

Profs Debate Labor-Management Problem

Workers Buck Bill To Restrict Unions

By ARTHUR H. REEDE
Associate Professor of Economics

Contrary to prevailing notions, the record of labor strife was good in World War II. Whatever may be said of those who did strike—and I shall not defend them—the fact remains that the amount of time lost as a result of strikes was consistently very low, much lower than in World War I. The lull of the war years has ended, for over half a million workers are currently on strike. Why has this come about, and does it require action?

Wage rates remain at war-time levels, but "take-home" pay in most mass production plants has declined up to 30 per cent because of the ending of over-time employment. Workers feel this keenly because prices not only have not fallen but are still rising. During the war they gave up the right to strike and were allowed to negotiate for only limited raises in pay. Living costs are now about 33 per cent higher than on January 1, 1942. Few workers were granted wage increases during this period that amounted to more than half this rise in living costs. While production was at war-time levels, over-time pay helped to make up the difference. Now this is no longer true.

The President thinks that long and costly strikes would hamper reconversion and encourage inflation. Accordingly he asks a "cooling off" period during which a fact-finding commission would study and report on the issues. Union spokesmen oppose this



measure, arguing that strikes need not be long or costly if employers bargain in good faith. They believe that they should be assured the right to negotiate wage increases in line with admitted rises in living costs.

Employers complain that they cannot grant wage increases without corresponding adjustments in prices. Union spokesmen disagree, arguing that, with over-time and other war conditions ended, costs should be substantially lower. They challenge employers to prove from their books that wage increases would necessitate price increases.

Employers allege that workers have often struck in violation of contracts, especially in recent months. They ask that the right to strike be restricted by appropriate safeguards that will bring irresponsible union leaders and members to book. In part unions oppose the President's bill for fear that it will be amended to meet employers' demands. Some union spokesmen admit that union discipline is not what it should be, but they contend that measures so far suggested would not so much improve union discipline as lead to breaking up unions.

CLASSIFIEDS CONTINUED

WANTED — Ride to Pittsburgh on December 22. Please call 3102, and ask for Gale.

WANTED — Steel filing cabinet and wooden chest or tool box, new or used. Call Sally, 54 Ath.

THOSE traveling with Kate and Marion bring \$6.00 to 401 Watts Monday afternoon.

LOST — Black Parker fountain pen, trimmed in gold. Finder please return to Student Union.

PSCA —

(Continued from page one)
Marorie Reich and Richard Spence were appointed to head Commission Six—publicity. John Sigler is new co-chairman of public meetings. He serves with Mary Jane Doerner.

First Semester Club Officers
Ruth Gilmore and Fred Smith are co-chairmen of the newly-formed First Semester Club, a per-

Industry Agreeable To Cooperation

By CLARENCE E. BULLINGER
Professor of Industrial Engineering

The present labor-management situation is an aftermath of four years of war restrictions for labor and management.

Management is willing to pay high wages. It believes that a return, to the peace-time work week of 40 hours at current hourly rates, might permit it to produce its product and sell it at the present ceiling prices and make a fair return on its investment, if the volume of production is greater than pre-war.

It is even willing to pay labor for a postwar working week of 40 hours, the war-pay for a working week of 48 hours which is the equivalent of 52 hours at the current basic hourly rates when overtime payment is included. If it does grant this increase, management believes that it should be allowed to increase its selling price beyond the present ceiling prices as set by OPA. Granted the increase in selling prices it believes that the volume of production will be such as not to result in increased profits beyond that necessary to provide the stimulus to stay in business.

Management cannot get along without labor, nor can labor get along without management. It, therefore, believes that labor has a stake in the continued operation of the industry and should of its own free will take more responsibility to develop greater control of the actions of its members.

It believes that where there is clear understanding as to the rights, responsibilities and authorities of both labor and management, that there should be no interruptions in the normal flow from day to day activity. This applies particularly to the belief that an improvement in the coordination of management and labor would result were labor to insist that its members live up to its agreements and discover means for the clearance or removal of jurisdictional disputes between rival unions.

