


LABOR-MANAGEMENT TODAY



INSIDE AMERICA'S INDUSTRIAL WORLD
with
LOUIS F. BUDENZ

X. UNION-MANAGEMENT COOPERATION.
In the current furor around John L. Lewis there are grave possibilities that the helpful and healthy aspects of the collective bargaining contract may be easily overlooked. Fifteen million American wage earners are now covered by such agreements. It is that comparatively high number under the union banner which has caused the advance of arbitration during the last two decades. For arbitration, we understand, has not functioned in full force until it came to be incorporated in the union contract. That is in itself a forecast of possible future growth of relations in the labor field along sound lines on the basis of union security.

THE INSERTION in agreement after agreement of the clause that the rules of the American Arbitration Association shall be used, in contrast to the days when no such words were to be found in labor's demands or management's promises, is proof enough of that. The irrefragable number of voluntary arbitrators, enrolled by that association throughout the country, for service in labor arbitration proceedings, is added evidence. That which management sought to achieve through the personal touch and which was furthered like wise by the creation of personnel departments and scientific management projects but which never reached anything near full bloom in that way, has been given a big lift by the existence of the union agreement.

It is some recognition of this which causes L. W. Fill, publisher of the *Electrical World* and former vice president of Allis-Chalmers Corporation, to write in his latest book, "Pattern for Good Labor Relations": "Management's decisions are far more likely to be sound if management accepts the recognized union as being truly a representative of its employees and treats it as such."
These are the words of a management spokesman who believes that the closed shop should be forbidden by law and who is primarily intent upon giving management tips as to

Narberth Plan Growth Told

Huntington, Ind. — (NC) — Weekly Catholic-information articles are now being carried into 2,470,387 homes by 239 secular newspapers through the growing agency of the Narberth Movement.

These figures, results of a survey undertaken last November by the Rev. Richard Girvin, author of the Narberth articles, and editor of the Priest, are included in an article, "Narberth Inventory," by Dr. John G. Bowen, of the National Council of Catholic Men, in the May issue of the Priest magazine, published here.

The Narberth Movement takes its name from the city of Narberth, Pa., where it was founded in 1929 by Karl Rogers, Catholic layman and advertising writer. Upon the death of Mr. Rogers in 1942, the National Council of Catholic Men undertook direction of the movement, which seeks to spread Catholic truth through newspaper articles and small folder-type leaflets.

trated on the business of devising methods to make the work better and less costly. That such cooperation should have been given such an initial large start on the railroads is not surprising. It is in that industry that there has been a long period of experience with organized collective bargaining under various laws leading up to the Railway Labor Act. It is under that act, in addition to its mediation and fact finding machinery, that arbitration has been provided for in case the roads and the unions agree. In this arbitration, if it is agreed upon, appeals for enforcement may be made to the Federal circuit courts.

The arbitration itself, as the law reads, is voluntary; once entered into, the decision becomes a matter which can be carried through by the courts.

The B and O arrangement in itself arose out of the dire conditions of the war, of draft units resulting from the strike of 1922. It also owed its origin to the fact that Daniel Willard, president of the B and O at that time, did not agree in the plan of several other railroad corporations to smash the "war babies" as the shop craft unions had been termed. Many of them had been given their first chance of life by the policy pursued when the government had operating control of the roads in World War I.

MEMBERS OF THE union-shop committees set up in the first place to handle grievances, meet regularly with management representatives to consider how to improve work methods. They also go over possible ways and means to cut down waste and to reduce costs. There are not grievance meetings, but are concerned

THE B AND O plan marched on in the encouragement it gave to the garment unions to consider like schemes on a different scale and in widely differing circumstances. It also spurred on the newly born United Steel Workers to offer aid to companies having difficulties due to changes in steel manufacturing processes. It made it much easier for the labor-management committees of World War II to be inaugurated, under the auspices of the War Production Board.

