

# **Analysis of Work Stoppages During 1949**

**Bulletin No. 1003**

**UNITED STATES DEPARTMENT OF LABOR**

**Maurice J. Tobin, *Secretary***

**BUREAU OF LABOR STATISTICS**

**Ewan Clague, *Commissioner***





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## Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,  
BUREAU OF LABOR STATISTICS,  
*Washington, D. C., June 2, 1950.*

THE SECRETARY OF LABOR:

I have the honor to transmit herewith a report on work stoppages during 1949, a portion of which was printed in the Monthly Labor Review for May 1950.

This report was prepared by Don Q. Crowther and Ann J. Herlihy, with the assistance of other members of the staff of the Bureau's Division of Industrial Relations, under the direction of Joseph P. Goldberg.

The Bureau wishes to acknowledge the widespread cooperation given by employers, unions, the Federal Mediation and Conciliation Service, and various State agencies in furnishing information on which the statistical data in this report are based.

EWAN CLAGUE, *Commissioner.*

Hon. MAURICE J. TOBIN,  
*Secretary of Labor.*

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# Analysis of Work Stoppages During 1949<sup>1</sup>

## Summary

Strike activity in 1949, a year marked by business uncertainty followed by recovery, differed in several important respects from that in other recent postwar years. The downward trend in stoppages during 1947 and 1948 was reversed during 1949; however, 1949 levels were substantially below the peaks of the 1946 reconversion period. For example, the total of 3,606 stoppages in 1949 was 5 percent greater than in 1948, but 28 percent less than in 1946. Strike idleness—50,500,000 man-days—in 1949, the second highest on record, exceeded the 1948 level by 48 percent, but was less than half that for 1946 (table 1). Direct idleness at sites of the plants or establishments involved in strikes amounted to slightly more than 0.5 percent of total working time in the Nation's industries during 1949.

Demands for pension and social insurance plans, increasingly important in collective bargaining in recent years, became widespread in leading negotiations for the first time. These issues, either alone or in combination with wage demands, were involved in disputes accounting for 55 percent of the total strike idleness during the year. The vast majority of labor-management negotiations, as in previous years, were concluded peacefully.

A total of 18 stoppages in which 10,000 or more workers were involved began in 1949, as compared with 20 such stoppages the year before. Idleness resulting from these large stoppages aggregated

TABLE 1.—Work stoppages in the United States, 1916 to 1949

Year	Work stoppages		Workers involved		Man-days idle		
	Number	Average duration (in calendar days)	Number (in thousands) <sup>1</sup>	Percent of total employed <sup>2</sup>	Number (in thousands)	Percent of estimated working time <sup>3</sup>	Per worker involved
1916 <sup>1</sup> ---	3,789	(9)	1,600	8.4	(9)	(9)	(9)
1917----	4,450	(9)	1,230	6.3	(9)	(9)	(9)
1918----	3,353	(9)	1,240	6.2	(9)	(9)	(9)
1919----	3,630	(9)	4,160	20.8	(9)	(9)	(9)
1920----	3,411	(9)	1,460	7.2	(9)	(9)	(9)
1921----	2,385	(9)	1,100	6.4	(9)	(9)	(9)
1922----	1,112	(9)	1,610	8.7	(9)	(9)	(9)
1923----	1,553	(9)	757	3.5	(9)	(9)	(9)
1924----	1,249	(9)	655	3.1	(9)	(9)	(9)
1925----	1,301	(9)	428	2.0	(9)	(9)	(9)
1926----	1,035	(9)	330	1.5	(9)	(9)	(9)
1927----	707	26.5	330	1.4	26,200	0.37	79.5
1928----	604	27.6	314	1.3	12,600	.17	40.2
1929----	921	22.6	289	1.2	5,350	.07	18.5
1930----	637	22.3	183	.8	3,320	.05	18.1
1931----	810	18.8	342	1.6	6,890	.11	20.2
1932----	841	19.6	324	1.8	10,500	.23	32.4
1933----	1,695	16.9	1,170	6.3	16,900	.36	14.4
1934----	1,856	19.5	1,470	7.2	19,600	.38	13.4
1935----	2,014	23.8	1,120	5.2	15,500	.29	13.8
1936----	2,172	23.3	789	3.1	13,900	.21	17.6
1937----	4,740	20.3	1,860	7.2	28,400	.43	15.3
1938----	2,772	23.6	688	2.8	9,150	.15	13.3
1939----	2,613	23.4	1,170	4.7	17,800	.28	15.2
1940----	2,508	20.9	577	2.3	6,700	.10	11.6
1941----	4,288	18.3	2,360	8.4	23,000	.32	9.8
1942----	2,968	11.7	840	2.8	4,180	.05	5.0
1943----	3,752	5.0	1,980	6.9	13,500	.15	6.8
1944----	4,956	5.6	2,120	7.0	8,720	.09	4.1
1945----	4,750	9.9	3,470	12.2	38,000	.47	11.0
1946----	4,985	24.2	4,600	14.5	116,000	1.43	25.2
1947----	3,693	25.6	2,170	6.5	34,600	.41	15.9
1948----	3,419	21.8	1,960	5.5	34,100	.37	17.4
1949----	3,606	22.5	3,030	9.0	50,500	.59	16.7

<sup>1</sup> The exact number of workers involved in some strikes which occurred from 1916 to 1926 is not known. The missing information is for the smaller disputes, however, and it is believed that the totals here given are approximate.

<sup>2</sup> The figures on number of workers involved, as shown in the table, include duplicate counting where the same workers were involved in more than 1 stoppage during the year, and were, therefore, counted separately for each stoppage. This is particularly significant for the 1949 figure since 365,000 to 400,000 miners were out on 3 separate and distinct occasions during the year, comprising 1,150,000 workers of a total of 3,030,000 workers for the country as a whole.

<sup>3</sup> "Total employed workers" as used here refers to all workers except those in occupations and professions in which there is little if any union organization or in which strikes rarely, if ever, occur. In most industries it includes all wage and salary workers except those in executive, managerial, or high supervisory positions or those performing professional work the nature of which makes union organization or group action impracticable. It excludes all self-employed, domestic workers, agricultural wage workers on farms employing less than 6, all Federal and State government employees, and officials (both elected and appointed) in local governments.

<sup>4</sup> Estimated working time was computed for purposes of this table by multiplying the average number of employed workers each year by the prevailing number of days worked per employee in that year.

<sup>5</sup> Not available.

34,900,000 man-days in 1949, in contrast to the 18,900,000 man-days in 1948 (table 2).

Average duration of work stoppages was 22.5 calendar days in 1949, higher than the 21.8-day average in 1948, but lower than the respective figures of 24.2 and 25.6 days for 1946 and 1947.

TABLE 2.—*Work stoppages involving 10,000 or more workers, in selected periods*

Period	Stoppages involving 10,000 or more workers					
	Number	Per-cent of total for period	Workers involved		Man-days idle	
			Number <sup>1</sup>	Per-cent of total for period	Number	Per-cent of total for period
1935-39 average.....	11	0.4	365,000	32.4	5,290,000	31.2
1941.....	29	.7	1,070,000	45.3	9,340,000	40.5
1946.....	31	.6	2,920,000	63.6	68,400,000	57.2
1947.....	15	.4	1,030,000	47.6	17,700,000	51.2
1948.....	20	.6	870,000	44.5	18,900,000	55.3
1949.....	18	.5	1,920,000	63.2	34,900,000	69.0

<sup>1</sup> Figures on number of workers involved, include duplicate counting where the same workers were involved in more than 1 stoppage during the year, in which case they were counted separately for each stoppage. This is particularly significant for the 1949 figure, since 365,000 to 400,000 miners were out on 3 separate and distinct occasions during the year, thus comprising 1,150,000 of a total of 3,030,000 workers for the country as a whole.

## General Features of Strikes

The distinctive features of 1949 strike activity were products of the widespread business uncertainty existing during the first half of the year. Pressures for wage increases, so widespread during previous postwar years, were substantially reduced with the moderate decline in the consumers' price index and the slackening in employment, demand, and profits in some industries. Many contracts, expiring early in the year, were extended without change, subject to subsequent reopening. In this atmosphere, union proposals for wage increases and other improvements in the steel and coal-mining negotiations were strongly opposed by employers who were becoming increasingly concerned over rising production costs.

Proposals of the United Steelworkers of America for a 30-cent package, including a wage increase and pension and social insurance benefits, stalemated negotiations. In the hope of aiding the parties to meet the problem without recourse to a work stoppage, the President appointed a Steel Industry Board to investigate the dispute and issue recommendations. After extensive hearings, the board in September recommended against any

wage increase, because this might threaten whatever stability the economy might be achieving. It did find justification, however, for recommending the establishment or extension of company-financed pension and social-insurance plans:

Social insurance and pensions should be considered a part of normal business costs to take care of temporary and permanent depreciation in the human "machine," in much the same way as provision is made for depreciation and insurance of plant and machinery. This obligation should be among the first charges on revenues.

The union accepted the recommendations in full, but the companies opposed the noncontributory feature of the pension and social-insurance provisions. The October-November stoppage ended when the parties adopted a formula providing noncontributory pensions and contributory social-insurance benefits.

