

UNITED STATES DEPARTMENT OF LABOR

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BUREAU OF LABOR STATISTICS

*Isador Lubin, Commissioner (on leave)*

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# Extent of Collective Bargain- 'ing and Union Status,

January 1945



*Bulletin No. 829*

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## Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,  
BUREAU OF LABOR STATISTICS,  
Washington, D. C., April 9, 1945.

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 1945. 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. Elizabeth Stark and Philomena Marquardt were in immediate charge of assembling the data.

A. F. HINRICH, *Acting Commissioner.*

HON. FRANCES PERKINS,  
*Secretary of Labor.*

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**Bulletin No. 829 of the  
United States Bureau of Labor Statistics**

[Reprinted from the MONTHLY LABOR REVIEW, April 1945, with additional data]

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**Extent of Collective Bargaining and Union Status,  
January 1945<sup>1</sup>**

*Union Agreement Coverage*

Some 14½ million workers were employed under collective-bargaining contracts in January 1945. An analysis by the Bureau of Labor Statistics indicates that these workers included approximately 47 percent of all workers employed in industries and occupations in which unions are actively engaged in obtaining written agreements with employers.<sup>2</sup> During the year 1944 there was an increase in agreement coverage of over half a million workers, which was equivalent to a 4.5-percent rise in the proportion of employed workers covered by agreements.

*Manufacturing.*—Approximately 65 percent (more than 8¼ million) of all production wage earners<sup>3</sup> in manufacturing industries were employed under the terms of union agreements at the beginning of 1945, representing an increase during the year of 8 percent in the proportion of employees working under union agreements.

The largest increases in the proportion of workers under agreement were in the tobacco and chemical industries and, to a less extent, in the canned and preserved foods industry. Agreements were negotiated for the first time with several large aircraft and petroleum-refining companies, as well as with a number of meat-packing, shoe, leather-tanning, and rubber companies.

The degree of union organization at the beginning of 1945 varied considerably among the manufacturing industries, although not so much as among nonmanufacturing industries and trades. Over 90 percent of the production wage earners were working under union agreements in the aluminum, automobile, basic steel, brewery, fur, glass, men's clothing, rubber, and shipbuilding industries, in contrast to only a little more than 10 percent in the dairy-products industry.

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<sup>1</sup> For similar data for previous years see Monthly Labor Review, April 1944, February 1943, May 1942, and March 1939.

<sup>2</sup> It is estimated that approximately 30¼ million workers were employed in occupations in which unions are actively engaged in organizing and seeking to obtain written agreements. In most industries this includes all wage and salary workers except those in executive, managerial, and certain types of professional positions. It excludes all self-employed, domestic workers, agricultural wage workers on farms employing fewer than 6 persons, all Federal and State government employees, teachers, and elected and appointed officials in local governments.

<sup>3</sup> It should be noted that the number of workers covered by union agreements is not the same as union membership. Except under closed- or union-shop conditions, agreements cover nonmembers as well as members employed within the given bargaining unit. On the other hand, some union members may be working in unorganized plants and many civil-service employees and teachers are members of unions but are not employed under the terms of bilateral written agreements.

<sup>4</sup> Clerical, professional, service, and construction workers, foremen, and truck drivers connected with manufacturing are treated as occupational groups under nonmanufacturing employees.

*Proportion of Wage Earners Under Union Agreements in January 1945*

**MANUFACTURING INDUSTRIES**

80-100 percent	60-80 percent	40-60 percent	20-40 percent	1-20 percent
<p>Agricultural equipment. Aircraft and parts. Aluminum. Automobiles and parts. Breweries. Carpets and rugs, wool. Cement. Clothing, men's. Clothing, women's. Furs and fur garments. Glass and glassware. Meat packing. Newspaper printing and publishing. Nonferrous metals and products. Rubber products. Shipbuilding. Steel, basic. Sugar, beet and cane.</p>	<p>Book and job printing and publishing. Clocks and watches. Coal products. Electrical machinery, equipment, and appliances. Leather tanning. Machinery and machine tools. Millinery and hats. Paper and pulp. Petroleum refining. Railroad equipment. Rayon yarn. Tobacco products. Woolen and worsted textiles.</p>	<p>Baking. Canning and preserving foods. Dyeing and finishing textiles. Flour and other grain products. Furniture. Gloves, leather and cloth. Hosiery. Jewelry and silverware. Knit goods. Leather luggage, handbags, novelties. Lumber. Pottery, including chinaware. Shoes, cut stock and findings. Steel products. Stone and clay products.</p>	<p>Beverages, nonalcoholic. Chemicals, excluding rayon yarn. Confectionery products. Cotton textiles. Paper products. Silk and rayon textiles.</p>	<p>Dairy products.</p>

