

UNITED STATES DEPARTMENT OF LABOR

Frances Perkins, Secretary

BUREAU OF LABOR STATISTICS

Isador Lubin, Commissioner (on leave)

A. F. Hinrichs, Acting Commissioner



Extent of Collective Bargaining and Union Status, January 1944



Bulletin No. 776

[Reprinted from the MONTHLY LABOR REVIEW, April 1944]

Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., April 7, 1944.

THE SECRETARY OF LABOR:

I have the honor to transmit herewith a report on the extent of collective bargaining and union status in effect in January 1944. This study is based on an analysis of approximately 15,000 employer-union agreements as well as employment, union membership, and other data available to the Bureau of Labor Statistics.

This study was prepared under the general supervision of Florence Peterson, Chief of the Industrial Relations Division. Constance Williams was in immediate charge of assembling the data.

A. F. HINRICHS, *Acting Commissioner.*

HON. FRANCES PERKINS,
Secretary of Labor.

Contents

	Page
Union agreement coverage.....	1
Union status.....	2
Closed and union shop.....	4
Maintenance of membership.....	8
Preferential hiring.....	8
Agreements with no membership requirements.....	8
Check-off arrangements.....	8

UNITED STATES GOVERNMENT PRINTING OFFICE, WASHINGTON : 1944

For sale by the Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C.
Price 5 cents

*Bulletin No. 776 of the
United States Bureau of Labor Statistics*

[Reprinted from the MONTHLY LABOR REVIEW, April 1944]

**Extent of Collective Bargaining and Union Status,
January 1944**

Union Agreement Coverage

AT THE beginning of 1944 approximately 13¾ million workers, or almost 45 percent of all workers in private industry,¹ were employed under the terms of union agreements. The net gain during 1943 of about three-fourths of a million in the number under agreement represents increases in some industries and losses in others. In general, these differences correspond to changes in employment in individual industries, rather than changes in the proportions of workers covered by agreements.

Some industries continued to be much more widely organized than others. Manufacturing wage earners as a whole were about 60 percent covered by union agreement, but in such industries as aluminum fabrication, automobiles, men's clothing, nonferrous-metal smelting and refining, shipbuilding, and basic steel, over 90 percent were under agreement. Over 95 percent of the coal miners, longshoremen, and workers on railroads, including clerical and supervisory personnel, and over 80 percent of the workers in the construction, maritime, local bus and street railway, trucking, and telegraph industries were employed under the terms of union agreements.

About 13 percent of the estimated 7 million clerical, technical, and professional workers in private industries were employed under union agreements. In transportation over half the clerical, technical, and professional workers were under agreement, largely because of the very high proportion of railroad workers covered. Practically all professional actors and musicians were employed under union agreements. On the other hand, agreements covered only a little over 5 percent of the clerical and professional workers in manufacturing and financial establishments and wholesale and retail trade.

Collective-bargaining agreements covered nearly 20 percent of an estimated 2 million workers in service occupations other than domestic work. Among the employees included in this group are barbers and

¹ There were about 31 million persons employed in occupations in private industry where unions are actively engaged in efforts to obtain written agreements. This includes all the gainfully occupied except the self-employed, proprietors, supervisors (other than certain transportation personnel such as conductors and officers on boats), agricultural laborers on farms where less than 6 are employed, sharecroppers, and domestic workers.

Although not included in this report, a considerable number of Government employees belong to unions. Some of them have negotiated agreements with their employing agencies, especially employees of municipalities and construction workers employed by such Federal agencies as the Tennessee Valley Authority.

beauty-parlor employees, hotel workers, and those engaged in building service.

Recent changes.—The greatest increases in the number of workers under agreement during 1943 were in the manufacturing industries where employment expanded. In January 1943, manufacturing workers under agreement numbered almost 7½ millions and in January 1944, almost 8½ millions. The largest increases in agreement coverage were in shipbuilding and the industries manufacturing aircraft, automobiles, basic steel and steel products, and electrical and other types of machinery. The construction industry, where employment dropped sharply, showed the greatest decrease in the number of workers under agreement.

