

First and Foremost

in
INDUSTRIAL RELATIONS



First and Foremost in Industrial Relations

THE "Minute Man" is a symbol of vigor, vigilance, and equipment. Before the foundations of our present form of government were laid, "Minute Men" were committed to alertness to serve at a minute's notice. At Lexington, the first battle for American independence, the "Minute Men" responded to Paul Revere's midnight ride, and demonstrated the irresistible power of purposeful cooperation. This same Paul Revere became one of our first manufacturers of gold and silverware, and the founder of the Massachusetts Charitable Mechanic Association. Thus almost simultaneously, patriotism, industry, and mechanical education blossomed forth as the fruits of "Minute Men."

Industrial America, from such meager beginnings, soon rose by leaps and bounds to heights of world leadership, and the "American Workman" became the envy of "sons of toil" the world over. The pattern was of necessity that of the "old world." The inheritance was that of the Master and Servant, circumscribed by the necessities of life and limited opportunity.

Nevertheless here we had the beginnings of employer-employee relations in their simplest form. The crux of these early relations was primarily wages and hours. The hours were plenty long, and the wages plenty short.

Industrial America in rapid strides, as if purposely fleeing the false concepts and ills of old world industrialism, grew in stature, wisdom, and complexity. Employer and employee in stride, struggling upward to higher and higher standards of mutual well-being. Each in quest of sound economic and industrial principles as a basis of a first and foremost "New World" Employer-Employee Pattern. Growth in size and numbers was accompanied by breadth, scope and importance of the human equation.

First and foremost of National Employer Associations devoted to fair and equitable relations between employer and employee, now identified as "Industrial Relations," was the National Founders Association. Today, after 47 years of adaptation to the evolution of industry itself, it is the most vigorous, vigilant, and fully equipped management organization in its field.

INDUSTRIAL RELATIONS

Industrial relations, though not so conceived, had their beginnings when the first man, voluntarily or out of necessity, exchanged his labor for the coin of the realm. The record of events, which we call history, is primarily the record of men and nations, prodded by self-interest, seeking firm industrial and social foundations upon which to build a wholesome and protected way of life.

Industrial America, because of its relative youth and its unshakable confidence in the freedom of action, individual initiative and inventive genius, together with its God given natural resources, and in spite of envious hindrances on the part of both labor and management, has by its inherent strength and leadership won for America and the American workman a larger and better way of life than any other industrial nation on earth.

Industrial America by evolutionary processes has laid the emphasis upon men more than upon things. It has widened the horizon of its interests to include every phase of human well-being and labeled them "Industrial Relations."

Industrial Relations grew into a science paralleling technical and mechanical skills, until their position equals or surpasses in importance every other aspect of business administration. Possibly more than any other science, it is the product of collective experience and judgment. It is the pattern of a now recognized fact, that mutual cooperation in human relations produces results unobtainable by isolated effort.

An Industrial Employer Association, committed to application of the experience and judgment of many to the needs and disposition of a single industrial unit, is obviously best qualified to serve both employer and employee.

The National Founders Association, through experience and performance has become not only the First but also the Foremost organization of its kind in American industry. It is the virile, vigorous and vigilant champion of the metal manufacturing industry in matters of Industrial Relations. By its very nature, it requires the participation of every industrialist who believes in what it tries to do, and desires progressive growth in the things that put and will keep Industrial America out in front.

Some National and Local Projects Affecting Your Business Within the Scope and Purpose of the National Founders Association

Development and application of sound Industrial Relations programs designed for individual plants.

Development and application of Public Relations programs.

Cooperation and guidance with employers in C. P. A., W. S. B., W. A. A., and other Federal Agencies on labor and production considerations.

Assistance in preparation of briefs, cases and contracts with Federal and Labor Organizations.

Technical and practical research affecting the preparation and uses of metals and alloys.

Broad educational and training programs for the metal working industries.

Occupational Appraisal. An original and simplified plan for building a uniform and equitable wage rate structure in the foundry industry.

Services of a trained and experienced staff for personal aid and assistance in industrial engineering, equipment, labor, management, and production planning.

Publication of permanent texts and current bulletins of importance to the industry on legislation, methods, metals, trends, equipment, wages, and working conditions.

Conventions, conferences, and discussion groups for the interchange of ideas and experiences useful currently or in prospect.

Health, sanitation and safety programs for the protection of employer and employee.

Equipped to provide speakers on technical subjects or community projects in employer-employee relations.

NOTE: Only people in similar business can have anything like a crystallized opinion on that business. Your influence and ours can be broadened only by teaming-up and pulling together for a better industry.

For further information on constructive and sound industrial relations in your own plant we invite your inquiries.

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