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Employers

(CONTINUED FROM PAGE 1)

secretary-treasurer; Leon Ferrer, San Pedro, Cecil Caldwell, Wilmington, Paul Diamond, Torrance, Capt. L. E. DeLaney, Torrance, and Walter Hoole, Los Angeles, all directors.

An intensive membership campaign will be undertaken by the organization to build a strong employers' front, and a meeting of employers has been called by the Council for April 7 at 8 p.m. in the Torrance Civic Auditorium, it was announced.

Patterned after the San Francisco Employers' Council, which has been handling labor negotiations with such success that labor strife in the northern city has been held to a minimum for years, the Harbor Area Employers' Council has been formed to bring about stable, peaceful and harmonious relations between the employers and employees in the harbor area, McCown said.

"The Council seeks to achieve a balance in labor relations founded upon collective employer strength comparable to the collective strength of organized labor," McCown said.

James M. Nicolson, widely known labor relations consultant, is the Council's legal advisor. Prior to engaging in private practice, Nicolson was Regional Attorney for the National Labor Relations Board at Los Angeles.

A statement of the Harbor Area Employers' Council Board of Directors yesterday said:

"Group action by employers has been decided upon by the Harbor Area Employers' Council as the only feasible action by which small companies can match the power of a national union.

The Council was devised to meet an acute situation with which the employers were unable to cope individually, to the distress of the whole Harbor Area as all know well.

The Harbor Area Employers' Council is patterned after the

San Francisco Employers' Council which has successfully coped with labor problems in that city for years, and which definitely has proved that multi-employer bargaining is the only hope for the small business man in dealing with strong unions.

The San Francisco Employers' Council, government surveys show, is not the first formed for collective employer action in dealing with labor unions, but it is perhaps the most noted organization of its kind. Strikes in that northern union hot-bed of the '30s have been steadily reduced each year. Where the annual toll of the 1939-41 period ranged from 58 to 75 strikes, you now can count on the fingers of one hand the number of labor disturbances each year in San Francisco.

Part of the credit for the fine accomplishment is given to the labor organizations, but it must be admitted that the cooperation of the labor organizations was brought about largely through the formation of the strong and solid employers' group.

In their decision to exert the greatest effort possible toward bringing about peaceful labor relations in the Harbor Area, the organizers of the Harbor Area Employers' Council adopted almost identically the same objects as those of the San Francisco Employers' Council, and they are quoted from the Constitution and By-laws of the Harbor Area Employers' Council as follows:

1. To represent its members in their dealings with labor organizations.

2. To negotiate labor contracts.

3. To adjust grievances of the employees of its members.

4. To promote and maintain industrial harmony and peace.

5. To foster a spirit of good will among its members, their employees and the public to the end that the interest of all may be served.

6. To assist the members in all proper ways relative to matters affecting their welfare within the functions and scope set forth.

Purposes and objects as stated in the Articles of Incorporation

of the Harbor Area Employers' Council, a non-profit corporation under the laws of the State of California, are:

1. To obtain, foster and maintain collective action by employers and groups of employers to the end that stable, peaceful and harmonious relations between employers and employees will be promoted and established and that wages, hours and working conditions, fair and just to the employers and employees, be fixed and maintained and honest and faithful observance of all agreements and obligations of all parties concerned be procured, always recognizing the public interest as paramount.

2. To promote and encourage the organization of employer groups and to promote cooperation among such groups and individual employers for mutual counsel, aid and protection in the matter of labor relations.

3. To promote the recognition and exercise of the rights of employers to bargain collectively.

4. To represent or assist its members and others in matters relating to negotiations, execution and performance of fair labor relations contracts, or otherwise.

5. To collect, compile and distribute information and statistics relating to any of the matters mentioned.

Recent difficulties which have disturbed the retail trade of the Harbor Area need not be discussed at length, for they are too vivid in memory, and they are not yet "over."

Retail grocers face expiration of contracts in September, and retail merchants now operate under annual contracts which expire late this year. There are many merchants of the area who are being faced with an effort by the union which is likely to involve them at any time.

Thus the need for this Council's immediate organization into a substantial and sound employers' group is stressed.

