

# LABOR-MANAGEMENT TODAY

## INSIDE AMERICA'S INDUSTRIAL WORLD

with LOUIS F. BUDENZ

This is the seventh of a series of timely articles on labor-management relations by Mr. Budenz, former editor of the Communist newspaper, The Daily Worker, who has returned to the Catholic Church. He is now professor of economics at Fordham University.

### VII. Pros and Cons of the Union Shop

Ten days after Pearl Harbor President Roosevelt called a national conference of the leaders of industry and labor. The war was on, and cooperation of every group in all-out production was essential.

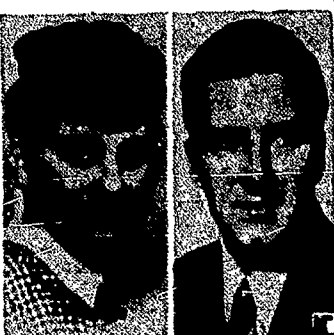
The conferees understood that well enough. They readily agreed that there should be no strikes or lockouts during the war period. They also acknowledged that there should be a National War Labor Board, as in World War I, to settle grievances quickly and peacefully. There was no argument here over the form of security the unions might receive in return for peacefully waiving the "right to strike."

Labor wanted the union shop in some industries and the closed shop in others, mostly in the form of the "union shop" representative of the whole. The National War Labor Board was the only which eventually had to solve this dilemma which presented itself.

THE BOARD HAD to be in a bind. It was not at all clear that the closed shop was the only solution. It had to be a compromise. It had to be a rule of the National War Labor Board. It was the only which eventually had to solve this dilemma which presented itself.

The War Labor Board found the way out in the establishment of the "union shop" which has been incorporated in a few union contracts. Such an arrangement would not require any one to join a union as a condition of employment, but it would guarantee the union that no worker who was in the union at the time of the war was gaining contracts was signed.

### Authors



**Mari Tomasi** — *Brendan Finn* Mari Tomasi, Catholic writer from Montpelier, Vt., has been awarded an \$1,800 Fellowship in Fiction by the Bruce Publishing Co., Milwaukee, for her projected novel, "Like Lesser Gods." **Brendan Finn**, of Somerville, Mass., has received wide acclaim for his biography, "Twenty-Four American Cardinals." (NC Photos)

union recognition or security should take has raged some of the most extensive conflicts in labor-management relationships. An added element of confusion has appeared in the misuse on many occasions of the terms "closed shop" and "union shop." The former refers to that form of union security in which union membership is required as a condition of employment from the moment of hiring. In the latter, the management is left completely free to hire the employees, who after a period of probation are obliged to join the union.

It will surprise some folks to know that some unions do not want the closed shop at all while others strongly insist upon it. The labor organizations desiring the "union shop" are those largely in the basic industries, such as the United Steel Workers Union, which has made it quite clear that it does not intend to press for "closed shop" conditions.

Craft unions as a rule, on the other hand, want the closed shop to persist in their trades. The International Typographical Union is an example of this form of union and this type of thought.

The causes for this difference of opinion can be well understood. The craft unions have always considered it essential to their continued strength and existence that they have complete control over the men coming into an industry, even to the point of regulating their number. That would serve to protect the craft.

The unions in the basic industries, organized along industrial union lines, do not want to be burdened with the big job of hiring thousands of workers. In addition, they find it a safe device to provide merely that the workers employed shall become members of the union after a specified period of probation.

Powerful employing interests have opposed any form of union security on the ground that it is an invasion of "management prerogatives." It cuts down the employer's power to hire and fire, that is, to weaken management's ability to work out its problems.

The "open shop" campaign has also declared that the "rights" of the non-union worker are invaded and youth deprived of the opportunity to break into well-paying trades.

To these alleged arguments against union security, the union spokesmen have replied with the strongest point at their disposal, that union security is essential to the life of the labor organization and the protection of its members' standards. If there were not such union security, the non-union worker would break down good conditions. He would be used gradually to destroy the union itself.

IN RECENT YEARS a number of unions have advanced a new and powerful argument for their point of view. It is the contention that union security is necessary for any long run and responsible labor-management relationships. If union security can be based on intelligent union-management cooperation, say these labor leaders, if the union always feels its existence in jeopardy, then the membership is inclined to continue a belligerent attitude. Every request made by management for a concession here and there (due to conditions in the industry) will be viewed with suspicion and often rejected.

An entirely different atmosphere is brought about when management agrees upon a "union shop," declare these labor spokesmen. Then it is possible to lay the foundations for a more careful and thoughtful appraisal of what is good for the industry in the long run. The labor organization, no longer threatened constantly, can become a participant in cooperating with a management in seeking to increase production and solve other hard problems. To what extent this thought fits in with the creation of industrial councils on a permanent basis shall be revealed shortly.

Next week: "ARBITRATION PROCEDURE."

## Says Msgr. Sheen Secularism Breeds World Communism

New York — (NC) — "The basic struggle today is not between individualism and collectivism, free enterprise and socialism, democracy and dictatorship. They are only superficial manifestations of a deeper struggle which is moral and spiritual."

Thus writes Msgr. Fulton J. Sheen of the Catholic University in his new volume, "Communism and the Conscience of the West," in which he discusses the philosophy which has given rise to capitalism and communism and the requirements of a society based upon Christian truth.

"Every book," he remarks, "should contain at least one idea. The one idea in this book is that the philosophy of communism and to some extent the Revolution of Communism are on the conscience of the Western world. This idea is not new. It has always been a part of the Christian tradition that the guilt of humanity at any one segment of the circle is to some extent the guilt of the circle itself."

