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## Recent Books

Arthur M. Williams Jr.

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## RECENT BOOKS

PROBLEMS IN LABOR RELATION. By Benjamin M. and Sylvia K. Selemen and Steven H. Fuller. McGraw-Hill. New York, 1950. 651 p.p. \$5.50.

The authors of this book have sought to do for a portion of the labor relations field what the case book has done for the study of law. It is indeed a timely effort, for while the segments of labor activity which it covers are handled as often by laymen as by lawyers, experience has proven that the performance of a properly trained lawyer in these fields is above the norm. Hence, the reduction of material to be studied for practice therein to a format normally employed for a study of the law is a well taken step. The "cases" employed consist principally of arbitration cases and sessions at the bargaining table. They are in the form of either transcripts of testimony or summaries of transcripts of testimony, with suitable and well written editorial comments.

The book is put together on the fundamental premise that collective bargaining and its adjuncts must be studied in the light of human behavior. It seeks to show how labor and management, by the process of collective bargaining and arbitration resolve the complex problems that in the past have given rise to multitudinous strife in this field; it emphasizes the complexity of these problems: economic factors of worker, management, business, technological adjustment, war emergency, and, to a small degree, government regulations as well as the inevitable "human equation". By thus throwing these problems into bold relief, the book makes a study of them less difficult, and points to various possible solutions.

The cases presented fall into three major classes. The first group deals with the settlement of problems arising in a plant from the day to day administration of the union agreement and general working conditions. This phase of the book also illustrates the role of the arbitrator in management-labor relations.

The second group of cases focuses attention on the negotiation of the union contract, covering very general conditions and working conditions, wages, welfare benefits, and similar matters. Here the work of the conciliator is presented for the student.

The third group of cases, while the smallest in number, is, in the opinion of this writer, of equally great importance to the other two. This section of the book deals with the relations between a local of