I. EXPERIENCE AND EVALUATION


Includes articles by John L. McCaffrey, Lee Pressman, George B. Christensen, Merilyn S. Pitcher, Paul M. Herzog, and Leo Wolman covering management policy, union and management evaluation, government policy, problems facing the NLRB, and labor trends.

——Personnel Series No. 122. Operating under the LMRA; relation of wages to productivity. 1948. 63 pp. $1.25.

The first article in this series, “Union thinking and tactics under the LMRA,” by Leland Hazard, emphasizes the experience of the Pittsburgh Plate Glass Company. The second article, “NLRB rulings under the Labor-Management Relations Act,” by Theodore Iserman, presents a résumé of rulings by the Board.


Compilation of data gathered on submitting the following questions to approximately 100 executives: “Do you believe that the Taft-Hartley Act has brought about, directly or indirectly, an improvement or a deterioration in your company’s relations with its employees? Do you favor the act or disfavor it? Why? Do you believe any sections of the act should be changed? If so, how?”


Upon evaluation of the provisions of the Act the author concludes that “… the major weakness permeating the Act suggests that it will promote discord instead of avoiding strikes. Its underlying philosophy refuses to recognize that labor unions are the employees, and treats them as outsiders with whom management must continually compete for the employees’ support.”

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

With the enactment of the Taft-Hartley Act the question of the position of craftsmen in mass production industries was brought to the fore. The author states: "The experience of at least two of the important industrial unions indicates that the problem of the skilled worker within these unions is being solved by discipline and by structural change."


A history of the passage of the Taft-Hartley Act, its significance to the worker, employer, and public, with suggestions for future changes in the law.


A brief discussion and appraisal of the effect of the Act on union structure and functions.


Extensive analysis of the provisions of 313 agreements concluded with 125 AFL, 128 CIO, and 60 independent unions.


Includes articles by Frederick H. Bullen, Ruth Weyand, Burton A. Zorn, Ludwig Taylor, William Lewis Dennis, Jacob D. Hyman and Louis L. Jaffe, Nathan P. Feinsinger, and Wayne Morse on the influence of the Act on mediation, collective bargaining, union responsibilities, labor injunctions, secondary boycott, jurisdictional disputes, federal-state relations, and industrial peace.


A study of collective bargaining and appraisal of government policy in this field from the passage of the National Labor Relations Act through the war years, and to the Labor-Management Relations Act, 1947. In discussing the trend toward government regulation the author states: "There is no certainty at all that the ideal of industrial self-government through collective bargaining will be realized. It is virtually certain that the alternative is government regulation of industrial relations by a combination of rules affecting the balance of power and directly specifying the terms of employment."

United States 86th Congress, 2nd session, Senate. Senate Report No. 986. Labor-Management Relations; report of the Joint Committee on

Includes the first and final report of the majority containing a summary of experience under the Taft-Hartley Act, case studies, and recommendations for amendment with the conclusion that "... the law... [has been] working well, without undue hardship upon labor organizations, employers, or employees"; the minority's answer to the first report, whose "... analysis compels... [them] to recommend the immediate repeal of the act..."; and two final studies, one on welfare funds, and the other concerned with the west coast maritime industry.


Concerned with the experience of the Service in establishment of its program and policies, its reorganization, and an account of the activities of the staff followed by recommendations for legislative amendments.


General discussion of administrative set-up and activities of the Board with more extensive examination of representation and unfair labor practices cases, court decisions, and cases involving the use of the injunction. Appendix includes statistical analysis of the experience of the fiscal year 1948.


An appraisal of the influence of the Taft-Hartley Act on industry-wide bargaining in relation to existing labor problems.


The author stresses the practical difficulties and detrimental effects of the Act. "The provisions of the Act... are individually deleterious to trade unions and to the orderly process of collective bargaining, but the cumulative effect is greater than the sum of these provisions."


The author comments on the early experience, character, and effects of the Act and concludes that "... favorable results from this new law
...will come, not by reason of governmental action, but through the preservation and extension of genuine collective bargaining."

2. Proposals for New Legislation


Series of articles by eight members of management with their recommendations for amendment of the Taft-Hartley Act.


Mr. Leiserson proposes the enactment of "...a national collective bargaining law... with safeguards against unfair practices that tend to obstruct or undermine it, and with adequate mediation facilities for aiding positively in the process of settling labor differences by mutual agreement."


Statement drawn up from a forthcoming book, From the Wagner Act to Taft-Hartley: a study of national labor policy and labor relations, presenting basic principles to be followed and suggesting the need for improved administration and content in labor legislation.


Analysis of provisions of the Administration bill with outline of changes proposed in present law.


Testimony on the operation, amendment, and problems arising under the Act.


The Administration bill.