**NONMANUFACTURING INDUSTRIES**

<p>Actors and musicians. Airline pilots and mechanics. Bus and street car, local. Coal mining. Construction. Longshoring. Maritime. Metal mining. Motion-picture production. Railroads—freight and passenger, shops and clerical. Telegraph service and maintenance. Trucking, local and intercity.</p>	<p>Radio technicians. Theater—stage hands, motion-picture operators.</p>	<p>Bus lines, intercity. Light and power. Newspaper offices. Telephone service and maintenance.</p>	<p>Barber shops. Building servicing and maintenance. Cleaning and dyeing. Crude petroleum and natural gas. Fishing. Hotels and restaurants. Laundries. Nonmetallic mining and quarrying. Taxicabs.</p>	<p>Agriculture.<sup>1</sup> Beauty shops. Clerical and professional, excluding transportation, communication, theaters, and newspapers. Retail and wholesale trade.</p>
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<sup>1</sup> Less than 1 percent.

*Nonmanufacturing.*—About 33 percent (slightly more than 5½ million) of all nonmanufacturing workers were employed under the terms of union agreements at the beginning of 1945, representing an increase during the year of 6 percent in the proportion of employees working under agreement.

Over 95 percent of the coal-mining, maritime and longshoring, and railroad employees, including clerical and supervisory personnel, and over 90 percent of the employees in the iron-mining and telegraph industries were employed under union agreements.

Nearly 25 percent of the employees in service occupations and slightly less than 20 percent of the clerical and professional employees were under union agreements. A major portion of the clerical and professional workers in the transportation, communications, and public utilities industries and practically all actors and musicians were employed under collective-bargaining agreements. In manufacturing, financial, and business service establishments, and in wholesale and retail trade, only about 13 percent of the clerical and professional employees were under agreement.