Gains in the proportion of eligible workers who were covered by agreements were made during 1943 in shipbuilding, aluminum fabrication, and in the smelting and refining and alloying, rolling and drawing of nonferrous metals. In these industries, employment increased in firms already operating under agreement and agreements were negotiated in some new plants.

In the aircraft industry, although the proportion of workers covered by agreement was not significantly changed, first agreements were signed by some large plants including the North American plants at Kansas City, Kans., and Dallas, Tex., and the Wright Aeronautical Corporation plants at Paterson, N. J., and Lockland, Ohio. In addition, unions won recognition as bargaining agents in 1943 for the first time in plants employing about 15 percent of the aircraft workers; it may therefore be expected that the proportion of workers under agreement will expand to include this group in the near future.

The proportion of workers covered by written union agreements in individual manufacturing and nonmanufacturing industries is shown in the table on page 3.

Union Status

The outstanding change during 1943 with regard to union status was an increase in the proportion of manufacturing workers covered by agreements which require maintenance of membership during the term of the agreement by employees who are or choose to become union members, and a decrease in the proportion under agreements which make no requirements regarding union membership. There were also slight increases in the proportions of manufacturing workers covered by closed- and union-shop agreements.

The proportions of all workers under agreement who were covered by various types of union-status provisions changed between January 1943 and January 1944, chiefly because of the increase in membership-maintenance clauses among manufacturing workers and the increase in agreement coverage of manufacturing workers in relation to non-manufacturing. In individual nonmanufacturing industries there was little change in the proportions of workers covered by various types of union status, although for nonmanufacturing industries as a whole there were changes in the distribution of workers by status, owing to changes in employment and the corresponding number under agreement in individual industries. For example, the number of nonmanufacturing employees working under closed-shop agreements decreased largely because of a decrease in agreement coverage in construction where closed-shop conditions prevail.

Proportion of Wage Earners Under Written Union Agreements in January 1944

MANUFACTURING INDUSTRIES

Almost all	Large proportion	About half	Moderate proportion	Very few
Aluminum fabricating Automobiles and parts Breweries Clothing, men's, including furnishings and excluding hats and caps Furs and fur garments Glass—flat, pressed, and blown Nonferrous metals—smelting, refining Shipbuilding Steel, basic	Agricultural machinery Aircraft engines, propellers, assembly, and parts Clocks and watches Clothing, women's Coke and byproducts Electrical machinery, including equipment and appliances Glass containers Jewelry and silverware Leather tanning Machinery, excluding machine tools Meat packing Millinery and hats Newspaper printing and publishing Nonferrous metals—alloying, rolling, drawing, except aluminum Paper and pulp Rayon yarn Rubber products Sugar, beet and cane	Baking Book and job printing and publishing Cement Cigarettes Flour and other grain products Furniture Gloves—leather, cloth, and knit Hosiery Leather products Lumber Machine tools Petroleum refining Pottery, including chinaware Railroad equipment Shoes, cut stock, and findings Steel products Stone, concrete, gypsum, and plaster products Woolen and worsted textiles	Canning and preserving foods Chemicals Cigars Clay products, structural Confectionery products Cotton textiles Dairy products Dyeing and finishing textiles Paper products Silk and rayon textiles Toys, sporting and athletic goods	

NONMANUFACTURING INDUSTRIES

Actors and musicians Airline pilots and mechanics Coal mining Longshoring Motion-picture production Railroads—freight and passenger, including shops and clerical Telegraph service and maintenance	Bus and streetcar, local Construction Iron mining Maritime Radio technicians Theaters—stage hands, and motion-picture operators Trucking, local and intercity	Bus lines, intercity Nonferrous-metal mining	Barber shops Building servicing and maintenance Cleaning and dyeing Crude petroleum and natural gas Fishing Hotels Laundries Light and power Newspaper offices Nonmetallic mining and quarrying Retail trade—food stores and restaurants Taxicabs Telephone service and maintenance	Agriculture Beauty shops Clerical, technical, and professional employees, excluding transportation, communication, theaters, and newspapers Domestic service Retail trade, excluding food stores and restaurants Wholesale trade
---	---	---	---	---

The proportion of workers under agreement covered by various types of union status in January 1944 is shown by chart 1 for major industry groups. All clerical, technical, and professional and service workers are included in the group "other workers." All trucking and warehousing workers are included in "transportation and public utilities." Except for these occupational groups, workers have been included in the industry by which they are employed.

