

moral precept or idealism as a social outlook, but it should be pointed out that, aside from providing a kind of unity for the material under discussion, these values offer little in the way of a useful historical model, and I suspect they interfere with an understanding of the historical development of the mine workers union. The use of terms like *hoodlummism* tends to define away problems that deserve further inquiry. Used in concert with biography (Finley is convinced of the central role of the "leader" in the historical process), they tend to promote excessive moralism. Thus, Finley describes Lewis's consolidation of power in the 1920s but neglects to analyze it as a product of institutional needs, much as historians recently have come to understand the basic social requirements that underlay nineteenth-century urban machine politics. The revulsion that Finley feels with respect to union violence and his emphasis on Lewis prevent systematic analysis of the several possible sources of that violence—including the structure of the coal industry, its history of cutthroat competition, and the rural, isolated quality of the coal communities. I am not at all convinced that biography—even a muted biographical approach such as this—is still an ideal or even appropriate vehicle for the study of American unions. The outcome of this particular biographical analysis is a valid generalization—that the UMWA of Boyle was the legacy of the UMWA of Lewis. This may be of substantial importance in the demythification of Lewis, but the by-product is the relative neglect of some basic impulses (status for union chiefs and the restructuring of industry, to name two) that underlie modern union development.

This is no minor criticism, but it should not turn readers away from what was not intended to be a major contribution to union scholarship. Although written from secondary sources and without footnotes, the book contains interesting material on a variety of issues including union finance, internal politics, and health and safety. The responsibility for continued tolerance of mine explosions and accidents is placed on the U.S. Bureau of Mines, which became the "in-house advocate of the industry" (p. 218), and on Lewis, whose attachment to the welfare and retirement fund and the

tonnage payments that sustained it prevented the union from striking and thereby closing unsafe mines. The author's background as a practicing labor lawyer is reflected in some good pages on the prosecution of the union under the anti-trust laws for conspiring with major coal producers to eliminate smaller operators and in his basic (but refreshingly tempered) faith in the law as the best mode of reform and redress.

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Labor Conditions and Problems

Blacks in the Industrial World: Issues for the Manager. By Theodore V. Purcell and Gerald F. Cavanagh. New York: The Free Press, 1972. 357 pp. N.p.

This book, which originated as a Ford Foundation-sponsored study directed by the Cambridge Center for Social Studies, is in reality an overview of human relations in the electrical manufacturing industry rather than a comprehensive study of "Blacks in the Industrial World" as the title proclaims. Although published in 1972, the years used for its data base are 1968 and 1969. This time lapse might have little effect on the statistics representing the historical progression of black employment, but one could question the validity of attitudinal surveys that are now six or seven years old.

At the outset, the authors state their position and ally themselves with the supporters of corporate responsibility and involvement in social problems. From this perspective, the authors have done a thorough job in exploring the attitudes and feelings of management and workers in one representative industry. Their view that an understanding of how to better integrate and advance black workers is "one of America's primary domestic problems" is certainly as valid today as it was in the late 1960s. Diminution of the government's focus on black employment, while perhaps not a formal policy

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Blacks in the Industrial World Theodore Purcell, Gerald Cavanagh, 1973 **Blacks in the Industrial World** Theodore Vincent Purcell, Gerald F. Cavanagh, 1972 Study of racial discrimination in employment and employment opportunity with regard to Black industrial workers in the USA examines personnel management practice and ethics human relations community relations employees attitudes etc and considers the role and responsibility of management as a potential agent of social integration References and statistical tables Personnel Literature United States. Office of Personnel Management. Library, United States Civil Service Commission. Library, 1972 *The Moderates' Dilemma* Matthew D. Lassiter, Andrew B. Lewis, 1998 In 1958 facing court ordered integration Virginia's governor closed public schools in three cities His action provoked not only the NAACP but also large numbers of white middle class Virginians who organized to protest school closings This compilation of essays explores this contentious period in the state's history Contributors argue that the moderate revolt against conservative resistance to integration reshaped the balance of power in the state but also delayed substantial school desegregation Annotation copyrighted by Book News Inc Portland OR *Equal Opportunity in Employment* United States Civil Service Commission. Library, 1971 Blacks In The Industrial World: Issues For Managers Theodore V. Purcell, 1972 *Business Ethics and Social Responsibility* Joseph Eisenhauer, Lawrence Zeff, 2023-11-25 Fr Gerald F Cavanagh S J has been widely recognized as one of the founders of the field of business ethics as well as a leader in bringing Catholic Social Teaching to bear on this academic discipline One of his principal insights has been that business as the most powerful agency in society can and should be a force for positive societal change rather than deferring that responsibility to government This volume collects his most significant contributions to the discipline from the mid 1960s to the early 2020s into a single convenient reference work To show the development of his thought on various issues pertaining to the broad subject of business ethics the chapters are organized into five major themes diversity equity and inclusion the dignity of work personal values and spirituality in the workplace ethical norms and organizational values corporate social responsibility and business ethics in the college curriculum **Monthly Labor Review** United States. Bureau of Labor Statistics, 1976 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews **Personnel Bibliography Series** United States. Office of Personnel Management. Library, 1979 **Housing and Planning References** , 1973

The book delves into Blacks In The Industrial World Issues For The Manager. Blacks In The Industrial World Issues For The Manager is an essential topic that needs to be grasped by everyone, from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Blacks In The Industrial World Issues For The Manager, encompassing both the fundamentals and more intricate discussions.

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