## *Union Status*

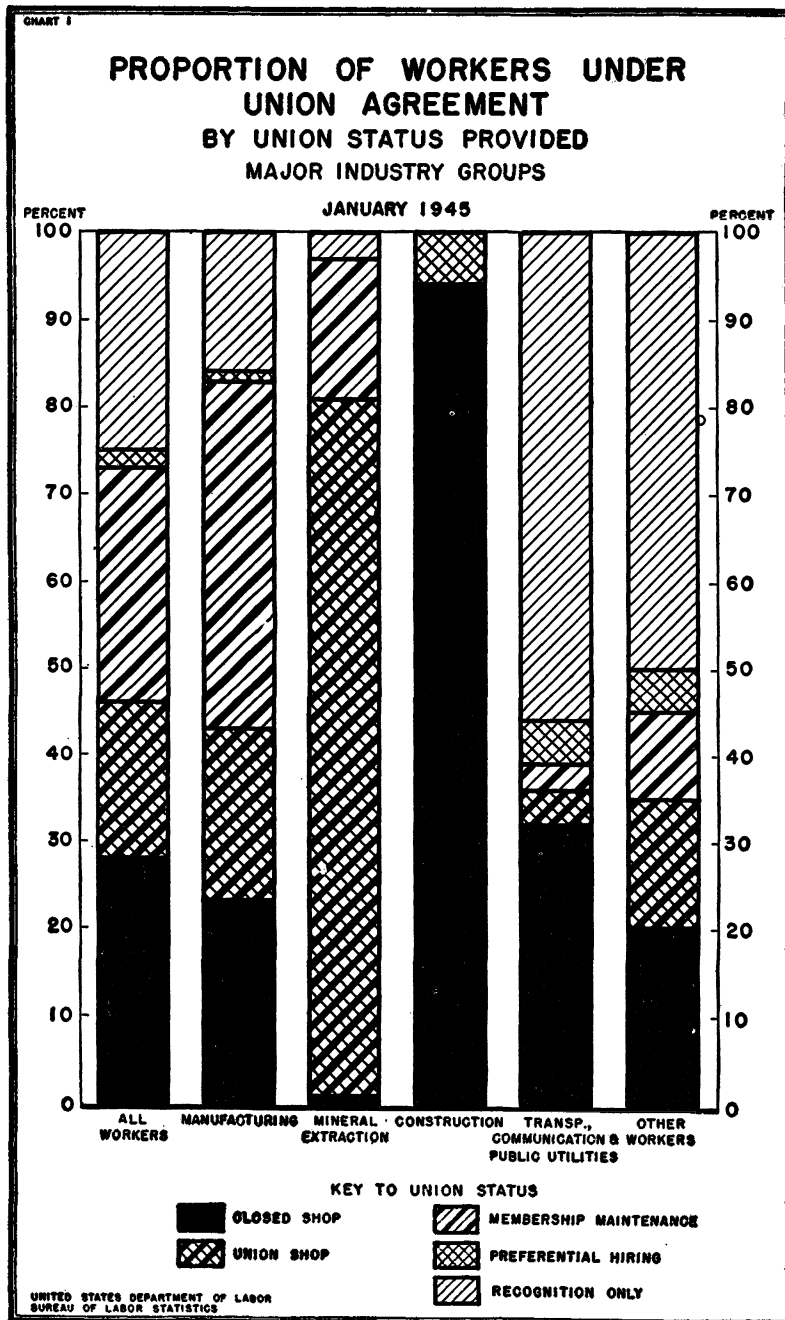
### GENERAL TYPES

The union-status provisions in employer-union agreements can be classified into five general types according to their union-membership requirements and privileges, as well as to the presence or absence of check-off arrangements. The various degrees of union recognition or union security are commonly referred to as closed shop, union shop with or without preferential hiring of union members, maintenance of membership, preferential hiring with no membership requirements, and sole bargaining with no membership requirements. Check-off arrangements are of two kinds, usually referred to as automatic check-off and check-off by individual authorization.

Under closed-shop agreements all employees are required to be members of the appropriate union at the time of hiring, and they 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 unless the union is unable to furnish suitable persons within a given period, in which case the persons hired elsewhere must join the union before starting to work.

In contrast to closed-shop agreements, a union-shop agreement provides that employers have complete control over the hiring of new employees and such persons need not be union members when hired. They must, however, become members within a specified time, usually 30 to 60 days, as a condition of continued employment. When a union-shop agreement, in addition to requiring that all employees join the union within a specified probationary period, states that union members shall be given preference in hiring, it differs very little in effect from the closed-shop agreement. In a few cases, employees hired before a closed- or union-shop agreement is signed are exempt from the union-membership requirement.

A maintenance-of-membership agreement requires all employees who are members when the agreement is signed, and all who choose later to join the union, to retain their membership for the duration of



the agreement. The maintenance-of-membership provisions established by order of the National War Labor Board allow 15 days during which members may withdraw if they do not wish to remain members for the duration of the agreement.

Some agreements provide for preferential hiring without union-membership requirements. In other words, union members must be hired if available, but otherwise the employer may hire nonmembers and such persons need not join the union as a condition of continued employment.

Some agreements include no membership requirements 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 are employed, including those who do not belong to the union. This type of agreement, unlike the others, does not enable the union to rely on employment per se to maintain or increase its membership.

*Extent of various types of union-status provisions.*—Although the proportion of workers under closed- and union-shop clauses remained about the same, the proportion under maintenance-of-membership clauses continued to increase during 1944. By January 1945, approximately 27 percent ( $3\frac{1}{2}$  million) of all persons employed under union agreements were employed under maintenance-of-membership clauses, an increase during the year of almost 23 percent in the proportion of workers under such agreements. About 28 percent (4 million) of all workers under agreement were employed under closed-shop provisions and about 18 percent ( $2\frac{1}{2}$  million) under union-shop agreements. (About 7 percent of the latter were covered by agreements which also specified that union members should be given preference in hiring.) Only 2 percent of all workers under agreement were covered by union preferential clauses, whereas 25 percent were under agreements which provided recognition only.