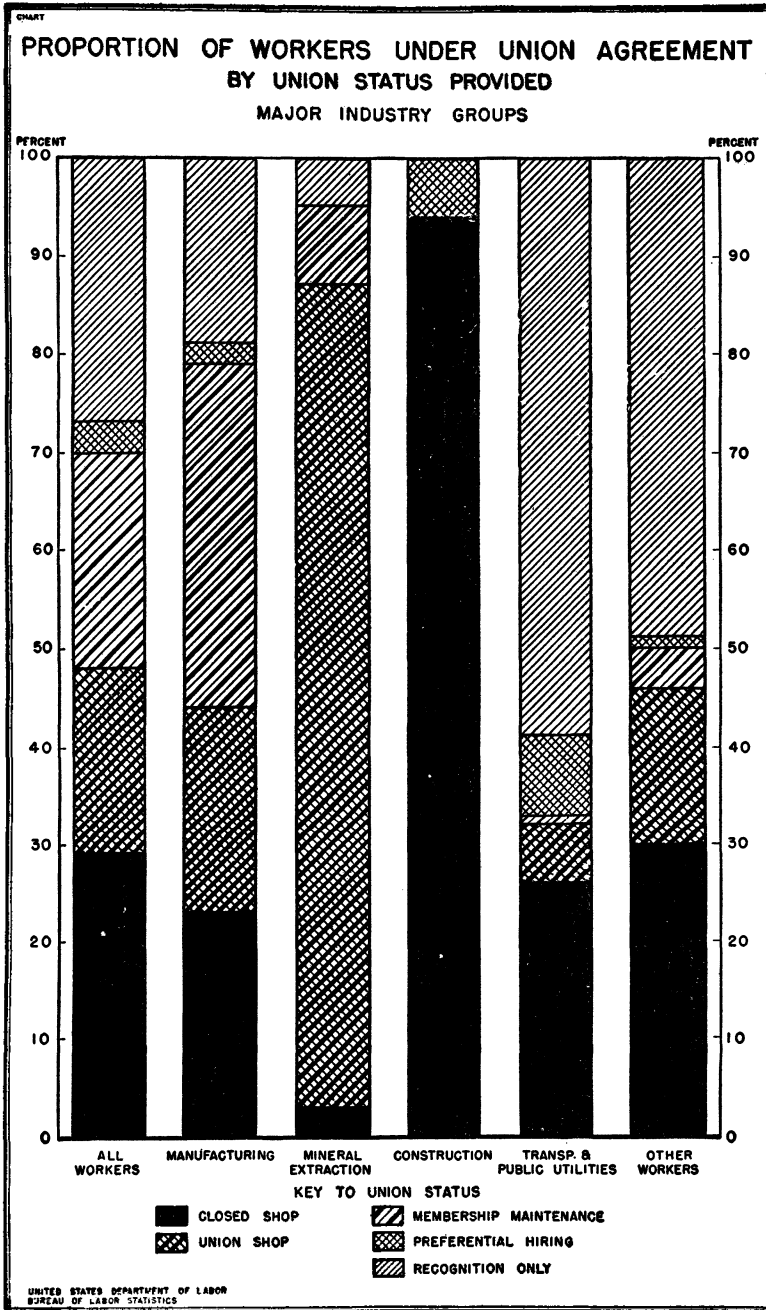
CLOSED AND UNION SHOP

In January 1944 closed-shop agreements covered almost 30 percent of all workers under agreement and union-shop agreements almost 20 percent, or together a total of about 6½ million workers. Over 3¼ million of these workers were employed in manufacturing, almost 1 million in construction, over half a million in trucking, almost half a million in mineral extraction, and the remainder in trade, service, and other industries. Closed shops were established by almost all agreements in the building construction, trucking, and printing and publishing industries. In the men's and women's clothing, breweries, and hosiery industries over 75 percent of the organized workers were covered by closed-shop agreements. In shipbuilding about 55 percent of the workers under agreement were employed in closed shops. Practically all coal miners were under union-shop agreements and about 70 percent of the organized local bus and street-railway employees. The industries which had the greatest increase in proportion of workers covered by union-shop agreements during 1943 were industrial chemicals, electrical machinery, leather tanning, and textiles.

Under closed-shop agreements all employees must be members of the appropriate union at the time of hiring and must continue to be members in good standing throughout their period of employment. Most of the closed-shop agreements require employers to hire through the union, although they allow the employer to seek employees elsewhere if the union cannot meet the demand within a given period, on the condition that the persons hired on the outside join the union before beginning work.

Under the union-shop agreements, in contrast to the closed shop, the employers have complete control over the hiring of new employees and such employees need not be union members at the time of hiring although they must become members as a condition of continued employment. Some of the union-shop agreements, covering about 15 percent of the workers under union shop, in addition to requiring that all employees join the union within a specified probationary period, stated that union members would be given preference in hiring, so that in effect these agreements differed very little from the closed shop.

In a few closed- and union-shop agreements the employer was allowed regularly to hire 1 or 2 percent of his force without the requirement that they become members. In some cases, employees who were employed before a closed- or union-shop agreement was signed were exempt from the requirement to join the union.



