

28/10/50
STEW

QUE OF DISCIPLINE.

"It is my duty to see fair play for the Management as well as for the workers - you clear off and mind your own business" said the Shop Steward in a Merseyside Tannery to a workman who had incited some girls to stop work on the plea that the job was too heavy for them. "If I consider the work is too heavy I shall see to it!" he added "but I won't have you holding up production!".

Six months earlier that same Shop Steward had brought about a general stoppage of the works without any sanction of the Trades Union. In fact, the firm had refused to recognise him as Shop Steward, considering him too irresponsible for the position. A situation had arisen which needed drastic treatment. On the advice of the Manager the firm decided on a policy of teamwork based on open honesty with all cards on the table. This meant teamwork with the Trades Union, and one of the first steps was a frank talk with this unofficial Shop Steward by the Manager, who apologised for not having given him a chance to prove his mettle and inviting his co-operation. His response was swift, and on the new basis one by one the knotty problems of rates and conditions of work were straightened out.

The two men, ~~are~~ now a ^{have a} close working team ~~for~~ common interest in maximum production for the nation's need, under the best conditions possible for the workers. One result of the new relationship was that the Manager was able to help the Shop Steward in a domestic problem which he had himself faced in his own family. Both are learning that sound homes oil the wheels of industry.

"I'm afraid there's trouble brewing", said the Shop Steward to the Manager. "Bill refuses to pay his subscription to the Union and the men say he ought to be compelled". "Surely we cannot do that and fight for freedom", replied the Manager. "We must find some other way". "Well, I have used all my persuasion, with no result", said the Shop Steward.

Later, he confided to the Foreman his concern at the man's continued refusal. Said the Foreman, "Tom, we've been learning a new kind of teamwork together; you've helped me, now I'll see if I can help you". He went to Bill and asked him why it was he refused to pay his Union money. "Twelve months ago they did me a dirty trick" was the reply. "You cannot keep that for ever", said the Foreman. "I am for the present, anyhow" he replied. "Twelve months ago you did me a dirty trick" said the Foreman, "but I forgot it". "You've got me beat there," replied Bill.

Next morning he paid his Union money.