The Board's recommendations immediately affected other negotiations. Pensions and welfare funds, the so-called "fringe" benefits, became leading subjects of bargaining. The Ford pension agreement and agreements in other industries are examples of this influence.

Developments in the coal industry were more complex than in any other single collective-bargaining situation in recent years. As postwar conditions at home and abroad changed, coal production had begun to exceed demand—a chronic condition during the prewar years. Coal operators, confronted by a declining market, offered strong opposition to union demands for increased wages and pensions. Months of negotiations, periodic stoppages, and a union-enforced 3-day week appeared to add to the difficulties of obtaining settlement. It was well into 1950 before an agreement was finally reached.

The complex character of stoppages was demonstrated in the extent to which noneconomic factors were intertwined with economic factors in strikes occurring during 1949. The immediate cause of the steel stoppage was the divergent philosophies of labor and management on financing pensions and social insurance. The coal dispute involved employer resentment over the union's use of the "memorial" and "able and willing" clauses of the previous contract. Ford workers and management were unable to resolve a "speed-up" issue in May, which resulted in a 3-week stoppage. Later in the year, however, they agreed on pension and



welfare arrangements through peaceful collective bargaining. Accumulated grievances over working conditions caused two stoppages by employees of the Wabash Railroad Co. and the Missouri Pacific Railroad, respectively.

### **“National Emergency” Disputes**

The “national emergency” strike issue continued to be prominent in 1949 as in other postwar years. Arguments on this issue largely keynoted the debates on the unsuccessful Administration proposal (the Thomas-Lesinski bill) to repeal the Labor Management Relations Act of 1947. The Administration bill provided for replacement of existing provisions for boards of inquiry, without authority to make recommendations; 80-day injunctions; and “last offer” ballots. Instead, the President would have been granted authority to issue a proclamation when a labor dispute threatened in “a vital industry which affects the public interest,” and to call upon the parties to maintain or resume work for a period of 30 days. During this period, boards appointed by the President would have been empowered to investigate and make recommendations.

No recourse was taken to the national emergency strike provisions of the Labor Management Relations Act in 1949. By contrast, they were invoked seven times in 1948 (with work stoppages occurring in connection with four of these disputes).

The President, in intervening in the 1949 steel dispute, relied on voluntary agreement by the parties to postpone any work stoppage. His request for a 60-day truce, during which a 3-man board would investigate and submit recommendations, was accepted by the parties. The Board recommended and both parties accepted a decision against a wage increase. The subsequent stoppage arose solely from the issue of noncontributory pensions and social-insurance benefits.

Another major development in 1949 bearing on “national emergency” strikes was the report of the President’s Commission on Labor Relations in the Atomic Energy Installations.<sup>2</sup> The Commission had been appointed to study the problem of assuring peaceful labor-management relation-

ships in atomic energy installations. The Commission, while taking cognizance of the mediation and national emergency provisions of existing Federal laws, urged the desirability “in any industry, however, to develop by collective bargaining individual procedures suited to the particular industry; and this is peculiarly important in atomic energy installations where interruption of vital operations is intolerable.”

The Commission proposed the establishment of a panel to aid the parties where normal processes of collective bargaining and conciliation have failed. Despite the broad discretion allowed the panel, the Commission cautioned that “it is a basic purpose of the proposed plan that resort to the Panel is not to be thought of as a customary or an easily available part of the management-labor relationships. The creative possibilities of responsible collective bargaining should always be jealously preserved. . . .”

### **Monthly Trend—Leading Stoppages**

The widespread character of the autumn coal and steel stoppages overshadowed the fact that the incidence of strikes generally followed customary seasonal patterns. Stoppages increased during the spring and summer months and fell off during the latter months of the year (table 3).

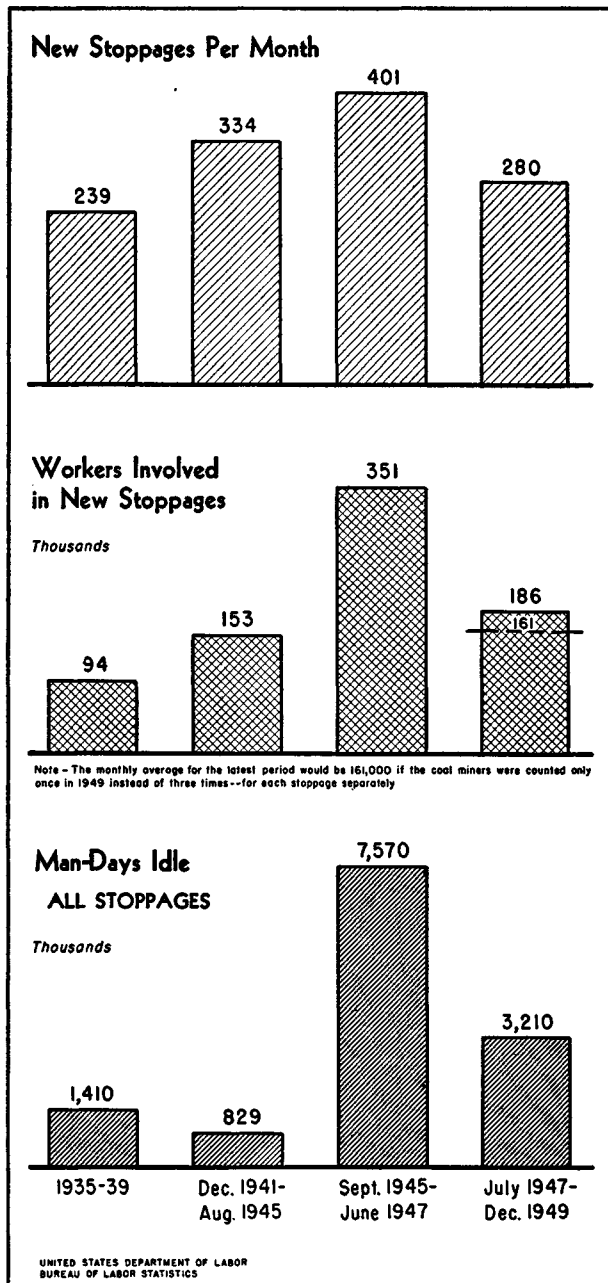
The year opened with 108 stoppages continuing from 1948. Most prominent was the protracted stoppage involving 1,600 members of the International Typographical Union employed by the Chicago Publishers Association. It began in November 1947, and was finally terminated in September 1949 with agreement on wage increases, continued recognition of the union as exclusive bargaining agent, and modification of former closed-shop arrangements to permit the hiring of experienced nonunion men. A 3-month stoppage of 3,900 employees at the Utah division of the Kennecott Copper Corp. ended early in February when a fact-finding board was appointed by the Director of the Federal Mediation and Conciliation Service to report on the issues in dispute involving mine train-service employees.

New stoppages beginning during the first quarter of the year were generally small and brief.

The first extensive 1949 stoppage occurred in March—a 2-week “memorial period” by the United Mine Workers under a contract provision

<sup>2</sup> William H. Davis, formerly chairman, National War Labor Board; Edwin E. Witte, University of Wisconsin; Aaron Horvitz, arbitrator, New York City.

**Chart 1. Work Stoppages, Monthly Averages for Selected Periods**



permitting such union action after proper notice. The union announced that the purpose of this "period of inaction" of all anthracite and bituminous-coal miners east of the Mississippi, was to "emphasize the mine workers' opposition" to the appointment of Dr. James Boyd as Director of the Bureau of Mines, and to mourn the "unnecessary

slaughter of 55,115 men killed and injured in the calendar year 1948."

**TABLE 3.—Work stoppages in 1948 and 1949, by month**

Month	Number of stoppages		Workers involved in stoppages			Man-days idle during month	
	Begin-ning in month	In effect during month	Begin-ning in month (thou-sands)	In effect during month		Num-ber (thou-sands)	Percent of esti-mated working time <sup>1</sup>
				Num-ber (thou-sands)	Percent of total em-ployed <sup>1</sup>		
1948							
January-----	221	306	77.5	102.0	0.29	1,050	0.14
February-----	256	367	93.2	132.0	.38	913	.13
March-----	271	426	494.0	552.0	1.58	6,440	.80
April-----	319	496	174.0	621.0	1.79	7,410	.97
May-----	339	553	168.0	344.0	.98	4,080	.57
June-----	349	565	169.0	243.0	.69	2,220	.28
July-----	394	614	218.0	307.0	.86	2,670	.36
August-----	355	603	143.0	232.0	.64	2,100	.26
September-----	299	553	158.0	267.0	.74	2,540	.33
October-----	256	468	110.0	194.0	.53	2,060	.27
November-----	216	388	111.0	189.0	.52	1,910	.26
December-----	144	283	40.5	93.1	.26	713	.06
1949							
January-----	274	382	77.1	99.7	.29	726	.10
February-----	239	369	77.5	106.0	.32	675	.10
March-----	289	436	490.0	520.0	1.56	3,460	.41
April-----	360	531	160.0	208.0	.62	1,880	.27
May-----	449	678	231.0	309.0	.93	3,430	.46
June-----	377	632	672.0	673.0	2.01	4,470	.61
July-----	343	603	110.0	249.0	.74	2,350	.31
August-----	365	643	134.0	232.0	.68	2,140	.27
September-----	287	536	507.0	603.0	1.76	6,270	.81
October-----	256	475	570.0	977.0	2.92	17,500	2.46
November-----	197	388	56.6	914.0	2.72	6,270	.98
December-----	170	323	45.5	417.0	1.23	1,350	.16