Management believes that the process of collective bargaining should mean what it implies, namely, that agreements are the result of sincere compromise between the viewpoints and judgments of labor and management. It feels that as the labor relationship grows older and more exper-

imented, that better understandings will develop and more areas for bargaining will appear. It emphatically believes that certain areas of industrial life are the specific and exclusive right of management to manage in so far as they are managed in accordance with the laws of the land, property, good common sense and in many cases with an enlightened sense of stewardship.

Management also believes that the present standards of living in the United States cannot even continue or get better unless capital flows freely to it and is accorded a fair return.

It is my personal belief, that as labor and management grow together they will realize that after all, they are the trustees or stewards of this thing called industry, that trust and belief in each other will grow to such an extent that the team of labor and management will be unbeatable.

Management merger of Women's Freshman Forum and Men's Freshman Council. Nancy Barnes and Mark Del Vecchio are vice-chairmen. Women's secretary-treasurer is Patricia Kinkead. John Ashbrook and Clifford Koelle are secretary and treasurer, respectively, for the men.

Second Semester Club Executives
Officers of the Second Semester Club include: Wilbur Kraybill and Joan Wolfe, co-chairmen; Erla Mae Johnston and William Shoemaker, vice-chairmen; and Patricia Woods, secretary-treasurer.

Upperclass Club
Mike Rosenberger, Vera Eby, and Shirley Bremier are president, vice-president, and secretary-treasurer of the Upperclass Club.

Fireside Hour
An hour of music, poetry and fellowship will be held at the fireside in the Hugh Beaver Room at 4:30 p. m. Thursday.



Spagnolo Joins Art Department

A new associate professor of the department of architecture, Joseph E. Spagnolo, arrived at the College recently from the Naval Ordnance Laboratory in Washington, D. C. He had been employed there as architectural consultant since April 1944.

During this time Spagnolo worked on projects involving depth charges and mines. Later he was technical and design consultant for a new \$15,000,000 research plant at White Oaks, Md.

Traveling abroad to study fine arts, Spagnolo received his Bachelor of Fine Arts degree from the Royal Academy in Rome in 1922. During his four years of study at the Academy he spent some summers traveling in Africa and on the Greek mainland, visiting remains of ancient Egyptian and Greek civilizations.

After receiving his B. F. A. degree, Spagnolo returned to the United States where he enrolled in the University of Pennsylvania to study architecture and was graduated in 1934 with a Bachelor of Architecture degree.

In September 1938, Spagnolo received his M. S. degree in architectural engineering at the Virginia Polytechnic Institute, Blacksburg, Va., where he was a member of the architectural engineering department.

Before this he was employed in the Home Owners Loan Corporation in Columbus, Ohio as assistant reconditioning supervisor.

Jack Harper

CLASSIFIEDS

LOST—1 Norristown High School publications award key. Gold key, blue face, gold "N". Call D. Ellis 4471.

NO BEER will be served to tables consisting of minors at the Crossroads Restaurant, Boalsburg, Pa.

WANTED—Ride to Washington, D. C. on Dec. 22nd. Contact Lt. Talman, N.R.O.T.C. Unit, Phone 711, Ex. 160.

LOST—Gold identification bracelet with the name C. Robert Powell. Phone 2404.

LOST—A black Parker fountain pen. If found call 2129 and ask for Robb. Reward.

WANTED—To rent by Penn State Engineer, small basement room with running water and electrical outlet, suitable for photography darkroom. Call Dickstein, 3997.

DESIRE ride to Scranton or vicinity December 22. Contact Lieut. Commander J. R. Lenahan, 711 Ext. 160.

FOR SALE—Remington Portable, price \$21.00. Call 4227.

WANTED — 2 riders to Scranton, leaving Friday at 2:30. Contact between 11 a.m. and 1 p.m. today. Jim Feeney, 405 Old Main.

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