IN SUCCESSIVE chapters Monsignor Sheen discusses the decline of historical liberalism and the rise of the anti-religious spirit, communism and the West. He points out that the philosophy of communism, basic defects of communism, communism speaks for itself, how to meet communism, the family in Russia and America.

### A Look at Labor Better Than Dictator

By A. C. Tuohy

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### Pre-Columbus?



At the Smithsonian Institution in Washington, Andrew Andrews examines the message inscribed on the Kensington Stone, named from Kensington, Minn., where it was found, with the date of 1626 and the initials "AVM," believed to mean Ave Maria or Ave Virgo Maria. "Save us from evil." The stone's inscription relates to the exploration trip in the West of eight Swede and 22 Norwegians from Vinland, ten of whom were slain by Indians. (NC Photos.)

### Max Jordan's New Book Out

Milwaukee — (NC) — "Peace cannot be achieved without surrendering to supreme moral laws," writes Max Jordan, N. C. W. C. News Service correspondent, in the preface to the second printing of his book, "Beyond All Fronts," which has just come off the press.

The Bruno Publishing Company here are the publishers. There is a selection of the Catholic Book-of-the-Month Club and of the Catholic Literary Foundation.

"The task to build a peace beyond all fronts remains as pressing as ever," Mr. Jordan states in his preface. "We cannot expect to solve it unless we rally all men of good will who can be found everywhere among the vanquished no less than among the victors. A disillusioned and embittered humanity is watching anxiously, wondering whether our leaders have learned the lessons of the past. There can be no hope unless they realize that no power politics and considerations of expediency have always been new."

### Crosby, Toscanini In Music Gallery

St. Louis, (NC) — The Gallery of Living Catholic Musicians, at Mount Saint Joseph Junior College and Academy, Maple Mount, Ky., is described in an article by the founder, Sister Mary Margaret in the current issue of Action Now, national sodality magazine published here.

A special section of popular music includes Bing Crosby, Dennis Day, the Lombardos and Jimmy Mellich, who are referred to by the author as "his-tle and sing" musicians. Toscanini and Eugene Goossens lead the list of Catholic conductors.

Occupational groups are nothing more than the complete organization of the economy by industry. There would be an occupational group for the steel, coal, rubber, railroad, and other industries. Each occupational group would be controlled by capitalists, management and the workers. All would be partners. All would be equal. All would be responsible for the decisions which affected the lifeblood of an industry. These industrial councils would set wages, hours, production standards, prices, profits, etc. These decisions would be arrived at by the democratic process not by dictatorship. Representatives of capitalists, managers, and workers, democratically chosen, would run the industry. The economy would be run in much the same manner as the government.

Can this system work? Why not? It is not more impracticable than the democratic organization of government. It will mean that those who presently control the economy will have to give up some of their power. It will mean that the workers will have more say than they have now. But at one time kings and nobles were asked to give up some of their power. Where they did not, bloodshed was the result. The Popes have given us a way to avoid economic warfare. It is the way of reason and common sense.

## 'Snob and Saint' Picked in Canada

Canadian Catholic Book Club of Toronto, Canada has chosen The Snob and The Saint by Sister Frances Teresa of Nazareth Academy as its alternate choice book for April 1948, according to John V. Fulton, director.

### Rose Hawthorne Conversion Told

Milwaukee — (NC) — The conversion of Rose Hawthorne, daughter of Nathaniel Hawthorne, and her husband, George Parsons Lathrop, which created a great furor in their day, was due in part to the influence of the Irish poet, John Boyle O'Reilly, and to the religious spirit of Irish Catholic maid in the Lathrop home, Theodore Maynard writes in his biography of Rose Hawthorne entitled "A Fire Was Lighted."

Following her conversion and the death of her husband, she devoted herself to the care of indigent and incurable sufferers from cancer and formed a community of Dominican nuns, known as the Congregation of St. Rose of Lima or The Servants of Relief for Incurable Cancer Patients. As the head of this community she was known as Mother M. Alphonsa.

In an introduction His Eminence Francis Cardinal Spellman, Archbishop of New York, writes: "Why will not our unhappy chaotic world learn the spiritual secret of this valiant woman who sought out the sick and poor to serve them with heroic selflessness and a consuming love of God?"

When asked her reactions to two book club selections (Catholic Book-of-the-Month, December 1947 also), the author said she had received more satisfaction from an order for 5 copies from The Good Thiel Foundation Library at Danvers, Fla., and the Rev. Andrew Hyland's letter about its effect on his men than from the thousands sold through book clubs.

A lawyer from Marshall, Minn., writes that a non-Catholic, ex-serviceman after reading "Dutch Schultz," an essay featured in the book, asked for a Catholic Catholicism.

The section on nuns, Robert Doran, editor of Victorian magazine stated would be more for vocations than many long sermons because the nun is depicted with human interest.

The Snob and The Saint is on sale at Brennan's, Trant's and Tucker's stores in Rochester.

Prelate White House Visitor Washington — (NC) — Archbishop Robert E. Lucey of San Antonio was a visitor at the White House. He was accompanied by Col. Robert Lee Bobbitt of San Antonio, former Attorney General of Texas, and Luther H. Evans, Librarian of Congress and a Texan, who told reporters it was a courtesy visit.

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### BREAST-O'-CHICKEN

TUNA CROQUETTES WITH PEAS

1 1/2 oz. in Breast O' Chicken soup  
1/2 cup milk 1 cup soft bread crumbs  
2 eggs 1/2 to 1/3 cup chopped hard-boiled peas  
1 1/2 tsp salt 1 1/2 tsp tamper sauce

Cook bread crumbs in milk. Stir in beaten eggs, seasoning. Breast-O'-Chicken tuna Farm croquettes. Roll in bread crumbs, drop in hot fat till well browned. Serve with creamed peas, butter, salt, pepper. Serves 6.

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