

UNITED STATES DEPARTMENT OF LABOR

L. B. Schwellenbach, *Secretary*

BUREAU OF LABOR STATISTICS

A. F. Hinrichs, *Acting Commissioner*

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**Extent of Collective Bargaining
and Union Recognition, 1945**



Bulletin No. 865

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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., April 5, 1946.

The SECRETARY OF LABOR:

I have the honor to transmit herewith the report on extent of collective bargaining and union recognition in 1945. The study is based on an analysis of approximately 15,000 employer-union agreements and employment, union membership, and other data available to the Bureau of Labor Statistics.

This study was prepared under the general supervision of Boris Stern, Chief of the Industrial Relations Branch, with Philomena Marquardt in immediate charge of assembling the information.

A. F. HINRICHS, *Acting Commissioner.*

HON. L. B. SCHWELLENBACH
Secretary of Labor.

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United States Bureau of Labor Statistics

[Reprinted from the MONTHLY LABOR REVIEW, April 1946, with additional data.]

**Extent of Collective Bargaining and Union
Recognition, 1945¹**

Union-Agreement Coverage

Of an estimated total of about 29 million workers² engaged in occupations in which unions were organizing and endeavoring to obtain written agreements in 1945, about 13.8 million workers were covered by written collective-bargaining agreements. Although the total number covered decreased from 14.3 millions in 1944, the ratio of those covered by collective bargaining to the total number employed and eligible for coverage increased slightly from about 47 percent to about 48 percent.

In manufacturing industries, slightly over 67 percent (8 millions) of the production wage earners³ were employed under union agreements during 1945, compared with 65 percent (more than 8.75 millions) in 1944. In nonmanufacturing industries the workers covered by union agreements in 1945 constituted about 34 percent (about 5.8 millions) compared to about 33 percent (slightly more than 5.5 millions) in 1944.

The extent of unionism in the various industries is shown in table 1 (p. 2).

Types of Union Recognition

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 arrange-

¹ For similar data for previous years, see Monthly Labor Review, April 1945, April 1944, February 1943, May 1942, and March 1939.

² The estimate of 29 million includes all wage and salary workers except those in executive, managerial, and certain types of professional positions in most industries but 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.

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.

³ Clerical, professional, service, and construction workers, foremen, and truck drivers connected with manufacturing are treated as occupational groups under nonmanufacturing employees.

TABLE 1.—Proportion of Wage Earners Under Union Agreements in 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. Clocks and watches. Clothing, men's. Clothing, women's. Furs and fur garments. Glass and glassware. Leather tanning. 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. Coal products. Electrical machinery, equipment, and appliances. Machinery and machine tools. Millinery and hats. Paper and pulp. Petroleum refining. Railroad equipment. Rayon yarn. Steel products. 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. 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

80-100 percent	60-80 percent	40-60 percent	20-40 percent	1-20 percent
<p>Actors and musicians. Airline pilots and mechanics. Bus and streetcar, 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.¹ Beauty shops. Clerical and professional, excluding transportation, communication, theaters, and newspapers. Retail and wholesale trade.</p>

¹ Less than 1 percent.

ments are of two kinds, usually referred to as automatic check-off and check-off by individual authorization.

*Extent of various types of union-status provisions.*⁴—As indicated in table 2, the proportion of workers covered by closed- and union-shop clauses in 1945 remained about the same as in 1944, but the proportion employed under maintenance-of-membership clauses increased from 27 percent (3.75 millions) to 29 percent (more than 3.9 millions). About 30 percent (almost 4.25 millions) of the workers were employed under closed- and union-shop with preferential hiring, compared to 28 percent (slightly over 4 millions) under such provisions in 1944. Union-shop clauses, without hiring preference, accounted for 15 percent in 1945 compared to 18 percent in 1944. Preferential hiring was provided for 3 percent (2 percent in 1944) of all the workers, and 23 percent were covered by agreements specifying recognition only, compared to 25 percent in the previous year.