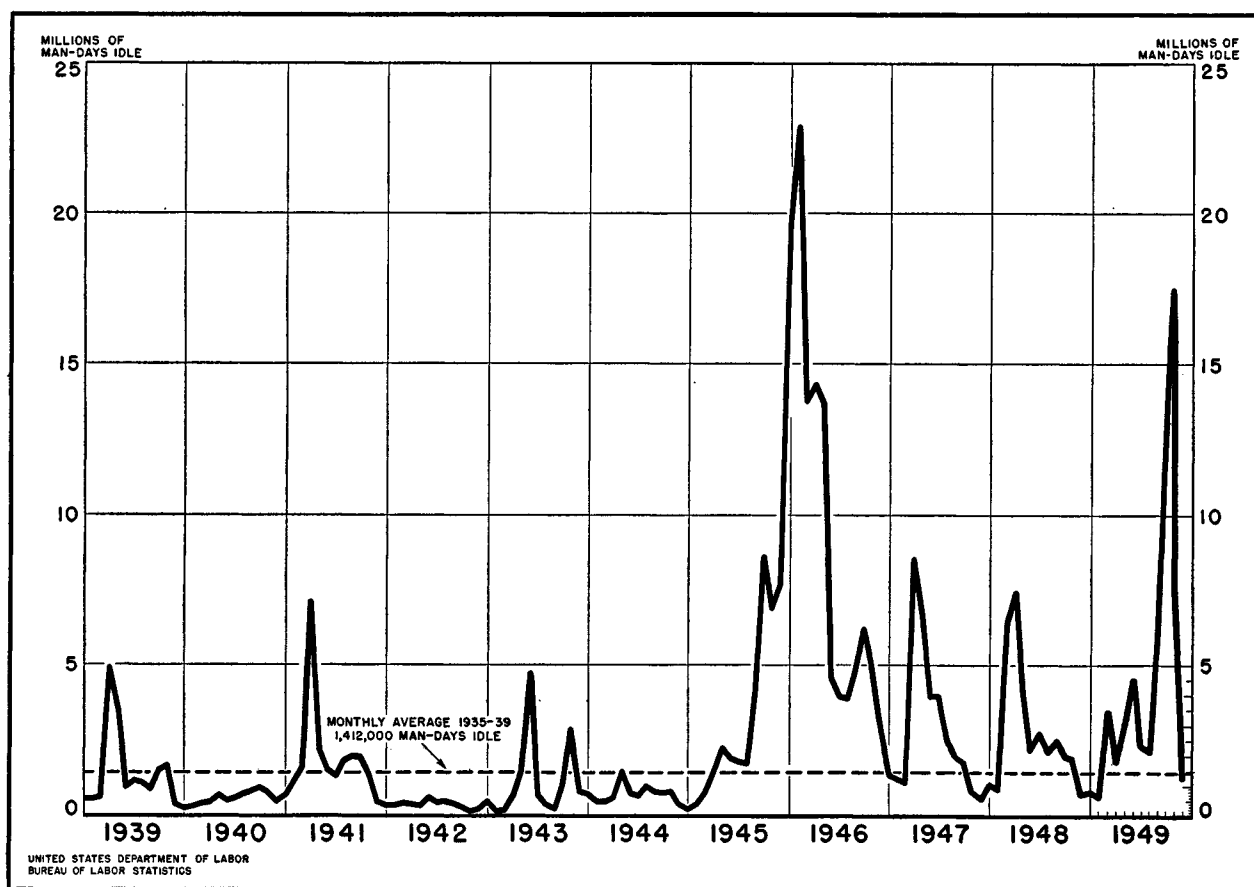
<sup>1</sup> "Total employed workers," as used here refers to all workers except those in occupations and professions in which there is little if any union organization or in which strikes rarely, if ever, occur. In most industries it includes all wage and salary workers except those in executive, managerial, or high supervisory positions or those performing professional work, the nature of which makes union organization or group action impracticable. It excludes all self-employed, domestic workers, agricultural wage workers on farms employing less than 6, all Federal and State government employees, and officials (both elected and appointed) in local governments.

<sup>2</sup> Estimated working time was computed for purposes of this table by multiplying the average number of "employed workers" each period by the prevailing number of days worked per employee in that period.

Two other stoppages during the first quarter involved over 10,000 workers. A 10-day strike of 11,000 Philadelphia transit workers occurred early in February, over a dispute on wages and fringe benefits. During this period, 4,000 taxi drivers also struck. A brief stoppage affecting 10,000 operating employees of the Wabash Railroad occurred in March over accumulated and some long-standing grievances.

A stoppage involving the Railway Express Agency in New York and in Trenton, N. J., occurred in mid-March when the company distributed notices of termination to 9,000 employees on the ground that they had engaged in a slow-down. Service was resumed on April 18, following the appointment of an emergency board under the Railway Labor Act to investigate pro-

Chart 2. Idleness Due to Work Stoppages



posals for contract changes, and the rehiring of the discharged workers.

Stoppages during the second quarter, although substantially greater in number, continued to be local in character and relatively brief. The leading stoppage during this period was the week long Nation-wide stoppage of anthracite and bituminous-coal miners in June. The UMWA in announcing the exercise of "its contractual options under the agreements in all Anthracite and Bituminous Districts," termed this stoppage "a Brief Stabilizing Period of Inaction" intended to "emphasize a lack of general stability in the industry \* \* \*." This stoppage occurred just as negotiations for a new contract were starting.

Brief stoppages in April and May involved 16,000 taxi drivers in New York City and 10,000 employees of the Philco Corp. in Philadelphia and Croydon, Pa. More protracted stoppages, which began early in May, affected approximately 10,000 employees of the Singer Manufacturing Co.'s

plants in Elizabeth, N. J., and Bridgeport, Conn. They involved two locals of the United Electrical Radio and Machine Workers, then affiliated with the CIO. They ended in October when the parties agreed to retention of the incentive-pay system which the union had opposed, small wage increases to hourly rated employees, and fringe improvements.

The largest stoppage during May was that of 60,000 members of the United Automobile Workers (CIO) who stopped work for 3 weeks at the Ford Motor Co.'s River Rouge and Lincoln plants over a "speed-up" issue. Agreement was reached late in May when the disputed issue was referred to arbitration.

The number of larger stoppages increased in June, with six involving more than 10,000 workers. In addition to the coal stoppage, the following occurred: the two largest construction stoppages of the year involving wage disputes which affected 10,000 workers in the Washington, D. C., area

and 20,000 in the Minneapolis-St. Paul area; a stoppage by 10,000 employees of the Tri-State Lumbermen's Association members in Maryland, Pennsylvania, and West Virginia terminated after 58 days, when employers agreed to rescind announced wage cuts; a brief stoppage affecting 29,000 workers in eight Briggs Manufacturing Co. plants in Detroit; and one lasting 107 days by warehousemen employed by the Distributors Association of northern California. A smaller stoppage, beginning in June, affected 3,000 employees of the Bell Aircraft Corp. plant in Buffalo, N. Y. It continued in part until October, when a State board of inquiry was successful in obtaining agreement on some issues, with submission of the unsettled issues to the board for arbitration.

The trend in the number of strikes was steadily downward during the second half of the year; strike idleness, however, after declining in July and August, reached peak levels with the autumn coal and steel strikes, and did not drop substantially until December.

A brief strike of 17,000 employees of the Chrysler Corp. and a 35-day stoppage of 15,000 employees of the B. F. Goodrich Co. occurred during August. A leading stoppage during September affected 27,000 employees of the Missouri Pacific Railroad operating in nine Western States. This 44-day stoppage developed out of dissatisfaction over failure to obtain action on an accumulation of grievances.

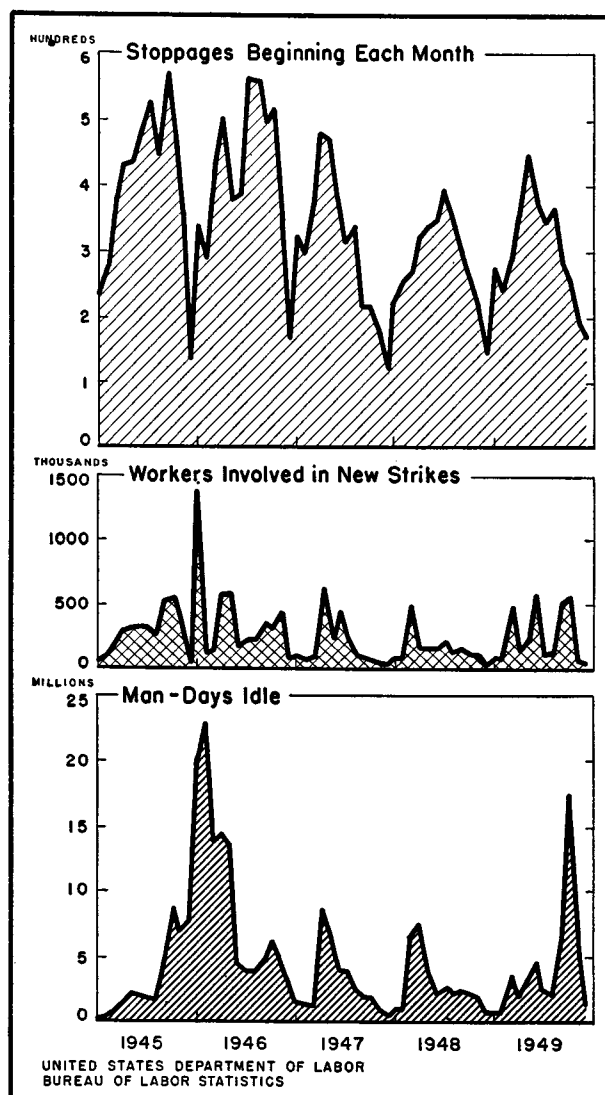
The coal strike, which began on September 19 and continued with intervals of production into 1950, and the basic steel strike which began on October 1 and continued into November dominated the strike record during this period.

