Ferguson

MAJORITY REPORT

The right of employees to organize and to bargain collectively with their employers, by and through regularly elected and duly accredited representatives, regarding

(a) wages, hours of labor and conditions of employment,

(b) housing, sanitation and other conditions relating to health and safety,

(c) provision of facilities for education, play, wholesome pleasures, and pleasant social intercourse,

should be recognized and all such policies be furthered by the cooperative effort of employees and employers.

Elliot

MINORITY REPORT

The right of wage earners to bargain with employers collectively through trade and labor unions or any other associations of workmen, regarding

(a) wages, hours of labor and conditions of employment,

(b) housing, sanitation and other conditions relating to health and safety,

(c) provision of facilities for education, play, wholesome pleasures, and pleasant social intercourse,

should be recognized; and all such policies be furthered by the cooperative effort of employers and employed.

Ferguson.

Digital Image, 2011, Ida M. Tarbell Collection, 1890-1944, Allegheny College Pelletier Library

Majority report - as revised by Fiorentini

The right of employees to organize and to bargain collectively with their employers, by and through regularly elected and duly accredited representatives, regarding

(a) wages, hours of labor and conditions of employment,

(b) Housing, sanitation and other conditions relating to health and safety,

(c) provision of facilities for education, play, wholesome pleasures, and pleasant social intercourse,

should be recognized and all such policies be furthered by the cooperative effort of employees and employers.

This comes in as majority report - at Fiorentini's request. Chadbourne came in from conv. If M- & 2 as a Minority report will send letter in Red commulle

Digital Image, 2011. Ida M. Tarbell Collection, 1890-1944, Allegheny College Pelletier Library

(1) The right of wage earners to organize or not to organize in trade and labor unions, or some form of shop industrial councils is recognized.

(2) The right of employers and employees to bargain collectively in respect to wages, hours of labor, and rules and conditions of employment is recognized.

(3) For the purpose of so bargaining collectively the right of representation of wage earners is recognized.

(4) The right of wage earners to be represented by representatives chosen by the majority of their own number is recognized.

As suggested by Employers' Group:

(5) The right of employer and employee to negotiate individually in respect to wages, hours of labor, and rules and conditions of employment, is recognized.

5 This must not be understood as limiting the right of any wage-earner to refrain from joining any organization or to deal directly with his employer if he so chooses.

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more specific

The right of wage earners to bargain with employers collectively through trade and labor unions or any other associations of workmen, + regarding

(a) wages, hours of labor and conditions of employment,

(b) housing, sanitation and other conditions relating to health, & Safety

(c) provision of facilities for play, wholesome pleasures, and pleasant social intercourse,

should be recognized; and all such policies be furthered by the cooperative effort of employers and employed.

(Submitted by Dr. Eliot, of the Public Group)

Formulation (by proper trade and elected committees a duly accredited representation see Mgmt report -

a plan of representation - J.D.R
forms " " " organization-Group

" Co-operative management takes place of collective bargaining" Eliot -