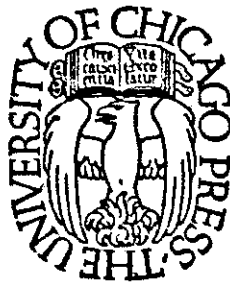


PROBLEMS OF COLLECTIVE BARGAINING

Edited by

R. W. STONE

*Associate Professor of Industrial Relations
The University of Chicago*



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THE SCHOOL OF BUSINESS
THE UNIVERSITY OF CHICAGO

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Volume VIII • Number 2

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PROCEEDINGS OF
THE FOURTH MIDWEST CONFERENCE
ON INDUSTRIAL RELATIONS

HELD AT
THE UNIVERSITY OF CHICAGO, OCTOBER 12, 1937, BY THE
INDUSTRIAL RELATIONS ASSOCIATION OF CHICAGO
AND THE SCHOOL OF BUSINESS OF THE
UNIVERSITY OF CHICAGO

EDITED BY
R. W. STONE
*Associate Professor of Industrial Relations
The University of Chicago*



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PREFACE

WITH the advent, more than one hundred and fifty years ago, of capitalistic methods of production, and a free contract system of business enterprise, the general outlines of modern problems of industrial relations began to take form. The problems have changed in respect to significant matters of detail, but in broad outline their nature was determined by the form of economic organization that has been in process of development for more than a century and a half.

Industrial relations problems are complex, and clear understanding is made more difficult by a confusion of prejudices and prepossessions with attempts at rational analysis.

To facilitate analysis and understanding, the Industrial Relations Association of Chicago and the School of Business of the University of Chicago conduct an annual conference on industrial relations problems.

Those participating in this, the fourth, conference felt that the exchanges of viewpoint and experience helped to widen the individual horizon and sharpen the perspective on industrial relations problems. In the belief that these discussions may be of general interest and value they are published as a part of the School of Business series "Studies in Business Administration."

W. H. SPENCER

Dean of the School of Business

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ORGANIZATION SPONSORING THE
MIDWEST CONFERENCE

THE UNIVERSITY OF CHICAGO

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W. H. SPENCER, *Dean*

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American School	

APPENDIX B
PROGRAM OF THE MIDWEST CONFERENCE
ON INDUSTRIAL RELATIONS

GENERAL SESSION

9:30 A.M.

Mandel Hall, the University of Chicago

Chairman: JOHN A. STEPHENS

President, Industrial Relations Association of Chicago, and Manager
Industrial Relations, Chicago District, Carnegie-Illinois Steel
Corporation

Greetings:

In behalf of the University of Chicago

EMERY T. FILBEY, Vice-President

In behalf of the Industrial Relations Association of Chicago

MISS SARA E. SOUTHALL, Industrial Relations Department, Interna-
tional Harvester Company

Addresses:

“Government Policy with Respect to Organization and Collective Bar-
gaining; Analysis of Decisions of the National Labor Relations Board”
—CHARLES FARY, General Counsel, National Labor Relations Board

“Trends in Trade-Union Organization, Structures, and Functions”—
CARROLL R. DAUGHERTY, Professor of Economics, University of Pitts-
burgh

“Problems in Collective Bargaining”—C. S. CHING, Director of Industrial
and Public Relations, United States Rubber Company

LUNCHEON

12:45 P.M.

Ida Noyes Hall, the University of Chicago

Chairman: FRED C. W. PARKER

Secretary and Treasurer, Industrial Relations Association
of Chicago, and Secretary, Kiwanis International

AFTERNOON ROUND-TABLE CONFERENCES

2:30 P.M.

