

Resolution

A COMPARISON OF PROPOSITIONS MADE BY THE
LABOR GROUP AND EMPLOYERS' GROUP

Labor

Propositions essentially agreeing:

Employers

4. The right of freedom of speech of the press and of assemblage, all being responsible for their utterances and actions.

3. The public safety requires that there shall be no exercise of power without corresponding responsibility. Every association, whether of employers or employees, must be equally subject to public authority and legally answerable for its own conduct or that of its agents.

7. The right of all wage-earners, skilled and unskilled, to a living wage is hereby declared, which minimum wage shall insure the workers and their families to live in health and comfort with the concepts and standards of American life.

4.....The worker should receive a wage sufficient to maintain him and his family at a standard of living that should be satisfactory to a right-minded man in view of the prevailing cost of living, (which should fairly recognize the quantity and quality of his productive effort and the value and length of his service, and reflect a participation on his part in the prosperity of the enterprise to which he is devoting his energy)

8. Women should receive the same pay as men for equal work performed. Women workers should not be permitted to perform tasks disproportionate to their physical

4.....Where women are doing work equal with that of men under the same conditions, they should receive the same rates of pay as men and should be accorded the same opportunities

strength, or which tend to impair their potential motherhood and prevent the continuation of a nation of strong, healthy, sturdy, and intelligent men and women.

for training and advancement.

Propositions agreeing, with qualifications

1. The right of wage-earners to organize in trade and labor unions for the protection and promotion of their rights, interests and welfare.

7. All men have the right to associate voluntarily for the accomplishment of lawful purposes by lawful means.....

9. With the right to associate recognized, the fundamental principle of individual freedom demands that every person must be free to engage in any lawful occupation or enter into any lawful contract as an employer or an employee, and be secure in the continuity and rewards of his effort. The only qualification to which such liberty of contract is subject lies in the power of the state, within limits imposed by the Constitution, to regulate in the public interest, for example, for the promotion of health, safety and morals.

10. The principles of individual liberty and freedom of contract upon which our institutions are fundamentally based require that there should be no interference with

the "open shop," that is, the shop in which membership or non-membership in any association is not made a condition of employment. While fair argument and persuasion are permissible, coercive methods aimed at turning the "open shop" into a "closed union" or "closed non-union shop" should not be tolerated. There should be no denial of the right of an employer and his workers voluntarily to agree that their relation shall be that of the "closed union shop" or the "closed non-union shop."

2. The right of wage-earners to bargain collectively through trade and labor unions with employers, regarding wages, hours of labor, and relations and conditions of employment.

(Also)

5. The right of employers to organize into associations or groups to bargain collectively through their chosen representatives in respect to wages, hours of labor, and relations and conditions of employment.

5. The right of wage-earners to be represented by representatives of their own choosing in negotiations and adjustments

7.....The association of men, whether of employers, employees or others, for collective action or dealing, confers no authority and involves no right of compulsion over those who do not desire to act or deal with them as an association. The arbitrary use of such collective power to coerce or control others without their consent is an infringement of personal liberty and a menace to the institutions of a free people.

2...Each establishment should develop contact and full opportunity for interchange of view between management and men, through

Labor

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Employers

with employers in respect to wages, hours of labor and relations and conditions of employment

individual or collective dealing or a combination of both, or by some other effective method, always predicated on both sides on honesty of purpose, fairness of attitude and due recognition of the joint interest and obligation in the common enterprise in which they are engaged. Mere machinery is not enough for this purpose. There must also be sympathy and good will with earnest intent that, whatever the means employed, they must be effective.

6. Each establishment should provide adequate means for the discussion of all questions and the just and proper settlement of all disputes that arise between management and men in the course of industrial operation, but there should be no improper limitation or impairment of the exercise by management of its essential function of judgment and direction.

10....The right of the employer and his men to continue their relations on the principle of the "open shop" should not be denied or questioned. No employer should be required to deal with men or groups of men who are not his employees or chosen by and from

among them. Under the organization of the "open shop" there is not the same opportunity for outside interference on the part of other interests to prevent close and harmonious relations between employer and employee. Their efforts to continue or secure such harmonious relationship are not complicated to the same extent by intervention of an outside interest which may have aspirations and plans of its own to promote, which are not necessarily consistent with good relations in the shop.

3. The hours of labor should not exceed eight hours per day. One day of rest in each week should be observed, preferably Sunday. Half-holiday on Saturday should be encouraged. Overtime beyond the established hours of labor should be discouraged, but when absolutely necessary should be paid for at a rate not less than time and one-half time.

5. Hours of work schedules should be fixed at the point consistent with the health of the worker and his right to an adequate period of leisure for rest, recreation, home life and self-development. To the extent that the work schedule is shortened beyond this point the worker as well as the community must inevitably pay in the form of a reduced standard of living. The standard of the work schedule should be the week, varying as the peculiar requirements of individual industries may demand. Overtime work should, as far as possible, be avoided, and one day of rest in seven should be provided.