The Harbor Area Employers' Council is endeavoring to induce employers to join this movement so that they cannot be "picked off" one at a time. If a union succeeds in organizing all or substantially all of the employees in a given occupation in a community, it may bargain with from 10 to 20 employers or more. Under such circumstances, the unorganized employer has no bargaining strength whatever when he acts alone. If the employer does not accede, he is closed by a strike. The union diverts his employees to other jobs. The employer's competitors get his business. The employer soon is the forgotten man. He has two choices, to submit to the demands or to go out of business.

Through the Harbor Area Employers' Council, he neither submits to the union demands nor does he go out of business. He turns his labor problem over to the Council to be worked out jointly with the others in his line of business, and he is not hurt. If there is to be employer resistance through the organization, it will involve all of the organized employers and such joint action has been proved effective where other methods have failed.

There is no animosity toward labor in this movement, and there appears to be no resentment of labor because of it. Just as labor asserts that collective bargaining is an empty formality without the right to strike, so would it be an idle formality as far as the employers are concerned without their right to resist the strike and to win it if they can. Both sides battle as hard as they can and they usually wind up with some sort of compromise under which both parties can live.

After strikes have been endured several times and the

costs and losses on both sides have been measured against what could have been attained without a strike, a strong tendency emerges to substitute the procedures of the bargaining table for the picket line.

It is recognized that the ability to meet and resist a strike when necessary is a stabilizing influence on labor relations and actually promotes and benefits collective bargaining.

While there may be weaknesses of group bargaining by employers, no one so far has presented a better course for the individual employer to follow when confronted with a union which has organized all of the establishments in the same line of business in a community.

Employer groups have many times successfully resisted demands to which individual employers have been forced to accede, and by far the role of the individual employer to follow when confronted with a union which has organized all of the establishments in the same line of business in a community.

The psychological effect upon the unions of group employer activities is difficult to measure, but it is unquestionably of considerable importance. Where the result of a public relations campaign solidifies the employers and binds the strike group, and where the presentation of the issues is such as to enlist the support of the public and the press in favor of the employers, the rank and file of the union become convinced that they have a "bum beef" and become critical of union leadership. The leadership cannot help being susceptible to some degree of this reaction. These factors all contribute their part in bringing about a settlement.

This Council seeks to achieve a balance in labor relations founded upon a collective employer strength comparable to the collective strength of organized labor. Such relatively equal strengths lead to mutual respect and to the making and keeping of fair working agreements.

Approaching intricate problems with a belief that they can be solved without destroying the rights of either party, and with full consideration for the public interest, this Council strives to make the Harbor Area a recognized center of equitable, stable labor relations, an area in which industry and commerce can operate profitably and with security to employers, employees and the community.

The success of the Harbor Area Employers' Council in stabilizing labor relations in this area will have its effect on non-employer groups and individuals, and for this reason, much support is being gained by the Council from these sources. While the owner-operated, one-man

Church Services For Holy Week

Sponsored by the Council of Churches of Torrance, Holy Week services will be held each evening at 7:30 o'clock as follows:

Monday, Rev. H. Wesley Roloff at First Lutheran Church, "The Power of the Cross";

Tuesday, Torben R. Olsen, Methodist Church, "The Glory of the Cross";

Wednesday, Episcopal Church, Rev. Paul Wenske, "The Power of the Cross";

Maundy Thursday, or Holy Week communion service will be held simultaneously at 7:30 o'clock at the Lutheran, Episcopal and Evangelical churches. Speaking at the Central Evangelical United Brethren Church that evening, Rev. C. E. Ruckman's sermon topic will be, "The Reconciliation of the Cross."

A three-hour union service will

store's volume reflects the trend of retail sales, downward or upward, the business property owner has been especially hard hit by the recent and current controversy with the retail clerks union. Their participation as associate members of the Council is the result.



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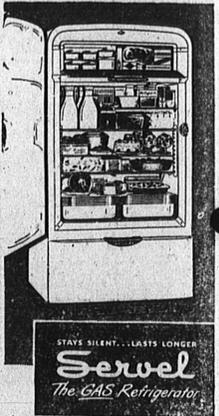
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be held on Good Friday. All of the business houses will remain closed during the service.

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