The proportion of workers under agreement covered by various types of union status in January 1945 is shown by chart 1, for major industry groups. All clerical, professional, and service workers are included in the group "other workers." All trucking and warehousing workers are included in "transportation, communication, and public utilities." Except for these occupational groups, workers have been included in the industry in which they are employed.

*Manufacturing.*—In January 1945, closed-shop provisions covered approximately 23 percent of all workers under manufacturing agreements, and union-shop agreements 20 percent—or together a total of about  $3\frac{1}{4}$  million workers. Of the union-shop agreements, about 10 percent also provided that union members should be given preference in hiring. Most of the wage earners under agreement in the bakery, brewery, men's and women's clothing, and printing and publishing industries were employed under closed- or union-shop clauses. Substantial proportions of those under agreement in the hosiery and canned and preserved foods industries, and a majority of those under agreement in the paper, shoe, shipbuilding, and silk and rayon industries, were working under closed- or union-shop provisions.

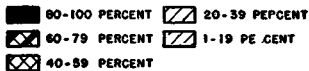
About  $3\frac{1}{2}$  million workers in manufacturing industries were employed at the beginning of 1945 under maintenance-of-membership clauses. They included 40 percent of all workers under manufacturing

CHART 1

## PROPORTION OF WORKERS UNDER UNION AGREEMENT BY UNION STATUS IN SELECTED INDUSTRIES AND OCCUPATIONS JANUARY 1945

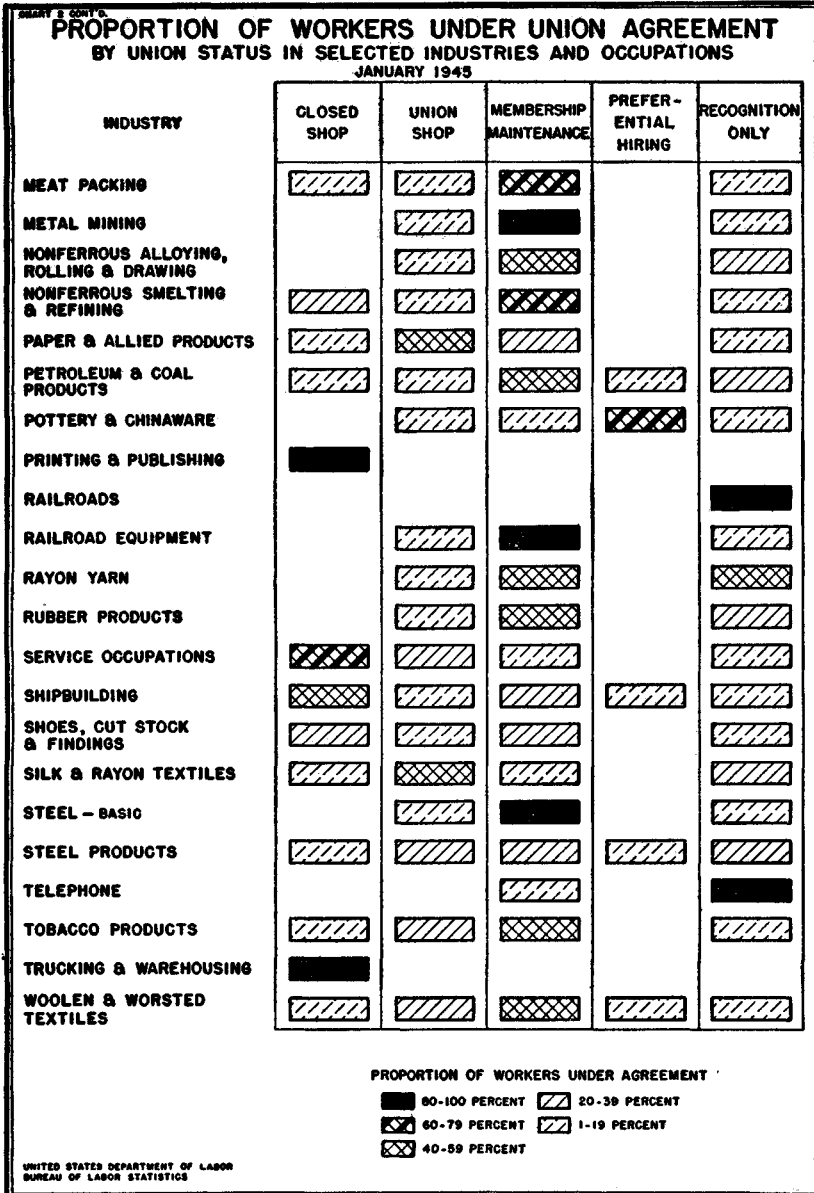
INDUSTRY	CLOSED SHOP	UNION SHOP	MEMBERSHIP MAINTENANCE	PREFERENTIAL HIRING	RECOGNITION ONLY
AGRICULTURAL EQUIPMENT		20-39 PERCENT	40-59 PERCENT		20-39 PERCENT
AIRCRAFT & PARTS		20-39 PERCENT	40-59 PERCENT	20-39 PERCENT	40-59 PERCENT
ALUMINUM	20-39 PERCENT	20-39 PERCENT	40-59 PERCENT		20-39 PERCENT
AUTOMOBILES & PARTS	20-39 PERCENT	20-39 PERCENT	40-59 PERCENT		20-39 PERCENT
BAKING	40-59 PERCENT	20-39 PERCENT	20-39 PERCENT		
BREWERIES	90-100 PERCENT	20-39 PERCENT			
BUS & STREETCAR, LOCAL		40-59 PERCENT	20-39 PERCENT		20-39 PERCENT
CANNED & PRESERVED FOODS	20-39 PERCENT	40-59 PERCENT	20-39 PERCENT		20-39 PERCENT