After the June coal stoppage and the July vacation period, the UMWA enforced a 3-day workweek from July 5 to September 19 to distribute employment among its members in marginal as well as more profitable coal-mining operations. Separate negotiations were under way during this time with the northern, southern, and captive mine operators in an effort to obtain wage increases, reduction in hours of work, and increased payments into the welfare fund.

On September 19, a Nation-wide stoppage of anthracite and bituminous-coal miners began, after a majority of the trustees of the miners' welfare fund had voted to suspend benefit payments temporarily because expenditures from the

fund were substantially outstripping revenues. Anthracite and bituminous-coal miners west of the Mississippi returned to work, at the union's direction on October 3. The remaining 320,000 bituminous-coal miners continued their stoppage, concurrent with the steel strike, until November 9. On that date, the UMWA policy committee adopted a resolution effecting the resumption of work for a 3-week truce period to end on November 30, if contract settlements were not reached by that time. No agreements having been concluded by the truce termination date, the stoppage was resumed on December 1 and 2.

Chart 3. Monthly Trends in Work Stoppages



On December 1, however, the union policy committee authorized the return to work on a 3-day workweek basis, beginning on December 5. The workweek limitation was to end where individual operators reached agreements with the union. By the end of the year, however, only a few eastern Kentucky operators had signed such agreements. Most of the industry's producers refused to agree to these terms. Instead, southern coal operators and other coal-producing associations filed unfair labor practice charges alleging that the union refused to bargain in good faith and employed the 3-day week as a device to force acceptance of an illegal union-shop provision.<sup>3</sup>

The strike in the basic steel industry, involving 500,000 employees in 29 States, began on October 1. The original proposals of the United Steelworkers of America (CIO) included a wage increase and a social-insurance and pension plan. The failure of the parties to agree upon the Steel Board's recommendations (see p. 26) precipitated the stoppage on October 1, which did not break until October 31, when the Bethlehem Steel Corp. signed a contract which became the general pattern for subsequent settlements throughout the industry. The agreement provided for a noncontributory pension plan and a contributory social-insurance program. It extends until December 31, 1951, with a wage-reopening provision at the end of 1950. The bulk of the industry resumed operations by the end of November. (See Appendix B for complete analysis of coal and steel stoppages.)

Strike activity dropped substantially in December. The largest strike during the month involved 4,200 employees of the city-owned Cleveland Transit System. This strike resulted in resort to the Ferguson Act, an Ohio statute providing substantial penalties against government employees who strike. An injunction was granted at the request of the Transit Board, acting on

behalf of the city. Thereupon the strikers voted to return to work, following assurances from the Transit Board that no penalties would be imposed for participating in the strike.

There were 120 stoppages in effect as 1949 ended.

## Major Issues Involved

Monetary matters (i. e. wages and hours), the leading issues in work stoppages as in other recent years, accounted for about half of all stoppages and for 80 percent of strike idleness (table 4).

TABLE 4.—Major issues involved in work stoppages in 1949

Major issues	Work stoppages beginning in 1949				Man-days idle during 1949 (all stoppages)	
	Number	Per cent of total	Workers involved		Number	Per cent of total
			Number	Per cent of total		
All issues.....	3,606	100.0	3,030,000	100.0	50,500,000	100.0
Wages and hours.....	1,682	46.6	1,540,000	51.0	39,800,000	78.7
Wage increase.....	1,066	29.5	331,000	10.9	6,770,000	13.4
Wage decrease.....	63	1.7	33,000	1.1	942,000	1.9
Wage increase, hour decrease.....	53	1.5	24,100	.8	909,000	1.8
Wage increase, pension and/or social insurance benefits <sup>1</sup> .....	150	4.2	503,000	16.6	14,700,000	29.0
Pension and/or social insurance benefits <sup>2</sup> .....	39	1.1	506,000	16.8	13,300,000	26.4
Other.....	311	8.6	146,000	4.8	3,150,000	6.2
Union organization, wages, and hours.....	216	6.0	43,100	1.4	1,010,000	2.0
Recognition, wages, and/or hours.....	151	4.1	31,100	1.0	434,000	.9
Strengthening bargaining position, wages, and/or hours.....	13	.4	3,340	.1	104,000	.2
Closed or union shop, wages, and/or hours.....	46	1.3	8,550	.3	473,000	.9
Discrimination, wages, and/or hours.....	6	.2	120	( <sup>3</sup> )	2,880	( <sup>3</sup> )
Union organization.....	565	15.7	38,400	1.3	736,000	1.5
Recognition.....	388	10.8	18,100	.6	529,000	1.1
Strengthening bargaining position.....	19	.5	2,600	.1	42,000	.1
Closed or union shop.....	79	2.2	5,550	.2	92,600	.2
Discrimination.....	66	1.8	8,250	.3	59,900	.1
Other.....	13	.4	3,860	.1	12,900	( <sup>3</sup> )
Other working conditions.....	903	25.0	1,330,000	43.8	8,580,000	17.0
Job security.....	458	12.6	232,000	7.7	1,330,000	2.6
Shop conditions and policies.....	348	9.7	209,000	6.9	1,280,000	2.5
Work load.....	77	2.1	120,000	4.0	1,610,000	3.2
Other <sup>4</sup> .....	20	.6	767,000	25.2	4,360,000	8.7
Inter- or intra-union matters.....	208	5.8	66,800	2.2	398,000	.8
Sympathy.....	49	1.4	28,800	.9	144,000	.3
Union rivalry or factionalism.....	53	1.5	9,200	.3	95,400	.2
Jurisdiction.....	94	2.6	20,300	.7	143,000	.3
Union regulations.....	8	.2	1,900	.1	5,710	( <sup>3</sup> )
Other.....	4	.1	6,520	.2	10,200	( <sup>3</sup> )
Not reported.....	32	.9	10,100	.3	22,100	( <sup>3</sup> )

<sup>1</sup> This category includes the strike of approximately 400,000 anthracite and bituminous-coal miners beginning September 13.

<sup>2</sup> This category includes the basic steel strike involving 500,000 workers beginning October 1.

<sup>3</sup> Less than a tenth of 1 percent.

<sup>4</sup> This category includes the workers involved in 2 large coal stoppages—the 2-week "memorial" stoppage in March and the 1-week "stabilizing" stoppage in June.

Wages were not the primary strike issue in 1949. However, this was the leading issue in many local disputes, particularly in the construction industry. Pension and social-insurance issues, either alone or in conjunction with wages, were increasingly important in collective bargaining. By the end of the year, they accounted for 189 stoppages, with 55 percent of total strike idleness. Most of this idleness was caused by the coal and steel disputes, but these issues were involved in important strikes in such industries as baking and brewing, radio manufacturing, and rubber.

Union-recognition and union-security matters, primary issues in about 16 percent of the stoppages, were also important, along with wage issues, in another 6 percent. Most of these stoppages were small and accounted for comparatively little idleness.

Working conditions, other than wages and union-organization matters, were important issues in approximately 25 percent of the stoppages. The largest of these were the March "memorial" and June "stabilizing" stoppages of coal miners, and the May strike of 60,000 Ford Motor Co. employees over an alleged speed-up in production. Jurisdictional, rival union, and sympathetic strikes accounted for about 6 percent of the stoppages, 2 percent of the workers involved, and less than 1 percent of the total strike idleness.

All stoppages ending in 1949 averaged 22.5 calendar days but there were important variations in average duration according to the issues involved. Thus, stoppages over combined issues of wages and union-organization matters lasted an average of 44 calendar days; those over union-organization matters, 29 days; those over wages, 26 days; those over inter- or intra-union disputes, 16 days; and those over other working conditions, 12 days.

### Industries Affected

The mining and primary metal industries (with industry-wide coal and basic steel stoppages) were more extensively affected by work stoppages than any other industry during 1949 (table 5). The more than 19 million and 12 million man-days idle in mining and primary metal industries, respectively, accounted for 62 percent of total strike idleness in 1949.