Why has union-management cooperation, even at that not had a wider and more permanent existence? The old hangovers of conflict prevent its full unfolding. Prior to the National Labor Relations Act, we must remember something like the "law of the jungle" ruled in American labor-management relations. Violence in industrial disputes was not infrequent. The extensive use of the labor spy, as revealed by the La Follette Committee hearings, can not now be deplored as over again in their vivid reality. They were however evidence of the bitterness of the struggle.

What in reality is being called for is some moral foundation for a "commonwealth" or community understanding of how to work together. And that is not yet here.

Next Week: "Labor Legislation," by *Courier-Journal*

Rochester's Prayer Tribute Will Be Presented At Fatima

A Spiritual Bouquet of Reparation from Rochester Catholics will be presented at the world-famous shrine of Our Lady of the Rosary in Fatima, Portugal, on May 13th, by the Rev. Joseph A. Cirincione, pastor of St. Francis of Assisi Church, Rochester.

Father Cirincione will leave New York tomorrow evening (Friday) aboard a Pan-American airplane. Accompanying Father Cirincione will be the following: Rev. Leonard A. Kelly, pastor of St. James Church, Trumansburg; Rev. Robert Handlin, assistant pastor of Holy Rosary Church, Syracuse; and the Rev. John B. Kleinfjes, assistant pastor of St. Mary's Church, Canandaigua.

THE MOST REVEREND DOM JOSE ALVES CORREIA DA SILVA, Bishop of the Diocese of Leira, in which Fatima is situated, has invited the American priests to be his special guests at Fatima's Retreat House during their visit at the Shrine.

May 13th marks the anniversary of the first apparition of the Blessed Virgin to three children at Fatima in 1917. The day will be observed at Fatima by solemn religious exercises and celebration of Pontifical Mass at Fatima, and will draw thousands of pilgrims from all parts of the world. During her apparitions to the children the Blessed Virgin asked for devotion to the Rosary and prayers of reparation for the conversion of Russia.

The Spiritual Bouquet of Reparation, which Father Cirincione will carry with him to Fatima as the tribute of Rochester Catholics to Our Lady of the Rosary, is in the form of a beautiful hand-painted brochure.

Designed and painted by the Carmelite Sisters of Rochester, it lists all the prayers and works which Rochester Catholics have performed in reparation to Our Lady of the Rosary.

AMONG THE SPIRITUAL acts listed on the Spiritual Bouquet are: Masses, 20,536; Holy Communions, 14,751; Rosaries, 23,563; Stations, 6,436; Litanies, 17,157; Visits, 18,332; Holy Hours, 7,923; Ejaculations, 5,488,170; Aims, 4,788; Good Works, 3,164; Acts of Reparation, 10,194.

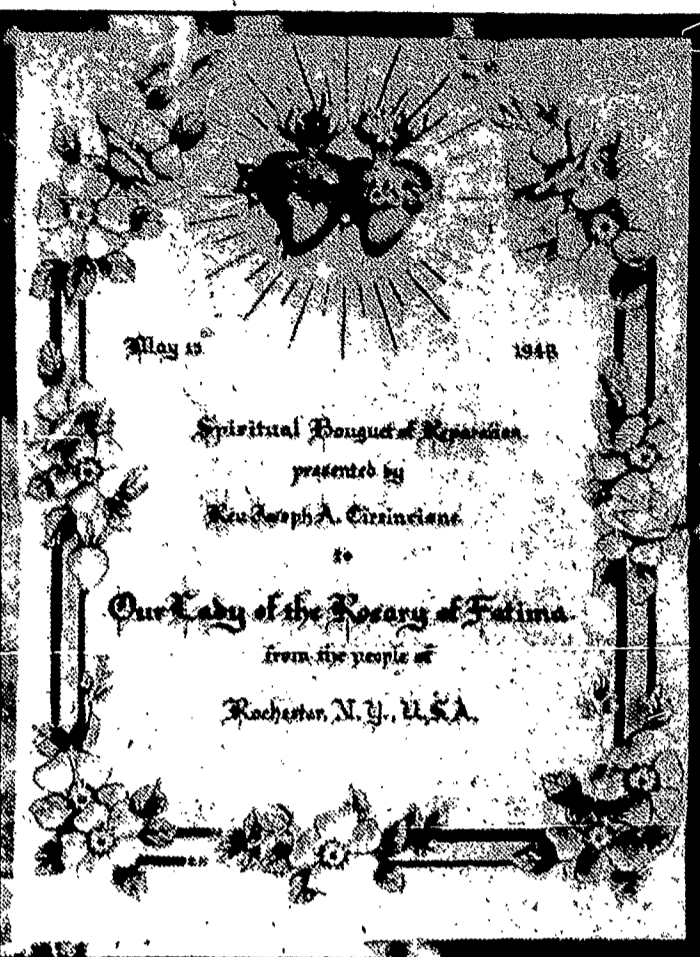
The blacklist and intimidation on a big scale featured the industrial scene.