TABLE 2.—Trend in Union Recognition in the United States, 1941–45

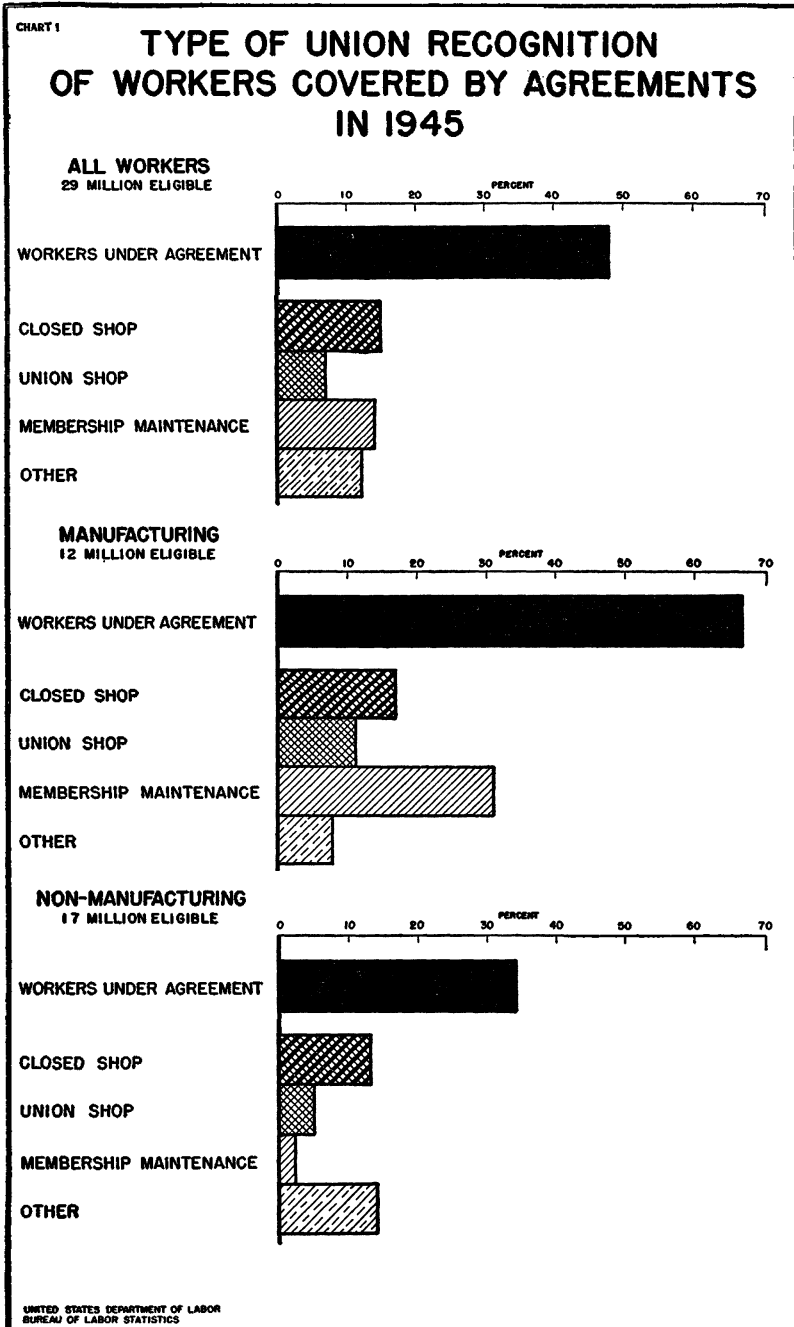
Item	1941	1942	1943	1944	1945
Eligible for union-agreement coverage:					
Number (in millions).....	31	31	31	30 ¹	29
Percent under agreement ¹	30	40	45	47	48
	Percentage distribution ¹				
Workers under agreements providing for—					
Closed shop.....	} 40	45	{ 30	28	30
Union shop.....			{ 20	18	15
Maintenance of membership.....		(²) 15	{ 20	27	29
Preferential hiring.....		(²) 5	{ 2	2	3
Other.....			{ 35	25	23
Total.....		100	100	100	100

¹ Percentages not strictly comparable, year by year, because of slight changes in volume of employment during the period.

² No data.

Closed shop.—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 latter is unable to furnish suitable persons within a given period; in such case the persons hired elsewhere must join the union before starting to work. A union-shop agreement which, 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, 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. The closed and union shop with preferential hiring prevail in the following manufacturing industries: Baking, brewery, canned and preserved foods, hosiery, men's and women's clothing, printing and publishing, and shipbuilding.

⁴ Since almost all of the agreements current in 1945 were negotiated before VJ-day, these proportions do not reflect any postwar changes.



