

A-Z

OF

**TRADE
UNIONISM**

AND

**INDUSTRIAL
RELATIONS**

JACK JONES

AND

MAX MORRIS

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A-Z
**of Trade Unionism
and Industrial Relations**

Jack Jones and Max Morris



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Preface

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This book has been written in response to what we believe to be a genuine and important need. Our experience of the trade union movement and contact with people interested in industrial relations with all its political and economic overtones, has shown up the absence of an easily accessible, *single* source of basic information on what may be broadly described as the world of labour. Not a day passes without reference in the press or media to events whose proper understanding demands some knowledge of trade unionism, industrial relations and the political and economic problems associated with them. Names, terms and initials are freely used in reporting and discussing a wide range of activities affecting the working lives of the community. Accurate knowledge of their meaning is normally assumed although in fact it frequently does not exist among members of the general public or even among those directly involved, for example trade unionists, shop stewards, personnel officers, teachers, employers.

A great deal of excellent information is available in a large and growing volume of literature produced by trade union education departments, research organizations, publishers and Government Departments. What we have attempted to do, however, is to produce for easy reference, in a handy form under a single cover, the kind of information which will help to guide readers through the maze of material, official and otherwise, that exists. Some of the information we have expressed in simple definitions of a line or two. On the other hand, there are matters of great complexity which require detailed treatment. There are also issues of sharp controversy which need some explanation. We have tried to be accurate and comprehensive consistent with not overloading the reader with every detail of some of the items included; although, regrettably, accuracy has ~~sometimes demanded~~ the repetition of official and legalistic formulations, we have tried to cut these to a minimum.

Naturally many of the issues we deal with are capable of conflicting interpretations. In such circumstances, while striving for objectivity and accuracy on the presentation of facts, we have nevertheless approached the issues from the point of view which can be broadly described as that of the trade union movement with which we have both been closely identified all our working lives. But we believe that this will be helpful also to those who, even if they do not accept the trade union point of view, should be well briefed on what it is.

We have not written for specialists. Our aim has been to reach a wide public including teachers in schools and further education who are being increasingly pressed to deal with the world of labour in their curricula.

Some of the entries deal with controversies still current at time of writing and probably even of publication; some, e.g. social security, youth training, and trade union legal immunities, are actually in process of legislative and administrative changes. Here we have striven to be as up to date as possible, indicating, sometimes at length, what the issues under discussion are.

We have received a great deal of help which we acknowledge but any views expressed, unless otherwise indicated, are our own for which we take responsibility.

Jack Jones
Max Morris

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In preparing this book we have used many sources of information. We are particularly indebted to the TUC and the large number of trade unions (listed below) who generously provided us with copies of their own excellent educational material; to the Department of Employment, ACAS and the Department of Health and Social Security for their official publications; to the indispensable Labour Research Department on whose publications we have drawn widely; and to the numerous organizations mentioned in the text who sent us their official documents or pamphlets.

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You probably know what a blackleg is but are you familiar with the Tina Lea clause? And while the initials ACAS may present no problem, would you be able to say offhand what TSTWCS stands for? As the Trade Union movement has developed, so has the terminology of activities connected with it – often in bunches of initials bewildering to the uninitiated. To throw open this linguistic closed shop, two well-known trade unionists have collaborated to produce this dictionary of trade unionism from Ability to Pay to Zero Rating, as an information guide to issues affecting people at work.

However, the book is more than a dictionary; it is also a fascinating sociological document. Many of the definitions include the historical background that gave rise to the term, or a description of the complex social, legal and political issues involved, bringing the reader up-to-date with the situation under the present Government. The book will be extremely valuable not only to trade union officials and reporters on trade union affairs but also to the general public who read their reports, to personnel officers, to students in further and higher education particularly those studying sociology, Labour issues and the trade union movement, to students of social studies in schools, and to anyone in work or (currently) out of it.

Jack Jones was born in Liverpool in 1913 and is a former docker and worker in the engineering industry. He became a prominent trade union leader and in 1968 was elected General Secretary of the TGWU, a position which he held for nine years.

During that time he also held many prominent positions in the TUC and was a principal spokesman on international and economic questions. He was the 'architect' of ACAS and served for many years on its council. He was a member of the NEDC from 1969 to 1978, Deputy Chairman of the National Ports Council from 1967 to 1979 and Joint Chairman of the special Committee on the Ports in 1972. He gave the BBC Dimbleby Lecture, 'The Human Face of Labour', in 1977 and was awarded the Order of the Companion of Honour in 1978. A former Visiting Fellow at Nuffield College, Oxford, he is currently an Associate Fellow at the London School of Economics.

Max Morris, born in Glasgow, is a teacher by profession and is a former headmaster of a large comprehensive school. He served on the NUT Executive and was President of the Union. He was involved in negotiations on salaries and conditions of service, at local, regional, and national level. For many years he was a delegate to the TUC and a member of its local government committee. A pioneer of the comprehensive school, he is the author of books and articles on both labour history and education, and broadcasts on the latter subject on radio and TV. His previous publications include: *The People's Schools*, *From Cobbett to the Chartists* and *Your Children's Future*.

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