

# Michigan Law Review

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Volume 47 | Issue 7

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1949

## Labor Committee of the Twentieth Century Fund: PARTNERS IN PRODUCTION

Michigan Law Review

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### Recommended Citation

Michigan Law Review, *Labor Committee of the Twentieth Century Fund: PARTNERS IN PRODUCTION*, 47 MICH. L. REV. 1041 ().

Available at: <https://repository.law.umich.edu/mlr/vol47/iss7/33>

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**PARTNERS IN PRODUCTION.** By the Labor Committee of the Twentieth Century Fund. New York: The Twentieth Century Fund. 1949. Pp. ix, 149. \$1.50.

This is the sixth report on labor-management relations by the Twentieth Century Fund. Assuming that unions are here to stay and that collective bargaining is both the law of the land and the customary procedure, this volume assesses the postwar status of labor in the United States. The committee argues that the philosophy of conflict between labor and management is changing to an attitude of cooperation and mutual understanding. The authors rely on a number of authoritative studies to present and analyze the goals of labor and management. For labor, these major goals are said to be the security of the worker both on the job and in the community, an opportunity to advance, more human treatment and dignity of the job. Management strives for economic health in business, good relations with employees, freedom to manage without interference from unions or employees, and an exercise of more responsibility by employees and unions in keeping their agreements. Since this report concerns the day-to-day, in-plant relations of labor and management, the complexities of the wage problem are not considered. The committee believes that the labor and management positions are reconcilable in respect to the goals of advancement, human treatment, dignity of the job and freedom of business to manage. The basic conflict lies in seeking worker security and the economic welfare of the company. This is the area for compromise under the new philosophy of "mutual understanding." Labor and management are challenged to "light the enthusiasm of the average worker for his role in the production and distribution of the nation's goods." The committee presents its touchstone of industrial relations in its concluding recommendation: "that in all plants in which there is union representation, management and organized labor assume responsibility for the integration of the union into the plant as an effective channel of two-way communication from managers to workers and from workers to managers."