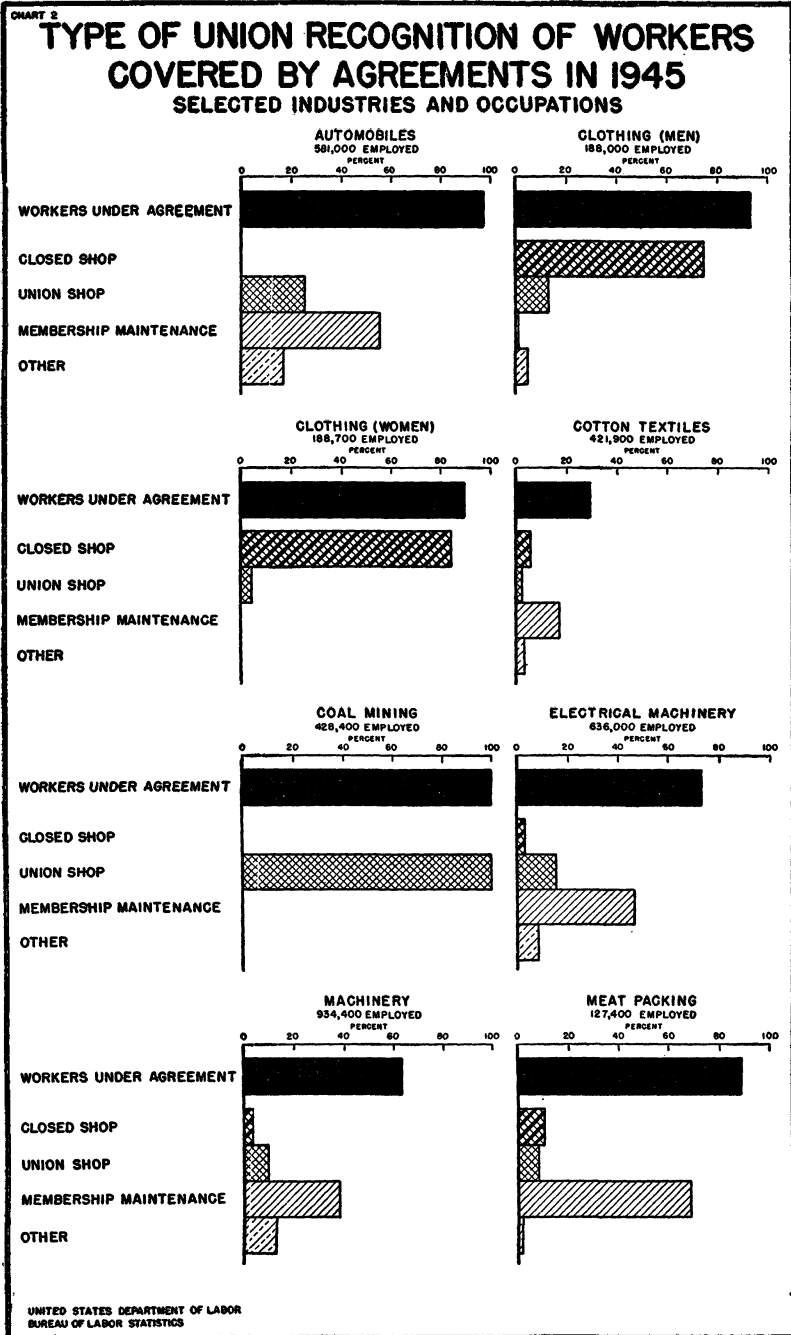
In manufacturing industries in 1945, closed-shop or union-shop provisions with preferential hiring covered about 25 percent of the workers or the same proportion as in 1944. In nonmanufacturing industries they covered 38 percent, compared with 36 percent in 1944, largely as a result of increases in construction and trucking and warehousing.

