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## BOOK REVIEWS

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## BOOK REVIEW

### **Organizing And The Law: A Handbook for Union Organizers.**

By Stephen I. Schlossberg and Fredrick E. Sherman. (Revised Edition, The Bureau of National Affairs, Inc. 1971 Pp. 219. \$10.00).

#### **Reviewed By Patricia E. Eames\***

The Bureau of National Affairs has published a new edition of Stephen Schlossberg's *Organizing and the Law*, this edition with Fredrick E. Sherman as joint author. There is probably no one in the labor movement with a responsibility for organizing or for staff education who is not familiar with the first edition of this book. My own International Union has put a copy of it into the hands of each of our organizers, and I understand that many other Internationals follow the same policy. Any International Union concerned with organizing, whose jurisdiction brings it within the ambit of the NLRA, would be foolish not to do so.

First, the book is totally practical. Schlossberg not only knows the law governing the organizing process, he also knows the practicalities of the process itself: how organizing is done, how organizers and employers handle themselves, what happens to workers and how they react. He therefore, time after time, lays out the reasonable procedure (and where there is an "answer," the answer) to cope with the actual questions and problems regarding the law that arise for the organizer.

The organizer, however, is not the only person to whom the book should be useful. For the union attorney new to the job, it is a general review of (or introduction to) this aspect of the law itself. More important, it is a gem-like introduction to the realities of the organizing process, out of which the legal problems with which he will have to deal will arise. For the attorney not-so-new it is a handy desk-book, putting together at least the starting points on most NLRA problems.

I would suppose that for the person outside the labor movement who is a student of labor unions, including the

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management representative who wants to know more about the entity with which he deals, the book would open up a number of kinds of understanding. If you don't know what kind of creatures we trade unionists are, how we react and in what ways we move in the sphere of organizing, it is laid out in this book.

The book is arranged into nine chapters: I—"An Overview of the Law"; II—"Ground Rules for Organizers"; III—"Employer Unfair Labor Practices"; IV—"Union Unfair Labor Practices"; V—"Recognition Without Election—Voluntary and Board-Ordered"; VI—"NLRA Representation Case Procedure"; VII—"Bargaining Units"; VIII—"Other Unions"; IX—"Conduct of Elections." Each of these chapters contains exactly what it says it will. Each is dividend, in the Table of Contents, into clearly-designated subchapters. This layout (together with a competent Index) makes it possible quickly to get to whatever subject is needed—a useful attribute in a reference book, particularly a reference book for crises.

The actual text of the book runs for 219 pages—that short not because it has little to say, but because it is written with beautifully spare economy. However worth the price the contents may be, it is difficult not to feel that the publisher is being greedy by charging \$10.00 for the hard-cover edition. (The well-made paperback is \$5.50.)

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