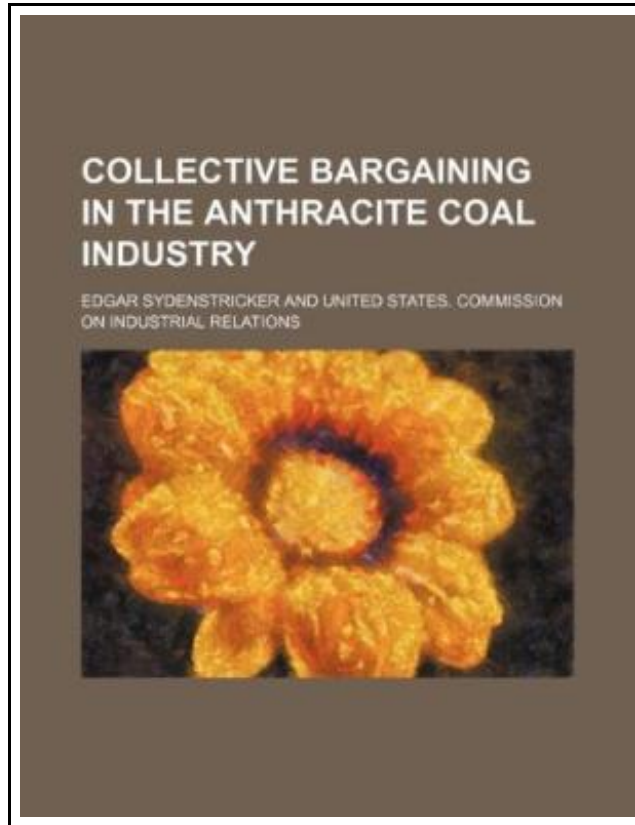


## Collective Bargaining in the Anthracite Coal Industry



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Rarebooksclub.com, United States, 2012. Paperback. Book Condition: New. 246 x 189 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.This historic book may have numerous typos and missing text. Purchasers can download a free scanned copy of the original book (without typos) from the publisher. Not indexed. Not illustrated. 1916 Excerpt: . before a decision can be made. Many trivial cases consume the time at the board s disposal. In some instances the decisions require more than one conference; the matters involved are often questions on which careful interpretations must be made or actual conciliation is needed. In fact, it appears to be true that most of the cases of apparent delay are not so much the fault of the board of conciliation as of the character of the cases themselves. Frequently, where a grievance is brought up which is without sufficient basis, it is not pressed. Either it is postponed in order to secure further evidence or else it is not withdrawn and is allowed to stay on the docket because the member of the board does not wish to confess to his constituents that he has not been able to secure favorable action; hence the board is blamed for delaying action. (6) Personal equation as a factor.--The attitude and the character of those who compose the conferences have been suggested as important factors in the resulting agreements. In the same way, the personal equation is an important factor in the settlement of matters under the agreements. This is inevitably so, for several reasons, although personal equation can not be statistically stated. The members of a board of conciliation which meets regularly and frequently to pass on questions that often involve the same general principles, learn to know each other personally and to understand in an...



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