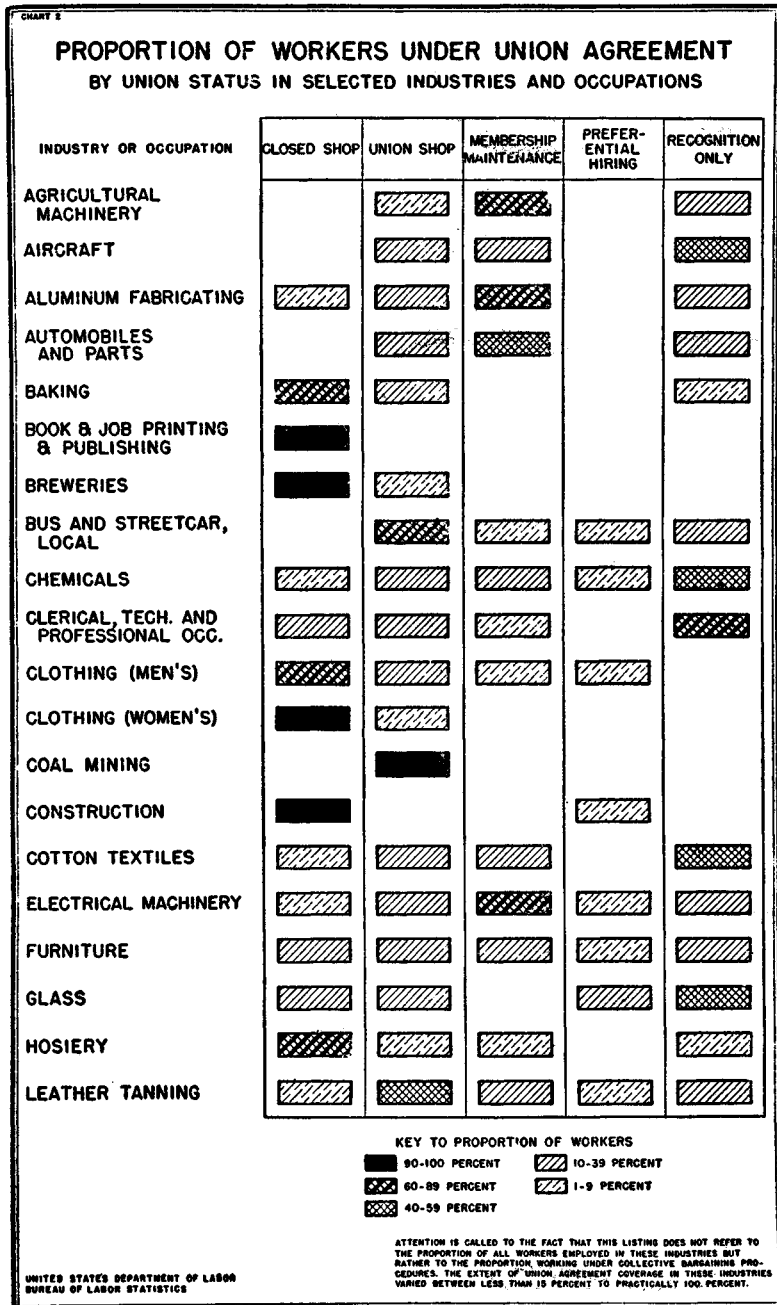


CHART 2 CON'T.

**PROPORTION OF WORKERS UNDER UNION AGREEMENT
BY UNION STATUS IN SELECTED INDUSTRIES AND OCCUPATIONS**

INDUSTRY OR OCCUPATION	CLOSED SHOP	UNION SHOP	MEMBERSHIP MAINTENANCE	PREFERENTIAL HIRING	RECOGNITION ONLY
LIGHT AND POWER	10-39 PERCENT	40-59 PERCENT	10-39 PERCENT		10-39 PERCENT
MACHINE TOOLS	10-39 PERCENT	10-39 PERCENT	10-39 PERCENT		40-59 PERCENT
MARITIME AND LONGSHORING	10-39 PERCENT	10-39 PERCENT	10-39 PERCENT	90-100 PERCENT	
MEAT PACKING	10-39 PERCENT	10-39 PERCENT	40-59 PERCENT		10-39 PERCENT
METAL MINING		10-39 PERCENT	40-59 PERCENT		10-39 PERCENT
NONFERROUS ALLOYING, ETC.	10-39 PERCENT	10-39 PERCENT	10-39 PERCENT		40-59 PERCENT
NONFERROUS SMELTING AND REFINING	10-39 PERCENT	10-39 PERCENT	40-59 PERCENT		10-39 PERCENT
PAPER AND ALLIED PRODUCTS	10-39 PERCENT	40-59 PERCENT	10-39 PERCENT		10-39 PERCENT