The construction industry recorded highs in both building activity and number of work stop-

TABLE 5.—Work stoppages in 1949, by industry group

Industry group	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)	
	Number	Workers involved (thousands)	Number (thousands)	Percent of estimated working time <sup>1</sup>
All industries.....	3,606	13,030.0	50,500.0	0.59
<i>Manufacturing.....</i>	<sup>2</sup> 1,661	1,220.0	24,200.0	.73
Primary metal industries.....	147	497.0	12,200.0	4.74
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	134	54.0	1,050.0	.52
Ordnance and accessories.....	1	.5	9.2	.16
Electrical machinery, equipment, and supplies.....	67	27.1	352.0	.20
Machinery (except electrical).....	176	116.0	2,720.0	.89
Transportation equipment.....	89	230.0	2,190.0	.78
Lumber and wood products (except furniture).....	84	20.0	703.0	.41
Furniture and fixtures.....	71	8.4	180.0	.22
Stone, clay, and glass products.....	63	13.3	114.0	.10
Textile mill products.....	85	26.5	419.0	.15
Apparel and other finished products made from fabrics and similar materials.....	162	11.3	173.0	.07
Leather and leather products.....	65	18.1	499.0	.55
Food and kindred products.....	199	50.8	1,490.0	.42
Tobacco manufactures.....	4	.9	13.9	.06
Paper and allied products.....	46	11.9	458.0	.44
Printing, publishing, and allied industries.....	53	5.7	212.0	.12
Chemicals and allied products.....	72	20.0	358.0	.23
Products of petroleum and coal.....	16	4.2	85.5	.15
Rubber products.....	54	84.7	714.0	1.30
Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks.....	14	4.1	110.0	.20
Miscellaneous manufacturing industries.....	69	9.9	166.0	.17
<i>Nonmanufacturing.....</i>	<sup>3</sup> 1,945	1,820.0	26,300.0	.39
Agriculture, forestry, and fishing.....	24	18.3	289.0	( <sup>4</sup> )
Mining.....	476	1,380.0	19,200.0	8.39
Construction.....	615	197.0	2,760.0	.53
Trade.....	329	46.2	1,440.0	.07
Finance, insurance, and real estate.....	22	1.8	23.3	( <sup>4</sup> )
Transportation, communication, and other public utilities.....	347	154.0	2,320.0	.25
Services—personal, business, and other.....	130	15.0	249.0	( <sup>4</sup> )
Government—administration, protection, and sanitation.....	7	2.9	10.3	( <sup>4</sup> )

<sup>1</sup> See footnotes 1 and 2, table 3.

<sup>2</sup> See footnote 2, table 1.

<sup>3</sup> This figure is less than the sum of the figures below because a few stoppages which extended into two or more industry groups have been counted in this table as separate stoppages in each industry group affected; workers involved and man-days idle were allocated to the respective groups.

<sup>4</sup> Not available.

<sup>5</sup> Stoppages involving municipally operated utilities are included under "Transportation, communication, and other public utilities."

pages in 1949. During the year, 615 stoppages occurred with a record number of workers involved. However, man-days of idleness did not quite equal the peak reached in 1947.

Individual stoppages accounting for more than a third of the strike idleness in their respective industry groups included those at two Singer Co. plants in the "machinery (except electrical)" group; that at the Ford Motor Co. in the "transportation equipment" group; and that on the Missouri Pacific Railroad in the "transportation, communication, and other public utilities" group.

## States Involved

Naturally, the States leading in coal and steel production were most affected by strike idleness in 1949 (table 6). Idleness exceeded 10 million man-days in Pennsylvania; 6 million in West Virginia; 4 million in Ohio, and exceeded 2 million each in California, Illinois, Indiana, Kentucky, Michigan, and New York.

TABLE 6.—Work stoppages in 1949, by State

State	Work stoppages beginning in 1949			Man-days idle during 1949 (all stoppages)	
	Number	Workers involved		Number (thousands)	Percent of total
		Number (thousands)	Percent of total		
All States.....	13,606	23,030.0	100.0	50,500.0	100.0
Alabama.....	105	122.0	4.0	1,870.0	3.7
Arizona.....	8	1.7	.1	8.6	( <sup>1</sup> )
Arkansas.....	18	12.6	.4	366.0	.7
California.....	217	79.7	2.6	2,040.0	4.0
Colorado.....	28	25.4	.8	442.0	.9
Connecticut.....	49	16.3	.5	338.0	.7
Delaware.....	12	3.0	.1	61.7	.1
District of Columbia.....	13	11.4	.4	156.0	.3
Florida.....	33	3.9	.1	106.0	.2
Georgia.....	20	4.5	.1	97.4	.2
Idaho.....	12	3.2	.1	114.0	.2
Illinois.....	238	162.0	5.4	3,040.0	6.0
Indiana.....	108	145.0	4.8	2,930.0	5.8
Iowa.....	39	21.6	.7	121.0	.2
Kansas.....	14	6.8	.2	163.0	.3
Kentucky.....	165	177.0	5.8	2,610.0	5.2
Louisiana.....	46	10.2	.3	176.0	.3
Maine.....	9	1.5	.1	38.4	.1
Maryland.....	35	37.0	1.2	693.0	1.4
Massachusetts.....	113	24.6	.8	525.0	1.0
Michigan.....	139	240.0	7.9	2,120.0	4.2
Minnesota.....	45	46.8	1.5	1,010.0	2.0
Mississippi.....	17	4.2	.1	247.0	.5
Missouri.....	97	39.0	1.3	747.0	1.5
Montana.....	14	2.6	.1	39.7	.1
Nebraska.....	6	1.9	.1	43.2	.1
Nevada.....	7	.7	( <sup>1</sup> )	5.0	( <sup>1</sup> )
New Hampshire.....	13	2.7	.1	54.5	.1
New Jersey.....	183	60.5	2.0	1,910.0	3.8
New Mexico.....	13	7.1	.2	89.9	.2
New York.....	531	142.0	4.7	3,300.0	6.5
North Carolina.....	18	3.9	.1	136.0	.3
North Dakota.....	9	.9	( <sup>1</sup> )	14.9	( <sup>1</sup> )
Ohio.....	266	245.0	8.1	4,430.0	8.8
Oklahoma.....	41	7.2	.2	126.0	.2
Oregon.....	36	6.3	.2	140.0	.3
Pennsylvania.....	493	789.0	26.1	10,700.0	21.3
Rhode Island.....	24	2.3	.1	39.2	.1
South Carolina.....	11	2.9	.1	57.3	.1
Tennessee.....	75	44.6	1.5	578.0	1.1
Texas.....	94	26.7	.9	430.0	.9
Utah.....	11	15.5	.5	429.0	.8
Vermont.....	5	.2	( <sup>1</sup> )	5.1	( <sup>1</sup> )
Virginia.....	84	62.2	2.1	914.0	1.8
Washington.....	58	16.9	.6	292.0	.6
West Virginia.....	179	363.0	12.0	6,290.0	12.5
Wisconsin.....	67	19.9	.7	403.0	.8
Wyoming.....	11	8.5	.3	75.0	.1

<sup>1</sup> The sum of this column is more than 3,606 because the stoppages extending across State lines have been counted in this table as separate stoppages in each State affected, with the proper allocation of workers involved and man-days idle.

<sup>2</sup> See footnote 2, table 1.

<sup>3</sup> Less than a tenth of 1 percent.

The State having the greatest number of stoppages was New York, with 531. Next, in order, were Pennsylvania (493), Ohio (266), Illinois, (238), and California (217).

## Cities Involved

There were 10 or more stoppages in each of 46 cities during 1949 (table 7). These cities accounted for 1,509 stoppages, involving approximately 750,000 workers, and 13,100,000 man-days

TABLE 7.—Work stoppages in 1949 in selected cities <sup>1</sup>

City	Work stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)
	Number	Workers involved	
Akron, Ohio.....	38	46,000	413,000
Albany, N. Y.....	10	710	6,550
Baltimore, Md.....	16	5,320	64,200
Birmingham, Ala.....	14	5,820	181,000
Boston, Mass.....	24	3,970	88,400
Buffalo, N. Y.....	21	8,580	200,000
Chicago, Ill.....	55	41,900	1,230,000
Cincinnati, Ohio.....	34	3,720	35,900
Cleveland, Ohio.....	28	31,000	818,000
Columbus, Ohio.....	14	6,400	94,000
Denver, Colo.....	10	5,000	109,000
Detroit, Mich.....	88	151,000	495,000
East St. Louis, Ill.....	11	1,550	34,900
Elizabeth, N. J.....	11	9,100	1,010,000
Gary, Ind.....	10	41,900	588,000
Houston, Tex.....	20	14,500	173,000
Indianapolis, Ind.....	14	3,530	30,100
Jersey City, N. J.....	26	5,200	81,800
Kansas City, Mo.....	23	7,860	187,000
Los Angeles, Calif.....	77	14,500	226,000
Louisville, Ky.....	45	31,100	128,000
Memphis, Tenn.....	15	7,940	53,800
Milwaukee, Wis.....	26	10,000	188,000
Minneapolis, Minn.....	18	17,400	337,000
Newark, N. J.....	29	4,600	107,000
New Orleans, La.....	20	4,980	48,700
New York, N. Y.....	371	80,700	1,980,000
Oakland-East Bay area, Calif.....	14	8,960	329,000
Oklahoma City, Okla.....	11	680	25,100
Paterson, N. J.....	17	1,480	23,600
Philadelphia, Pa.....	74	35,400	324,000
Pittsburgh, Pa.....	66	29,000	588,000
Portland, Oreg.....	18	3,960	91,900
Providence, R. I.....	19	1,730	23,500
Richmond, Va.....	11	1,790	17,900
Rockford, Ill.....	10	2,600	66,000
St. Louis, Mo.....	43	13,900	301,000
St. Paul, Minn.....	10	9,700	174,000
San Francisco, Calif.....	26	15,500	820,000
Scranton, Pa.....	21	2,480	45,900
Springfield, Mass.....	10	840	16,300
Toledo, Ohio.....	20	3,540	16,400
Tulsa, Okla.....	12	1,360	47,400
Washington, D. C.....	13	11,400	156,000
Wilkes-Barre, Pa.....	18	2,130	29,800
Youngstown, Ohio.....	28	38,000	835,000

<sup>1</sup> Data are compiled separately for 150 cities, including all those with a population of 100,000 and over in 1940 as well as a number of smaller cities in order to obtain a representative regional distribution. This table includes data for the cities in this group which had 10 or more stoppages in 1949. Except for the Oakland-East Bay area, figures relate to stoppages in establishments within the corporate limits of the respective cities.

