

Problems like these are not the concern solely of professional police administrators. They are equally the business of every citizen. For this reason the book is significant for a wide circle of readers. To all of them it can be recommended unreservedly.

E. W. PUTTKAMMER†

Collective Bargaining Contracts. Washington: The Bureau of National Affairs, Inc., 1941. Pp. vi, 734. \$7.50.

The prolific editors of the Bureau of National Affairs have produced a valuable anthology as a by-product of their day-to-day work on Labor Relations Reporter, Labor Relations Reference Manual, and other enmeshed periodicals. To the practicing lawyer, to the practical student, and to the negotiating labor or management representative, the book is literally invaluable as a ready handbook of techniques, phrases, and examples.

In the first hundred pages, the editors have selected eight short articles on the "techniques" in collective bargaining. Each one is a fine distillation of each writer's experiences and studies in the strategy, conclusion, and aftermath of actual collective bargaining. To get the full effect, the reader should re-read most of the articles several times. Many of the precepts, if put into practice, can vastly improve the present and ultimate bargaining strength of a labor or management group. However, discrimination in selecting contradictory courses should be exercised, since, for example, the writer of page 13 advises that "even on those terms which I am prepared to accept I postpone acquiescence to the latest moment and contest every inch of the way without actually saying 'No' "; whereas the writer of page 16 suggests that "this frame of mind is the wrong one."

In the next six hundred pages, the editors have snipped apart and arranged under fifty-four topical headings, followed by the bureau's usual excellent index, the contents of 138 actual collective labor agreements in force in 1941. Without any discussion of legal principles or decided cases, the editors selected these agreements "after examination of nearly 2,000 agreements," cut them apart, rearranged them, tied them together with running expository comment, and then for good measure reprinted 13 agreements in full. The book is really a competent successor to the annual anthologies issued by the United States Bureau of Labor Statistics from 1923 to 1927 and then abandoned in favor of the current articles in the *Monthly Labor Review*, each devoted to one type of contract clause. The book offers the additional advantage of quoting in full for the reader's use the actual contract provisions. Since the anthologies of the Department of Labor from 1923 to 1927 remain valuable today, *Collective Bargaining Contracts* should remain valuable for many years also. However, a supplement or new edition will be in order in two or three years, and perhaps the Bureau of National Affairs will make the anthology a biennial or triennial event. For a critical evaluation of the legal and economic import of the 2,000 reprinted clauses, the reader must still turn to the usual sources.¹

LEON M. DESPRES*

† Professor of Law, University of Chicago.

¹ For example, see Slichter, *Union Policies and Industrial Management* (1941), which is almost a companion piece in economic writing to *Collective Bargaining Contracts*.

* Member of the Illinois Bar.