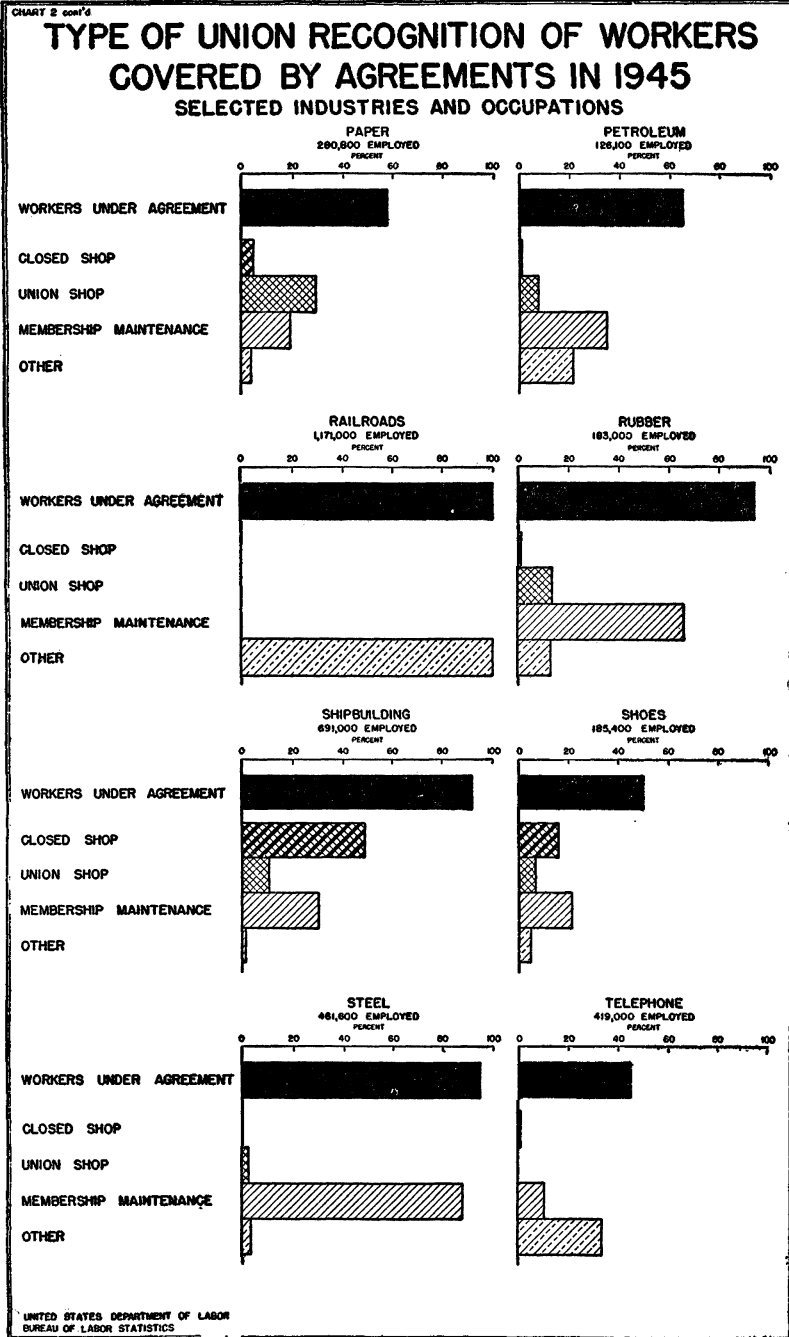
In contrast to closed-shop agreements, a union-shop agreement gives employers complete control over the hiring of new employees, who need not be union members when hired. They must, however, join the union within a specified time, usually 30 to 60 days, as a condition of continued employment. This type of union recognition prevails in the bus and street railway, coal mining, and paper and allied products industries. Union-shop clauses with no hiring preference accounted for 16 percent of manufacturing workers under agreement in 1945, as compared with 17 percent in 1944. Fifteen percent of the nonmanufacturing workers under agreement were under union-shop provisions, compared to 16 percent in 1944.

A maintenance-of-membership agreement requires that all employees who are members when the agreement is signed, and all who join the union later, must 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 from the union if they do not wish to remain members for the duration of the agreement. In 1945 maintenance-of-membership clauses covered 46 percent (about 3.7 millions) of the manufacturing workers, compared with 40 percent (about 3.5 millions) covered the year before. About 5 percent of the nonmanufacturing workers under agreement—a drop of 1 percent from the previous year—had maintenance-of-membership provisions. Maintenance of membership has prevailed in the following industries: Agricultural equipment, aircraft and parts, aluminum, auto, carpets, cigarettes, chemicals, clocks and watches, cotton textiles, electrical machinery and appliances, machines and machine tools, meat packing, non-ferrous metals, petroleum, railroad equipment, rayon yarn, rubber products, basic steel, steel products, and woolen and worsted.

Some agreements provide for preferential hiring without union-membership requirements. In other words, union members must be hired if available but, if not, the employer may hire nonmembers, and such persons need not join the union as a condition of continued employment. In 1945 such provisions for preferential hiring prevailed in the maritime, longshoring, and pottery industries.

Some agreements 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 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. In 1945 such agreements predominated in the cane sugar, cement, glass, railroad, and telephone industries and in the employment of clerical and professional workers.





Dues Check-Off Arrangements

Slightly over 5.3 million workers, or about 39 percent of all employees under agreement, were covered by check-off provisions in 1945. Not quite half of these were under agreements which called for the automatic check-off of union dues; the remainder were under clauses which specified check-off of union dues only for those employees who filed 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. 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.

In manufacturing industries nearly 4 million workers, about 50 percent of all under agreement, were employed under check-off provisions in 1945. In nonmanufacturing a little over 1.3 millions, 24 percent of the workers under agreement, were covered by check-off provisions. One-third of these specified automatic deduction of dues, while the other two-thirds specified check-off only on individual authorization.

Over 90 percent of the workers under agreement in the following industries are covered by check-off provisions: Aluminum, cotton textiles, hosiery, metal mining, basic steel, and carpets. Over 50 percent are under check-off provisions in the following manufacturing industries: Aircraft, cane sugar, chemicals, cement, cigarettes, confectionery, men's clothing, electrical machinery and appliances, leather tanning, meat packing, nonferrous metals, petroleum and coal products, railroad equipment, rayon yarn, rubber products, silk and rayon textiles, steel products, and woolen and worsted textiles. Slightly less than 25 percent of the workers under agreement in nonmanufacturing industries are covered by check-off provisions.