<sup>2</sup> Intercity stoppages are counted in this table as separate stoppages in each city affected, with workers involved and man-days idle allocated to the respective cities.

of idleness. In terms of national totals, these cities accounted for 42 percent of all stoppages, 25 percent of the workers involved, and 26 percent of the idleness.<sup>4</sup>

Over a million man-days of idleness during work stoppages were recorded for three cities: New York (1,980,000), Chicago (1,230,000), and Elizabeth, N. J. (1,010,000). Except for New York City, with 371 stoppages, no city had as many as 100 during the year. There were 88 in Detroit, 77 in Los Angeles, 74 in Philadelphia, 66 in Pittsburgh, and 55 in Chicago.

### Unions Involved

Unions affiliated with the AFL were involved in half of all stoppages in 1949, but these stoppages caused only 13 percent of the year's total idleness (table 8). CIO unions were involved in a fourth of all stoppages, accounting for 45 percent of all idleness. Unaffiliated unions, involved in a fifth of all stoppages, accounted for two-fifths of the strike idleness.

TABLE 8.—Work stoppages in 1949, by affiliation of unions involved

Affiliation of union	Stoppages beginning in 1949				Man-days idle during 1949 (all stoppages)	
	Number	Per- cent of total	Workers involved		Number	Per- cent of total
			Number <sup>1</sup>	Per- cent of total		
Total.....	3,606	100.0	3,030,000	100.0	50,500,000	100.0
American Federation of Labor.....	1,833	50.8	433,000	14.3	6,670,000	13.2
Congress of Industrial Organizations.....	916	25.4	1,120,000	37.1	23,000,000	45.5
Unaffiliated unions.....	731	20.3	1,460,000	48.0	20,600,000	40.8
Rival unions (different affiliations).....	49	1.4	4,220	.1	64,200	.1
Single firm unions.....	7	.2	1,820	.1	29,500	.1
Cooperating unions (different affiliations).....	12	.3	7,060	.2	106,000	.2
No union involved.....	58	1.6	4,840	.2	29,100	.1

<sup>1</sup> See footnote 2, table 1.

### Contract Status at Time of Stoppages<sup>5</sup>

Information regarding the status of the contract at the time of the stoppage was furnished in about

<sup>4</sup> Excluding stoppages involving coal mines, which are generally in rural areas, the 46 cities account for: 48 percent of the remaining stoppages, 44 percent of the remaining workers involved, and 40 percent of the remaining idleness.

<sup>5</sup> Information on this subject is furnished either by both parties, or frequently, by only one party to the stoppage. Since it is not feasible to check the accuracy of the replies, general conclusions based on the available data, rather than precise statistical tabulations, are presented.

90 percent of the cases in 1949. There were conflicting reports in about 10 percent of these cases. The reports indicate that over a third of the stoppages occurred where union-management contracts were in effect; while over half occurred where no governing contracts existed.

Disagreement over unsettled grievances caused the greatest number of stoppages during contract terms; others, with contract terms near expiration, resulted from disagreement over new contract provisions; others arose through alleged attempts to alter provisions of the current contracts. Many, of course, resulted from attempts to obtain union recognition or an initial contract.

Disagreement over new terms to replace recently expired contracts accounted for most of the stoppages occurring when no governing contract was in effect.

### Pre-stoppage Mediation

Efforts by Federal, State, and local mediation agencies and by other neutral parties to bring about settlements before work stoppages occurred were reported in over 25 percent of the cases. While incomplete data are available in many of the remaining cases, most of these stoppages undoubtedly occurred without the utilization of machinery which might have forestalled them.

### Length of Disputes Before Stoppages

Uncontroverted information was obtained in 2,001 stoppages on the length of the dispute which preceded the actual stoppage. About 18 percent of these stoppages, with 8 percent of the workers, were essentially spontaneous, following disputes at the moment or within a day. On the other hand, about 26 percent (including the fall coal and steel stoppages), with 69 percent of the workers, followed disputes which had been in effect for over 2 months.

Length of dispute before stoppage	Stoppages		Workers involved	
	Number	Percent	Number	Percent
1 day or less.....	358	17.9	137,000	8.3
Over 1 day but less than ½ month.....	483	24.1	142,000	8.6
½ month and less than 2 months.....	445	22.2	161,000	9.8
2 months (60 days).....	190	9.5	65,900	4.0
Over 2 months.....	525	26.3	1,140,000	69.3
Total.....	2,001	100.0	1,650,000	100.0



## Establishments Involved

Although 70 percent of all stoppages were confined to single establishments, these accounted for only a sixth of the strike idleness (table 9). The 10 percent of all stoppages which involved over 10 establishments, on the other hand, accounted for approximately 75 percent of the strike idleness in 1949. The widespread coal mining and steel stoppages alone accounted for 60 percent of the total idleness.

TABLE 9.—*Work stoppages in 1949, by number of establishments involved*

Number of establishments involved <sup>1</sup>	Stoppages beginning in 1949				Man-days idle during 1949 (all stoppages)	
	Number	Per cent of total	Workers Involved <sup>2</sup>			
			Number	Per cent of total	Number	Per cent of total
All establishments.....	3,606	100.0	3,030,000	100.0	50,500,000	100.0
1 establishment.....	2,543	70.5	654,000	21.6	7,870,000	15.6
2 to 5 establishments.....	506	14.0	244,000	8.0	3,780,000	7.5
6 to 10 establishments.....	176	4.9	106,000	3.5	1,520,000	3.0
11 establishments and over.....	379	10.5	2,030,000	66.9	37,300,000	73.9
Excluding the major coal mining and steel stoppages.....	375	10.4	372,000	12.3	6,820,000	13.5
Major coal mining and steel stoppages.....	4	.1	1,660,000	54.6	30,500,000	60.4
Not reported.....	2	.1	160	( <sup>3</sup> )	740	( <sup>3</sup> )

<sup>1</sup> An establishment, for purposes of this table, is defined as a single physical location where business is conducted or where services or industrial operations are performed; for example, a factory, mill, store, mine, or farm. A stoppage may involve one, two, or several establishments of a single employer or it may involve establishments of different employers.

<sup>2</sup> See footnote 2, table 1.

<sup>3</sup> Less than a tenth of 1 percent.

## Size of Stoppages

The majority of stoppages, as in previous years, involved fewer than 100 workers each (table 10). Thus fewer than 100 workers were involved in 55 percent of all stoppages, 100 to 500 workers were involved in 30 percent; and 500 or more were involved in approximately 15 percent of all stoppages. The average number of workers involved in the 3,606 stoppages during 1950 was 840; exclusive of the 18 stoppages involving 10,000 or more workers, the average is only 309.

The approximately 2,000 stoppages which involved less than 100 workers accounted for only

2.4 percent of all workers involved and of all strike idleness, respectively. The 18 largest stoppages comprised only one-half of 1 percent of the total stoppages, but included about 65 percent of the workers involved and approximately 70 percent of the strike idleness during the year. These stoppages are listed separately in table 11.

TABLE 10.—*Work stoppages in 1949, classified by number of workers involved*

Number of workers	Stoppages beginning in 1949				Man-days idle during 1949 (all stoppages)	
	Number	Per cent of total	Workers involved <sup>1</sup>			
			Number	Per cent of total	Number	Per cent of total
All workers.....	3,606	100.0	3,030,000	100.0	50,500,000	100.0
6 and under 20.....	621	17.2	7,430	.2	157,000	.3
20 and under 100.....	1,358	37.6	65,300	2.2	1,050,000	2.1
100 and under 250.....	717	19.9	115,000	3.8	1,690,000	3.4
250 and under 500.....	407	11.3	142,000	4.7	1,690,000	3.4
500 and under 1,000.....	241	6.7	166,000	5.5	2,500,000	4.9
1,000 and under 5,000.....	219	6.1	451,000	14.9	5,850,000	11.6
5,000 and under 10,000.....	25	.7	166,000	5.5	2,670,000	5.3
10,000 and over.....	18	.5	1,920,000	63.2	34,900,000	69.0

<sup>1</sup> See footnote 2, table 1.

## Duration of Stoppages

The majority of work stoppages, as usual, were of relatively brief duration (table 12). About a fourth of the stoppages ending in 1949 lasted from 1 to 3 days, half lasted from 4 days to 1 month, and the remaining quarter lasted for 1 month or longer. Stoppages lasting a month or more accounted for approximately 75 percent of total time lost during stoppages. The work stoppages ending in 1949 lasted an average of 22.5 calendar days—a slight increase from the 21.8 days in 1948. (See p. 8 for duration by issue.)

