First and Foremost

IN
INDUSTRIAL
RELATIONS

INCENTIVE WAGE PLANS
JOB CLASSIFICATION
OVERTIME COSTS
 SENIORITY
GRIEVANCES
TRAINING
WAGES

PRODUCTION

EMPLOYER

NATIONAL FOUNDERS ASSOCIATION
120 SOUTH LA SALLE STREET
CHICAGO 3
DO YOU NEED INFORMATION OR ASSISTANCE
ON ANY OF THE FOLLOWING SUBJECTS?

The National Founders Association has - for 48 years - been the outstanding employers' organization representing management viewpoint. Practical solution of Industrial Relations Problems, embraced in the following list, is part of our service.

EMPLOYER PROBLEMS

Working Conditions

Box Lunches
Cafeteria
Connally-Smith Bill
(War Labor Disputes Act)
Cooperative Buying:
Housekeeping; Plant
Lighting (General) Plant,
Yard and Office
Lockers (Clothes)
Maintenance of Tools and
Equipment
Parking Facilities
Reading Room
Rest Rooms
Safety
Sanitation
Shower Baths
Toilets
Ventilation
Washing Facilities

Employment Procedure

Absenteism
Attendance
Classification of Positions
for Placement and Compensation purposes
Dismissal Procedure
Employment Exchange
Employment Forms
Employment Methods and Processes
Employment Managers Association
Employment Specifications
Executive Placement
Free Employment
Interview Potential Graduates of Schools and Colleges
Inventions
Labor Market
Labor Turnover
Mechanical Aptitude Tests
Merit Rating
Point Method of Evaluating Jobs
Promotion Follow-up
Rating Scales
Service Rewards
Stabilization of Employment
Superannuation of Employees
Tardiness
Tests, Psychological and Manipulative
Transfer Methods
Wage Rates - Comparative
Women in Industry

Insurance and Pensions

Group Insurance, Annuities
Life, Health, Accident and Disability Insurance
Mutual Aid Societies
Mutual Benefit Association
Old Age Benefits
Pension Plans
SOCIAL SECURITY ACT
Unemployment Benefit Plans
Unemployment Compensation
Unemployment Insurance
Workmen's Compensation
EMPLOYER PROBLEMS (cont.)

Wage Payment Methods

Annual Wage
Attendance Bonus
Bonuses
Christmas Presents
Classification of Positions
for Compensation purposes
Controlled Day Work
Executive Incentives
Fatigue Factors
Foreman Incentives
Employment Fluctuations
Group Incentives
Hours
Incentive Plans of Wage
Payment
Indirect Incentives

Job and Motion Analysis
Labor Barometer
Living Costs
Overtime
Payroll Administration
Production Control
Profit Sharing
Promotion and Rate
Revision
Rate Setting
Service Rewards
Staff Incentives
Standard Costs
Vacations with Pay
WAGE AND HOUR ACT
Wage Rates, Comparative

EMPLOYEE PROBLEMS

Personnel Procedures

Bargaining
Bulletins
Company Policies Interpreted
Cooperation, Management - 
Employee
Employee Magazine
Employee Representation
Grievance Procedure
House Organs
Libraries
Morale, Developing
Personal Counseling

Personnel Organizations
Personnel Survey
Seniority
Service Clubs
Shop Rules and Regulations
Smoking Privileges
Suggestion Systems, Waste
Control
Vocational Guidance
Vocational Training
WAGNER ACT INTERPRETATIONS

Instruction

Americanization Program
Apprenticeship
(a) Explain Program
(b) Survey
(c) Set up Program
(d) Follow up
Cooperative-Engineering
Program
Educational Program in
Foreman's Club

Executive Conferences
Industrial Cooperation
under progressive
management
Foremanship
(a) Explain
(b) Conference Leadership
(c) Instructor-Foreman
Improvement
Veterans' Educational Privileges
Production Clinics - speakers,
charts and motion pictures
EMPLOYEE PROBLEMS (cont.)

Safety, Health and Welfare

Dental Service
Emergency Hospital
Eyesight Surveys
Fatigue
Fire Prevention
First Aid
Hospital, Plant
Illumination
Lunch Periods
Medical Service
Nurse, Plant and Visiting
Nutrition
Occupational Diseases
Optical Clinic
Physical Examinations
Physician, Company
Rest Periods
Rest Rooms
Sanitation
Temperature
Ventilation
Washing Facilities
X-Ray Service

Recreation

Athletics
Clubs, Employee
Dances
Dramatics
Motion Pictures
Musical Organizations
Noon day activities
Picnics
Plant Parties
Social Activities
Summer Camp
Vacations and Christmas Clubs
Vacation Policies
Victory Gardens

Public Relations

Bulletins to Employees
Employees' Plant Meetings
Executives' Public Addresses
Foreman Conferences
Group Meetings of Foremen
Motion Pictures
Newspaper-Magazine Publicity
Open House
Plant Publications
Radio
Statement of Company Policies
Legislation
Industrial Relations

Thrift and Savings

Building and Loan Association
Christmas Clubs
Cooperative Buying-Stores
Credit Unions
Debts of Employees
Employee Loan Plans
Garnishments
Income Tax
Savings Plans
Stock Ownership by Employees
Thrift Promotion
Thrift and Unemployment