

Toledo Peace Plan Model For Nation, Writes McGrady

Article Says City Achieved 'Revolution' in Labor Relations

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The Toledo Plan for preservation of industrial peace is offered to the nation by Edward F. McGrady, former assistant secretary of labor, in an article in the July number of the Atlantic Monthly, out today.

"How Peace Came to Toledo," is the title of the article, which covers eight and one-half pages in the magazine. Louis Stark of The New York Times collaborated with Mr. McGrady in the preparation of the article.

"Do you remember the shrieking newspaper headlines a few years ago under Toledo date lines?" Mr. McGrady asks his readers. "Strikes, lockouts, rioting and mobilization of National Guardsmen appeared to be the only news about Toledo that was printed. It almost seemed as if the city at the western end of Lake Erie were on the verge of a revolution."

A REVOLUTION

"Well, to judge by what has happened in Toledo in the last two and a half years, there has been something like a revolution—but a peaceful one. Labor and management are no longer at each other's throats. Instead of giving an exhibition of the terrible costs of intolerance and misunderstanding, they are showing us what can be done by patient and tactful consideration of each other's problems."

Mr. McGrady tells how the Toledo Plan was formulated after the Auto-Lite strike in 1934 and the Chevrolet strike in 1935 had damaged the community through loss in orders, wages, violence and "the cost to Toledo of having its labor troubles smeared over the nation's newspapers."

YEOMAN SERVICE

Carlton K. Matson of The News-Bee, Grove Patterson of the Blade and Richard Patterson of The Times did yeoman service in explaining the plan to the business and professional groups. They talked it from sunup to sundown

to all who would listen, and their editorials punched the idea home."

Mr. McGrady says his "knees wobbled a bit when the plan was finally adopted."

"In my wandering about the country mediating industrial disputes," he goes on, "I had observed that some newspaper men covering labor were excellent material for conciliators. In Toledo I found Edmund Ruffin, labor reporter on The News-Bee, had a fine grasp of the labor situation, and I recommended him to succeed Mr. Harding (Leander S. Harding, a conciliator of the United States Department of Labor, who became executive secretary of the peace board when it was first formed). He was accepted as director, and he has been doing a good job ever since."

SECOND GOOD BREAK

"Toledo got a second good break in 1935 when it adopted the city manager-small council form of government, which went into office in 1936. The spiritual rebirth which led to this change also helped assure the board's success."

"The city manager-government set the stage for amicable labor relations. It provided adequate police protection without curbing labor's right to peaceful picketing."

The former assistant secretary of labor summarizes some of the accomplishments of the Toledo Industrial Peace Board in the first 30 months of its existence. He says it handled in that time 138 disputes involving 23,372 persons.

NLRB IS DIFFERENT

"Where does the National Relations Board come in on the Toledo picture?" the author asks, anticipating a question of his readers.

"The NLRB is designed for an entirely different purpose—to see to it that employes in interstate commerce are free to bargain collectively through their own agents. The board has no mediatory powers, although its investigations frequently result in settlements. Its procedure is through complaints, citations of employers, formal hearings before a trial examiner, and decisions enforceable in the courts."

VOLUNTARY AGENCY

"The Toledo Peace Board is a voluntary agency, handling local disputes which may or may not affect interstate commerce directly or indirectly; BUT the whole procedure is on a voluntary plane, without intervention of any law or the use of any force but moral suasion, backed up by a community interest and, as I said earlier, under the alert eyes of the newspapers."

Mr. McGrady concludes his article with the following observations:

"The Toledo Plan is not perfect, because it deals with that most uncertain quantity—human nature. But human nature, I claim, is given half a chance. It gets that chance with the Toledo Peace Board."

WORLD IN TURMOIL

"Today the whole world is in turmoil. Things have happened to the peoples of other nations that are shocking to every American. But it is well to remember that all their troubles started from within their own borders. Keep-



Edward F. McGrady

ing that in mind, we must needs put our house in order—within. The relationships between management and labor are of tremendous importance in this endeavor.

"This is what Toledo did by creating unselfish teamwork. There labor and industry are pulling together and not apart; they have supplanted snarls with smiles. The Toledo plan, with its theme of patience, tolerance and understanding, can be woven into the