Seventeen of the eighteen stoppages involving 10,000 or more workers were terminated in 1949 (the fall coal dispute continued into 1950). Four of the seventeen lasted less than a week, one continued 25 days, five lasted between 1 and 2 months, and one (the Distributors Association stoppage in California) continued for nearly 4 months.

TABLE 11.—Work stoppages beginning in 1949, in which 10,000 or more workers were involved

Beginning date	Approximate duration (calendar days) <sup>1</sup>	Establishment(s) and location	Union(s) involved	Approximate number of workers involved	Major terms of settlement
Feb. 11.....	10	Philadelphia Transportation Co., Philadelphia, Pa.	Transport Workers Union (CIO)	11,000	Increase of 8 cents per hour, sick leave payments, and other fringe benefits.
Mar. 14.....	13	Anthracite and bituminous-coal mines, area east of the Mississippi River.	United Mine Workers (Ind.).....	365,000	Union announced a 2-week "memorial period" (1) for miners killed or injured during 1948 and (2) to protest the appointment made to the position of director of the U. S. Bureau of Mines. Miners returned to work at the conclusion of the "memorial period."
Mar. 15.....	8	Wabash Railroad Co., Missouri, Illinois, Indiana, Ohio, Michigan, and Iowa.	Bro. of Locomotive Engineers (Ind.).  Bro. of Locomotive Firemen & Enginemen (Ind.). Bro. of Railroad Trainmen (Ind.). Order of Railway Conductors of America (Ind.).	10,000	Agreement signed, settling many of the issues and providing for negotiations on remaining issues; an emergency board to take jurisdiction on any problems remaining unresolved.
Mar. 17.....	1	Hudson Motor Car Co., Detroit, Mich.	United Automobile Workers (CIO).	13,000	Work resumed after a 1-day closing of plant following stoppage of a small group, in protest against short workweek schedule.
Apr. 1.....	8	Taxicab Companies, New York, N. Y.	United Mine Workers, Dist. 50 (Ind.).	16,000	Strike terminated without settlement of recognition and wage issues.
May 2.....	5	Philco Corp., Philadelphia and Croydon, Pa.	United Electrical, Radio and Machine Workers (CIO). <sup>2</sup>	10,000	Agreed to consider wage increase if and when "a national wage pattern within the industry" was established; agreement included hospitalization benefits and additional holidays. <sup>3</sup>
May 5.....	25	Ford Motor Co., Detroit and Dearborn, Mich.	United Automobile Workers (CIO).	62,000	Strike terminated upon agreement to arbitrate the union charge of speed-up in operations.
June 1.....	39	Master Builders Association, Washington, D. C. area.	Hod Carriers (AFL) Carpenters and Joiners (AFL).	13,000	Wage increase of 10 cents per hour.
June 10.....	58	Tri-State Lumbermen's Association, Maryland, Pennsylvania, and West Virginia.	United Construction Workers, U. M. W. A., Dist. 50 (Ind.).	10,000	Employers agreed to eliminate announced wage cuts and to restore wages to previous level.
June 13.....	7	Anthracite and bituminous-coal mines, Nation-wide.	United Mine Workers (Ind.).....	385,000	Work was resumed after a 1-week stoppage, termed by the union "a brief stabilizing period of inaction."
June 14.....	3	Briggs Mfg. Co., Detroit, Mich....	United Automobile Workers (CIO).	29,000	Agreed to resolve the interplant truck drivers' grievance, which had caused the shut-down.
June 16.....	107	Distributors Association of Northern California, San Francisco and Bay Area, Calif.	Int'l Longshoremen's and Warehousemen's Union (CIO).	11,000	Increase of 10 cents per hour.
June 22.....	35	Associated General Contractors of Minnesota, construction in Minneapolis and St. Paul, Minn.	AFL Building Trades.....	20,000	Wage increase of 7 cents per hour for most trades, with painters receiving 10 cents.
Aug. 13.....	6	Chrysler Corp., Detroit, Mich.	United Automobile Workers (CIO).	17,000	Men returned to work with the understanding that the grievance arising out of the discharge of 2 employees would be settled through the established grievance procedure.
Aug. 27.....	35	The B. F. Goodrich Co., Ohio, Pennsylvania, Tennessee, Alabama, Oklahoma, Michigan, and California.	United Rubber, Cork, Linoleum and Plastic Workers (CIO).	15,000	Agreement that existing contributory retirement and insurance plans would be made company-wide and liberalized by increased company contributions and benefits, with full details to be worked out after resumption of work. No immediate wage increase but provision for wage reopening Apr. 15, 1950.
Sept. 9.....	44	Missouri-Pacific Railroad, 9 Western States.	Bro. of Locomotive Engineers (Ind.). Bro. of Locomotive Firemen & Enginemen (Ind.). Bro. of Railroad Trainmen (Ind.). Order of Railway Conductors (Ind.).	27,000	Many grievances settled; those remaining, to be submitted to arbitration.
Sept. 19.....	( <sup>2</sup> )	Anthracite and bituminous-coal mines, Nation-wide.	United Mine Workers (Ind.).....	400,000	Stoppage terminated after union policy committee authorized (1) a return to work on a 3-day-week basis and (2) resumption of 5-day workweek schedules with the signing of contracts with individual coal companies.
Oct. 1.....	( <sup>4</sup> )	Basic steel companies, and some fabricating companies, Nation-wide.	United Steelworkers (CIO).....	500,000	Agreed to noncontributory pension and contributory social insurance plans.

<sup>1</sup> Includes nonworkdays, such as Saturdays, Sundays, and holidays. Only normally scheduled workdays should be used in computing strike idleness.

<sup>2</sup> The U.E.R.M.W.A. was expelled from the CIO in November. The local union representing Philco employees voted to affiliate with the newly chartered International Union of Electrical Workers, CIO. In December the company signed an agreement with the new union providing for non-contributory pensions yielding a minimum of \$100 a month, including Federal social-security benefits, upon retirement at age 65 with 25 years of service. The contract also provides for job severance benefits.

<sup>3</sup> Approximately 400,000 anthracite and bituminous-coal miners were idle from Sept. 19 to Oct. 3. On that date all anthracite miners and approximately 20,000 bituminous-coal miners employed in mines west of the Mississippi were ordered back to work. On Nov. 9, the remaining miners returned to work during a 3-week truce. Following the truce, about 300,000 bituminous-coal miners were idle on Dec. 1 and 2, and further stoppages also developed in January and February 1950.

<sup>4</sup> First major settlement occurred on Oct. 31 with Bethlehem Steel Co., involving approximately 80,000 workers. Other settlements with major companies were reached through Nov. 11. By Dec. 1 only 45,000 workers were still on strike.

TABLE 12.—Duration of work stoppages ending in 1949

Duration	Stoppages		Workers involved		Man-days idle	
	Number	Percent of total	Number <sup>1</sup>	Percent of total	Number	Percent of total
All periods.....	3,594	100.0	2,630,000	100.0	238,200,000	100.0
1 day.....	427	11.9	155,000	5.9	155,000	.4
2 to 3 days.....	549	15.3	259,000	9.9	526,000	1.4
4 days and less than 1 week.....	518	14.4	215,000	8.2	701,000	1.8
1 week and less than ½ month.....	735	20.4	993,000	37.7	5,840,000	15.3
½ month and less than 1 month.....	592	16.5	199,000	7.6	2,950,000	7.7
1 month and less than 2 months.....	432	12.0	684,000	26.0	18,100,000	47.6
2 months and less than 3 months.....	152	4.2	54,700	2.1	2,610,000	6.8
3 months and over.....	189	5.3	69,000	2.6	7,270,000	19.0

<sup>1</sup> See footnote 2, table 1.<sup>2</sup> This figure is substantially less than the total man-days idle shown in preceding tables for the reason that the figures in this, and the next two tables, relate only to those stoppages ending in 1949. Not included in this table is the coal strike which began on Sept. 19, 1949; final settlement was reached on Mar. 5, 1950.

### Methods of Terminating Stoppages

Over half (54 percent) of the stoppages ending in 1949 were reported as settled directly by representatives of the companies and workers involved. This represented an increase from the

TABLE 13.—Method of terminating work stoppages ending in 1949

Method of termination	Stoppages		Workers involved		Man-days idle	
	Number	Percent of total	Number <sup>1</sup>	Percent of total	Number	Percent of total
All methods.....	3,594	100.0	2,630,000	100.0	238,200,000	100.0
Agreement of parties reached—						
Directly.....	1,956	54.4	669,000	25.4	9,820,000	25.7
With assistance of non government mediators or agencies.....	34	.9	5,260	.2	160,000	.4
With assistance of government agencies.....	884	24.6	978,000	37.2	22,400,000	58.7
Terminated without formal settlement.....	595	16.6	958,000	36.4	5,520,000	14.5
Employers discontinued business.....	46	1.3	2,270	.1	119,000	.3
Not reported.....	79	2.2	17,200	.7	141,000	.4

<sup>1</sup> See footnote 2, table 1.<sup>2</sup> See footnote 2, table 12.<sup>3</sup> Includes data for two large coal-mining stoppages—the 2-week “memorial” stoppage in March and the 1-week “stabilizing” stoppage in June.