CHEMICALS, EXCLUDING RAYON YARN	20-39 PERCENT	20-39 PERCENT	40-59 PERCENT		20-39 PERCENT
CLERICAL & PROFESSIONAL OCCUPATIONS	20-39 PERCENT	20-39 PERCENT	20-39 PERCENT	20-39 PERCENT	40-59 PERCENT
CLOTHING (MEN'S)	40-59 PERCENT	20-39 PERCENT	20-39 PERCENT	20-39 PERCENT	
CLOTHING (WOMEN'S)	90-100 PERCENT	20-39 PERCENT			
COAL MINING		90-100 PERCENT			
CONSTRUCTION	90-100 PERCENT			20-39 PERCENT	
COTTON TEXTILES	20-39 PERCENT	20-39 PERCENT	40-59 PERCENT		20-39 PERCENT
ELECTRICAL MACHINERY & APPLIANCES	20-39 PERCENT	20-39 PERCENT	40-59 PERCENT	20-39 PERCENT	20-39 PERCENT
GLASS & GLASSWARE	20-39 PERCENT	20-39 PERCENT	20-39 PERCENT	20-39 PERCENT	40-59 PERCENT
HOSIERY	40-59 PERCENT	20-39 PERCENT	20-39 PERCENT		20-39 PERCENT
LEATHER TANNING	20-39 PERCENT	40-59 PERCENT	20-39 PERCENT	20-39 PERCENT	20-39 PERCENT
LIGHT & POWER	20-39 PERCENT	20-39 PERCENT	20-39 PERCENT		20-39 PERCENT
MACHINERY & MACHINE TOOLS	20-39 PERCENT	20-39 PERCENT	40-59 PERCENT		20-39 PERCENT
MARITIME & LONGSHORING	20-39 PERCENT	20-39 PERCENT	20-39 PERCENT	90-100 PERCENT	

PROPORTION OF WORKERS UNDER AGREEMENT



UNITED STATES DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS





agreements, representing an increase of about 14 percent during the year in the proportion employed under such agreements. The greatest increase over the previous year in the proportion working under maintenance-of-membership clauses occurred in the nonferrous-metals alloying, rolling and drawing industry (from less than 15 percent to over 50 percent), but there were very substantial increases in the machinery and machine-tool, nonferrous-metals smelting and refining, tobacco, woolen and worsted textile, and electrical-machinery industries. At the beginning of 1945 maintenance-of-membership clauses covered most of the employees under agreement in the basic steel industry, a substantial proportion of those in the agricultural and railroad equipment and meat-packing industries and a majority of those under agreement in the aluminum, automobile, electrical-machinery, machinery and machine-tool, rubber, tobacco, woolen and worsted textile industries and in the nonferrous-metals alloying, rolling, drawing, smelting and refining industries.

