

# DISSENT IN UNIONS BELIEVED ON RISE

## United Parcel Strike Linked to 'Disturbing' Trend

Special to The New York Times.

WASHINGTON, May 15—A growing tendency by union members to reject contract settlements recommended by their leaders has introduced a complicating factor into labor-management relations.

There have always been cases where rank-and-file unionists have turned down contracts tentatively agreed to by union and company negotiators. But, according to observers of the industrial relations scene, their number recently has been rising.

As yet no statistical evidence has been given to back up this judgment. The phenomenon, however, has become so evident to the Federal Mediation and Conciliation Service that it started at the beginning of the year to collect figures. The data are not yet comprehensive enough to make public, the service says.

The most prominent current case of union members rejecting their leaders' recommendations is the strike by members of the International Brotherhood of Teamsters against the United Parcel Service in the New York area. There the members spurned contract terms favored by James R. Hoffa, the Teamsters' general president.

### Lawyer Gives Views

What has caused the increasing tendency of members not to reply on the advice of their leaders?

One union lawyer whose clients have had a dozen settlements shot out from under them by rambunctious members in the last several months pointed to these factors:

Q "The denigration of labor leadership generally flowing from the disclosures of the Senate Select Committee on Improper Activities in the Labor or Management Field, fortified by enactment of the Labor-Management Reporting and Disclosure Act of 1959."

Q "A very unhappy and very real gap developing between the trade union leadership and the rank-and-file. Top leaders in big locals and international unions have a bureaucratic instead of a rank-and-file mentality. There is not a real understanding on the part of these leaders of what the members are thinking and wanting."

Q "A deteriorating relationship between the member and his union. Many workers have become union members only by virtue of the union shop. They know pathetically little or what it is all about. Their basic attitude is 'gimme,' and the only time they show up at membership meetings in meaningful numbers is when the 'gimme' season—negotiating time—is on."

The upshot, according to the union lawyer, is "a complete distortion of the collective bargaining process."