PETROLEUM AND COAL PRODUCTS	10-39 PERCENT	10-39 PERCENT	40-59 PERCENT	10-39 PERCENT	10-39 PERCENT
POTTERY		10-39 PERCENT	10-39 PERCENT	40-59 PERCENT	
RAILROADS					90-100 PERCENT
RUBBER TIRES		10-39 PERCENT	40-59 PERCENT		40-59 PERCENT
SERVICE OCCUPATIONS	40-59 PERCENT	10-39 PERCENT	10-39 PERCENT	10-39 PERCENT	10-39 PERCENT
SHIPBUILDING	40-59 PERCENT	10-39 PERCENT	10-39 PERCENT	10-39 PERCENT	10-39 PERCENT
SILK AND RAYON TEXTILES	10-39 PERCENT	10-39 PERCENT	10-39 PERCENT		10-39 PERCENT
STEEL - BASIC		10-39 PERCENT	90-100 PERCENT		10-39 PERCENT
STEEL PRODUCTS	10-39 PERCENT	10-39 PERCENT	40-59 PERCENT	10-39 PERCENT	10-39 PERCENT
TELEPHONE AND TELEGRAPH	10-39 PERCENT	10-39 PERCENT	10-39 PERCENT		40-59 PERCENT
TRUCKING AND WAREHOUSING	90-100 PERCENT				
WOOLEN AND WORSTED TEXTILES	10-39 PERCENT	10-39 PERCENT	40-59 PERCENT	10-39 PERCENT	10-39 PERCENT