A MOMENT'S REFLECTION will let us know that fifteen million workers could not be organized and brought under collective bargaining agreements without profound changes taking place in factories and communities.

Take any town in western Pennsylvania. Look at it in 1928, and look at it today. The union was nothing in the community then, it is much indeed now. The position of the foreman has changed; no longer can he fire and hire with the same abandon as he could back in that receding period. Many of the workmen who then were in danger of the blacklist are now the shop stewards, representatives of the employees in dealing with the former all-powerful foreman.

The change has not gone as yet to the lengths that it should. Or at least, not as far as it should go to assure extensive union-management cooperation. In all recent discussions on labor affairs, the urgency for "mature" managers and "mature" labor leaders for those who will learn "clinical methods of approach" and possess "expert skills" has been emphasized. Professors, economists, certain labor leaders and certain management men have uttered this thought.

Paulists 90th Anniversary New York (NC) — The Paulist Fathers will celebrate the 90th anniversary of their founding here on May 1 when Bishop Stephen J. Donohue, Auxiliary of New York, will ordain five members of the community at St. Paul's Church.



Here is frontispiece of the hand-painted Spiritual Bouquet of Reparation to Our Lady of the Rosary of Fatima. It will be presented at the famous Portugal Shrine on May 13, anniversary of the first apparition of the Blessed Virgin at Fatima.

Crosses Accepted, 9,537; Spiritual Reading, 21,207.

The priest pilgrimage headed by Father Cirincione is scheduled to land this Saturday noon in Lisbon. They will proceed immediately to Fatima where they will remain for ten days and participate in the feastday celebration of May 13th.

While at Fatima the priests will travel 150 miles to visit the convent where Lucy, only survivor of the three children who witnessed the apparitions of the Blessed Virgin, now resides as Sister Mary Lucy and a member of the Sisters of Dorothy community.

On the eve of his departure

this week Father Cirincione received a letter of welcome from Mother Mary King, religious superior of Sister Mary Lucy.

Following the religious celebration at Fatima, the group will fly to Rome for a nine day visit which will be highlighted with an audience with the Holy Father on May 20th. The Papal audience has been arranged by the Rev. Richard K. Burns, a priest of the Rochester Diocese, who serves as Vice-rector of Rome's North American College.

The group will return to the United States by plane and is expected to arrive in New York on May 28th.

Daughters of Charity Mark Century in China Missions

By REV. PATRICK O'CONNOR

Shanghai—Little Plum Blossom, the crippled orphan, receives loving care under white wings of charity in Ningpo, Old Wang, blind and helpless, finds a home in Kanchow. Mrs. Lee is nursed back to health in Tientsin.

The white-bonneted Daughters of Charity of St. Vincent de Paul are doing all this. They are doing it for thousands of sick, poor

Bishop's Divot Starts Seminary

Chicago —(NC) — They use to have those familiar "replace all divots" signs about the old Glenharb golf course in suburban Glen Ellyn. But Bishop Raymond A. Lane, Maryknoll's Superior General, made a great big one the other day and didn't replace it. Out of his Divot—more formally termed the first spadeful of earth—will rise the first Maryknoll preparatory seminary in the Middle West, where Maryknoll Missionaries will be trained.