Only about 1 percent of all manufacturing workers under agreement were employed under preferential-hiring provisions with no union-membership requirements. In only one manufacturing industry, pottery, were such clauses common.

About 16 percent of the workers under agreement in all manufacturing industries were employed in plants which recognize the union as sole bargaining agent but do not require union membership as a condition of hiring or continued employment. In the rayon-yarn industry slightly more than half of those under agreement were covered by such clauses and between a third and a half of those in the cotton textile, petroleum and coal products, nonferrous-metals alloying, rolling, and drawing, aircraft, and glass industries.

*Nonmanufacturing.*—Approximately 36 percent of all workers under agreements in nonmanufacturing industries and occupations were covered by closed-shop provisions and about 16 percent by union-shop provisions—a total of more than 2¼ million workers. Only a few of the union-shop agreements also provided that union members should be given preference in hiring. The closed shop was provided in almost all agreements in building construction and trucking and in many of the agreements covering service and trade employees such as barbers and employees in building service, laundry, dry cleaning, and food establishments. Coal miners and a majority of the organized bus and street-railway employees were under union-shop agreements.

About 6 percent of the nonmanufacturing workers under agreement were employed under membership-maintenance clauses. The greatest increase over the previous year in the proportion working under such clauses occurred in wholesale and retail trade, metal mining, and crude petroleum and natural gas; in the two last-named industries the majority of the employees were covered by such clauses.

Only 4 percent of all nonmanufacturing workers under agreement were employed under agreements with preferential-hiring provisions but no union-membership requirements. Only in maritime and longshoring are such clauses common.

About 38 percent of the workers under agreement in all nonmanufacturing industries and occupations were employed under contracts which recognized the union as sole bargaining agent but

included no membership requirements. More than half of these workers were employed in the railroad industry, where virtual union-shop conditions prevail, although the agreements do not provide for union-shop arrangements.

### *Check-Off Arrangements*

During 1944 there was an increase of about 28 percent in the proportion of workers under agreements who were covered by some form of check-off provisions. Almost 6 million workers, or more than 40 percent of all employees under agreement, were covered by check-off provisions in January 1945. About half were covered by clauses providing for the automatic check-off of all members' dues and the other half by clauses which provide for check-off only for those employees who file individual written authorizations with the employer. Under some of the latter agreements the authorizations, once made, continue in effect for the duration of the agreement; under others they may be withdrawn whenever the employee desires. (If working under a closed- or union-shop or maintenance-of-membership agreement, however, the employee must personally pay his dues to the union if he cancels his check-off.) Although most of the check-off clauses provide that all dues and assessments levied by the union shall be collected, some specify "regular dues only" or check-offs not to exceed a given amount.

*Manufacturing.*—Almost 4½ million workers, or more than half of all workers under agreement in manufacturing industries, were employed at the beginning of the year under agreements which provide for check-off. Slightly fewer manufacturing workers were covered by automatic check-off arrangements than by provisions for check-off upon individual authorization.

During 1944 the proportion of workers under check-off arrangements increased about 38 percent. Most of the increase in the proportion under agreement with check-off arrangements took place in shipbuilding, although there were considerable increases in the railroad-equipment and nonferrous-metals alloying, rolling, and drawing industries. Over 90 percent of the workers under agreement in the basic steel, railroad-equipment, and hosiery industries were covered by check-off provisions, and the great majority of those in the cotton-textile, meat-packing, nonferrous-metals alloying, rolling, and drawing, shipbuilding, silk and rayon textile, and woolen and worsted textile industries.

*Nonmanufacturing.*—About 1½ million, or 26 percent of the workers employed under agreements in nonmanufacturing industries, were covered by some form of check-off arrangement. Most of these check-off clauses, including those covering coal miners, specify that the employer is to deduct the union dues and assessments from the wages of all members. The agreements for about a third of the nonmanufacturing employees covered by check-off clauses provided for check-off only upon authorization of individual employees.