



Employment Management, Employee Representation and Industrial Democracy: Address Delivered Before the National Association of Employment Managers, Cleveland, May 23, 1919 (Classic Reprint) (Paperback)

By William M Leiserson

Forgotten Books, 2017. Paperback. Condition: New. Language: English . Brand New Book ***** Print on Demand *****. Excerpt from Employment Management, Employee Representation and Industrial Democracy: Address Delivered Before the National Association of Employment Managers, Cleveland, May 23, 1919 Works committees not substitute for unions. - Please note the insistence that the essential purpose of any attempt to organize the working force - namely, the improvement of relations between employer and employee - Will be defeated if works committees or representation plans are to be used as a substitute for organized labor or as a means of destroying it. This is the point I Wish to emphasize, in conclusion, also. And you will note in all the intelli gently prepared employee-representation plans a clause to the effect that these plans shall not abridge or con?ict with the right of employee to belong to labor unions. The labor organizations that make collective agreements With employers covering wages, hours, and discipline are here to stay. It is their practices that gave rise to shop committees and they will grow in power and prestige with the extension of the committee and employee representation plans. there can not be complete industrial democracy until bargaining...

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