The seminary, which will cost some \$2,000,000, will be completed by September, 1949, and will be equipped to accommodate 500 students.

and helpless persons in China. And they have been doing it now for a full century.

Solemn celebrations have just been held to commemorate the hundredth anniversary of the arrival of the Sisters of Charity in China. They were the first Sisters of any community to come to the Chinese missions.

The first group numbered eleven. They landed in Macao in 1848 after a 9-month voyage from France. They took over an orphanage in Macao and later went to Ningpo. Today they serve the poor in five provinces of China. They conduct 18 hospitals, 28 dispensaries, 14 homes for the aged, 14 orphanages, 13 schools and visit ten prisons.

From 11 Sisters in 1848, their numbers in China have grown to 427, of whom 287 are Chinese Sisters.

One of the first group died at sea on the journey from France. The superior died one month after the Sisters had been 15 years in China, so many had died and their hardships were so severe that the survivors were urged to return to Europe. Their superiors left them free to return. Not one left.

A Look at Labor Planning To Retire

By A. C. Tuckey

Every worker expects to retire. Sooner or later. He might retire on his good looks. But at sixty-five we are not expected to have good looks. The best we can hope for is a pension. A pension, however, is not always the solution. It may not be adequate. It should be, but often isn't.

No one wants an old person. If he can pay his way, he may be tolerated. If he can't, well, Social Security isn't the complete answer. It probably never will be. It does not pay enough. Workers, therefore, can look only to the people for whom they worked all their lives. If they gave their best years to an employer or an industry, why should not the employer take care of them when they are too old to work? Should a human being be discarded like an old shoe?

TELEPHONE workers are very concerned about pensions. And they can make out a very fine case for good pensions.

The American Telephone and Telegraph Company is the wealthiest corporation in the country. It is worth eight billion dollars. This year its profit will be around 250 million dollars. The A.T.&T. makes a giant like U. S. Steel fee like a small boy. And U. S. Steel is no pigmy.

THE A.T.&T. has a pension fund. In the fund is \$50 million dollars. By itself this may seem to be a great deal of money. It seems to be even greater when we compare it with the paltry 32 million dollars in the pension fund of the United Mine Workers.

IF YOU ARE a telephone worker, you will have a pension when you retire. But you will be interested in knowing how much that will be. Your pension will be based on your average wage over the ten years of service prior to your retirement.

Perhaps you have averaged \$1,500 over these ten years. After twenty years of employment, the A.T.&T. will give you \$8.75 a week to live on. If you have worked thirty years at that wage, you will still receive \$8.75. After forty years service, you will do no better.

BLESSED ARE YOU, if you are in the \$2,000 class. After twenty years, you will receive \$8.00 a week. After thirty years, you still receive \$8.00 a week. After forty years, you will receive \$2.25 a week. The

\$2,000 cases are very little better. After twenty years the retired employee will receive only \$7.50. After thirty years he will receive \$7.75. After forty years the pension falls for a weekly payment of \$18.00.

The Communication Workers of America is a young organization. But it is doing a fine job of bringing this information home to telephone employees. The reader may ask: How is it that the payments frequently go down as the average income goes up? The answer is simple.

THE TELEPHONE industry makes its systems smaller when the Social Security pension gets larger. Social Security gives you more when you earn more. You get more because you paid more into the fund. You may be entitled to \$50 a month from the telephone pension fund. But if you receive something from Social Security, your telephone pension may shrink to \$34.

Telephone workers are asking some pertinent questions: Why is the average pension in the telephone industry less than \$30 a month? If the Mine Workers can obtain \$100 a month on \$2 million, why cannot they do better on \$50 million? Since employee pensions are so low, how can the fund give the Chairman and Vice-Chairman of the A.T.&T. annual pensions of \$90,000 and \$41,000 respectively?

Does it pay to have a leader like John Lewis?



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