KEY TO PROPORTION OF WORKERS



UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

MAINTENANCE OF MEMBERSHIP

Over 20 percent of all workers under agreement, or over 3 million workers, at the beginning of 1944 were covered by clauses which provide that all the employees who were members at the time the agreement was signed or who later joined the union, must retain their membership for the duration of the agreement.² In manufacturing, the proportion of workers under membership-maintenance clauses rose during the year from less than 25 percent to about 35 percent. There was also an increase in iron mining and a slight gain in the retail and wholesale trade industries. Among the manufacturing industries, significant increases in the proportion of workers under membership-maintenance clauses occurred in the machine-tools and steel-products industries, each of which had less than 10 percent of the workers under agreement in this category in January 1943, but over 35 percent a year later; aluminum which increased from about 50 percent to nearly 70 percent; aircraft and woolen and worsted textiles, each of which increased from less than 15 percent to over 30 percent; industrial chemicals and cotton textiles which changed from less than 10 percent to over 25 percent; basic steel which increased from about 75 percent to over 90 percent; and agricultural machinery which increased from less than 70 percent to over 80 percent.

PREFERENTIAL HIRING

Only 2 or 3 percent of all workers under agreement were covered by clauses which stated that union members would be given preference over nonunion members in hiring, but did not require union membership as a condition of employment. The maritime and longshoring agreements usually provide for preferential hiring and this practice is also widespread in the pottery industry.

AGREEMENTS WITH NO MEMBERSHIP REQUIREMENTS

About 30 percent of all workers under agreement were covered by provisions which do not require union membership as a condition of hiring or continued employment. The union is recognized as the sole bargaining agent for all employees in the bargaining unit, and is thus responsible for negotiating the working conditions under which all workers, including those who do not belong to the union, are employed. Unlike the agreements providing closed or union shops or membership maintenance, agreements with no membership requirements do not enable the union to rely on employment per se to build or maintain its membership.

CHECK-OFF ARRANGEMENTS

Almost 4½ million workers were covered by union agreements which provided some form of check-off in January 1944. This represents almost a third of all workers under agreement, a marked increase over

² Most of the "maintenance of membership" provisions established by order of the National War Labor Board, as well as most such clauses adopted voluntarily, allow 15 days during which members may withdraw from the union if they do not wish to remain members for the duration of the agreement. A few agreements when first incorporating membership-maintenance clauses, allowed employees to withdraw from union membership by giving 60 days' notice, but such clauses are usually dropped in later agreements. For example, the 1942 General Electric agreement with the United Electrical, Radio and Machine Workers of America (C. I. O.) contained such a provision, but the 1943 agreement instead allowed a 10-day escape period at the beginning of the year.

the situation a year earlier when approximately 2½ million workers or about one-fifth of those under agreement were covered by check-off provisions. Over 3 million of the workers under check-off clauses were employed in manufacturing and almost half a million were coal miners.

The majority of the check-off clauses continued to establish a general or automatic check-off from the pay of members of all amounts due to the union. In January 1944, about three-fifths of the workers under check-off clauses were covered by the automatic type, while about two-fifths stated that check-offs might be made only when employees have filed individual written authorizations with the employer. In some agreements these authorizations held until withdrawal by the employee, in others until the termination of the agreement. Although most of the check-off clauses provided the full check-off of all dues and assessments levied by the union, some specified "regular dues only" or check-offs not to exceed a given amount.

Almost all coal miners and a large proportion of the workers in the basic-steel industry were covered by check-off provisions and such clauses were common in aircraft, hosiery, silk and rayon, and cotton-textile agreements. The proportion covered by check-offs increased during 1943, especially in the agricultural and electrical machinery, shipbuilding, industrial chemicals, petroleum, and woolen and worsted textiles industries.

FOR VICTORY



**BUY
UNITED
STATES
WAR
BONDS
AND
STAMPS**