ROUND TABLE “A”—Eckhart Hall, Room 202

DISCUSSION TOPIC: “Supervisory Training with Special
Reference to Employer-Employee Relations”

Chairman: ALBERT E. PETERSON, Superintendent of Training, Com-
monwealth Edison Company

Discussion Leaders:

HARRY P. WOOD, Director of Education and Training, Carnegie-Illinois Steel Company, South Works, Chicago, Illinois

PAUL A. MERTZ, Director of Company Training, Sears, Roebuck and Company

F. M. PEPPER, General Plant Employment Supervisor, Illinois Bell Telephone Company

ROUND TABLE "B"—Law South (First Floor, Law Building)

DISCUSSION TOPIC: "Industry Adjustment to Social Security Administration"

Chairman: ARTHUR STEADY HANSEN, Consulting Actuary

Discussion Leaders:

LOUIS SCHLISINGER, Vice-President, Kuppenheimer and Company

ROY DINGMAN, Assistant Director of Personnel, Commonwealth Edison Company

HENRY R. CORBETT, Consulting Actuary

ROUND TABLE "C"—Rosenwald Hall, Room 2 (Ground Floor)

DISCUSSION TOPIC: "Wage Negotiation and Administration under Open-Shop and Union Conditions"

Chairman: DR. JOHN W. RIEGEL, Director, Bureau of Industrial Relations, University of Michigan

Discussion Leaders:

M. R. ZELDER, Personnel Manager, Edison General Electric Appliance Company

MORRIS GREENBERG, Vice-President, Hart, Schaffner, and Marx

ROUND TABLE "D"—Law Court (First Floor, Law Building)

DISCUSSION TOPIC: "Health Problems in Industry"

Chairman: J. H. CHIVERS, M.D., Medical Director, Crane Company

Discussion Leaders:

CLARK D. BRIDGES, Director of Workmen's Compensation Committee of Illinois Manufacturers' Association

VOLNEY S. CHENEY, M.D., Medical Director, Armour and Company

ROUND TABLE "E"—Haskell Hall, Room 108 (First Floor)

DISCUSSION TOPIC: "Employee Representation and Independent Unions"

Chairman: ALBERT S. REGULA, Industrial Relations Counselors, Inc.

Discussion Leader:

R. W. STONE, Associate Professor of Industrial Relations, School of Business, University of Chicago

ROUND TABLE "F"—Rosenwald Hall, Room 27

DISCUSSION TOPIC: "Techniques of Selection and Training"

Chairman: MRS. RHEUA PEARCE, Director of Employee Testing, Marshall Field and Company

Discussion Leaders:

W. J. DICKSON, Director of Personnel Research, Western Electric Company

L. J. SCHLOERB, Director of Occupational Surveys, Board of Education, Chicago

ROUND TABLE "G"—Eckhart Hall, Room 206

DISCUSSION TOPIC: "Employee Records and Employment Control in Relation to Recent Legislation"

Chairman: C. E. PARKER, Supervisor of Employment, Public Service Company of Northern Illinois

Discussion Leader:

W. S. ASKEW, Director, Social Security Division, Swift and Company

4:30 P.M.

TOURS TO POINTS OF INTEREST ON UNIVERSITY CAMPUS
Leaving from First Floor of Haskell Hall

DINNER

6:30 P.M.

Hutchinson Coffee Shop, the University of Chicago
Chairman: G. W. ADRIANSON, Vice-President, Industrial Relations Association of Chicago, and Director of Industrial Relations, Commonwealth Edison Company
Music by the University of Chicago Midway Singers

EVENING SESSION

7:45 P.M.

Mandel Hall, the University of Chicago
Chairman: W. H. SPENCER, Dean, School of Business
University of Chicago
Address: "Business as a Social Institution"—T. N. WHITEHEAD,
Professor of Industrial Psychology, Graduate School of Business,
Harvard University

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Business Research . . .

published quarterly in the

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Unlike other periodicals in the field it is not concerned primarily with reporting the facts of business conditions; it seeks to explain those facts, to provide those men who desire practical, long-range views of their field with an intelligent organ of business research. It is edited by Edward A. Duddy and Martin J. Freeman.

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