43.5 percent settled by the parties directly in 1948 and 40 percent in 1947. Government mediation or other agencies assisted in settling 25 percent of the cases in 1949 as compared with 30.5 percent in 1948 and 42.5 percent in 1947. About 17 percent of the stoppages in 1949, as compared with 20 percent in 1948 and 14 percent in 1947, were terminated without formal settlements. In addition, a little more than 1 percent of the stoppages each year were terminated as employers discontinued business at the establishments involved (table 13).

### Disposition of Issues

In three-fourths of the stoppages ending in 1949 the issues were settled or disposed of upon termination of the work stoppages. In the remaining fourth, work was resumed with an understanding regarding the method by which unsettled issues would be handled. The alternative methods included direct negotiations, negotiations with the aid of a neutral third party, submission to arbitration, or submission to an appropriate government agency for decision.

TABLE 14.—Disposition of issues in work stoppages ending in 1949

Disposition of issues	Stoppages		Workers involved		Man-days idle	
	Number	Percent of total	Number <sup>1</sup>	Percent of total	Number	Percent of total
All issues.....	3,594	100.0	2,630,000	100.0	238,200,000	100.0
Issues settled or disposed of at termination of stoppage.....	2,678	74.4	2,050,000	78.1	30,700,000	80.4
Some or all issues to be adjusted after resumption of work—						
By direct negotiation between employer(s) and union.....	528	14.7	304,000	11.6	3,280,000	8.6
By negotiation with the aid of government agencies.....	72	2.0	46,100	1.8	584,000	1.5
By arbitration.....	142	4.0	161,000	6.1	2,840,000	7.4
By other means <sup>2</sup> .....	100	2.8	45,000	1.7	678,000	1.8
Not reported.....	74	2.1	19,500	.7	130,000	.3

<sup>1</sup> See footnote 2, table 1.<sup>2</sup> See footnote 2, table 12.<sup>3</sup> Included in this group are the cases which were referred to the National or State labor relations boards or other agencies for decisions or elections.

# Appendixes

Appendix A includes tables which present work stoppage data for specific industries, for industry groups and major issues, and for States with 25 or more stoppages during the year.

Appendix B contains summary analyses of the coal and steel stoppages during the year.

Appendix C includes a brief summary of the methods of collecting strike statistics.

## Appendix A

TABLE A.—Work stoppages in 1949, by specific industry

Industry	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)	Industry	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)
	Number	Workers involved <sup>1</sup>			Number	Workers involved <sup>2</sup>	
<b>All industries.....</b>	<b>1 3,606</b>	<b>3,030,000</b>	<b>50,500,000</b>				
<b>Manufacturing</b>				<b>Manufacturing—Continued</b>			
Primary metal industries.....	1 147	497,000	12,200,000	Lumber and wood products (except furniture).....	84	20,000	703,000
Blast furnaces, steel works, and rolling mills.....	68	445,000	10,600,000	Logging camps and logging contractors.....	14	10,800	424,000
Iron and steel foundries.....	42	9,650	192,000	Sawmills and planing mills.....	27	2,570	72,000
Primary smelting and refining of nonferrous metals.....	9	8,710	544,000	Millwork, plywood, and prefabricated structural wood products.....	15	4,630	129,000
Secondary smelting and refining of nonferrous metals and alloys.....	2	210	3,320	Wooden containers.....	11	730	47,500
Rolling, drawing, and alloying of nonferrous metals.....	9	14,200	325,000	Miscellaneous wood products.....	17	1,250	30,800
Nonferrous foundries.....	10	1,340	31,900	Furniture and fixtures.....	71	8,360	160,000
Miscellaneous primary metal industries.....	13	18,300	532,000	Household furniture.....	50	6,780	132,000
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	1 134	54,000	1,050,000	Office furniture.....	4	490	16,600
Tin cans and other tinware.....	2	1,310	20,400	Public-building and professional furniture.....	1	30	400
Cutlery, hand tools, and general hardware.....	27	4,820	81,600	Partitions, shelving, lockers, and office and store fixtures.....	12	980	8,850
Heating apparatus (except electric) and plumbers' supplies.....	16	2,800	50,400	Window and door screens, shades, and venetian blinds.....	4	80	2,220
Fabricated structural metal products.....	32	25,800	513,000	Stone, clay, and glass products.....	63	13,300	114,000
Metal stamping, coating, and engraving.....	28	6,950	99,100	Flat glass.....	3	90	800
Lighting fixtures.....	4	380	4,230	Glass and glassware, pressed or blown.....	4	3,850	14,200
Fabricated wire products.....	14	4,570	142,000	Glass products made of purchased glass.....	4	150	3,280
Miscellaneous fabricated metal products.....	15	7,440	143,000	Cement, hydraulic.....	3	1,550	36,600
Ordnance and accessories.....	1	460	9,230	Structural clay products.....	18	5,090	23,800
Small arms.....	1	460	9,230	Pottery and related products.....	8	1,170	7,460
Electrical machinery, equipment, and supplies.....	67	27,100	352,000	Concrete, gypsum, and plaster products.....	11	560	10,700
Electrical generating, transmission, distribution, and industrial apparatus.....	28	8,320	153,000	Cut-stone and stone products.....	5	420	3,660
Electrical appliances.....	15	4,750	43,400	Abrasive, asbestos, and miscellaneous nonmetallic mineral products.....	7	450	13,900
Insulated wire and cable.....	2	480	10,400	Textile mill products.....	85	26,500	419,000
Electrical equipment for motor vehicles, aircraft, and railway locomotives and cars.....	2	2,400	13,400	Yarn and thread mills (cotton, wool, silk, and synthetic fiber).....	7	1,290	17,800
Electric lamps.....	3	100	610	Broad-woven fabric mills (cotton, wool, silk, and synthetic fiber).....	19	9,950	193,000
Communication equipment and related products.....	14	10,400	101,000	Narrow fabrics and other smallwares mills (cotton, wool, silk, and synthetic fiber).....	6	1,680	30,300
Miscellaneous electrical products.....	3	690	30,200	Knitting mills.....	21	2,190	71,500
Machinery (except electrical).....	1 176	116,000	2,720,000	Dyeing and finishing textiles (except knit goods).....	12	1,590	52,600
Engines and turbines.....	3	1,860	17,200	Carpets, rugs, and other floor coverings.....	9	6,880	20,200
Agricultural machinery and tractors.....	67	67,300	338,000	Hats (except cloth and millinery).....	4	470	4,050
Construction and mining machinery and equipment.....	10	4,480	191,000	Miscellaneous textile goods.....	7	2,430	29,900
Metalworking machinery.....	12	2,280	289,000	Apparel and other finished products made from fabrics and similar materials.....	162	11,300	173,000
Special-industry machinery (except metalworking machinery).....	19	3,850	192,000	Men's, youths', and boys' suits, coats, and overcoats.....	6	470	5,290
General industrial machinery and equipment.....	29	4,510	74,100	Men's, youths', and boys' furnishings, work clothing, and allied garments.....	14	980	13,700
Office and store machines and devices.....	5	780	12,400	Women's and misses' outerwear.....	92	5,520	41,000
Service-industry and household machines.....	18	17,700	1,280,000	Women's, misses', children's, and infants' undergarments.....	12	1,530	81,700
Miscellaneous machinery parts.....	18	13,600	324,000	Millinery.....	1	20	100
Transportation equipment.....	1 89	230,000	2,190,000	Children's and infants' outerwear.....	10	500	5,410
Motor vehicles and motor-vehicle equipment.....	63	206,000	1,570,000	Fur goods.....	1	800	4,800
Aircraft and parts.....	10	10,300	451,000	Miscellaneous apparel and accessories.....	8	490	3,900
Ship and boat building and repairing.....	12	8,220	143,000	Miscellaneous fabricated textile products.....	18	1,000	17,100
Railroad equipment.....	6	5,840	26,200	Leather and leather products.....	65	18,100	499,000
				Leather: tanned, curried, and finished.....	15	3,420	156,000
				Boot and shoe cut stock and findings.....	2	230	990

See footnotes at end of table.

TABLE A.—Work stoppages in 1949, by specific industry—Continued

Industry	Stoppages begin- ning in 1949		Man-days idle dur- ing 1949 (all stop- pages)	Industry	Stoppages begin- ning in 1949		Man-day idle dur- ing 1949 (all stop- pages)
	Num- ber	Workers involved <sup>2</sup>			Num- ber	Workers involved <sup>2</sup>	
<b>Manufacturing—Continued</b>				<b>Manufacturing—Continued</b>			
Leather and leather products—Continued				Professional scientific, and controlling instru- ments; photographic and optical goods; watches and clocks—Continued			
Footwear (except rubber).....	41	12, 900	320, 000	Optical instruments and lenses.....	1	660	15, 900
Luggage.....	1	30	580	Surgical, medical, and dental instruments and supplies.....	2	390	28, 100
Handbags and small leather goods.....	2	1, 350	16, 300	Ophthalmic goods.....	5	180	3, 490
Miscellaneous leather goods.....	4	260	4, 600	Photographic equipment and supplies.....	3	2, 550	51, 300
Food and kindred products.....	199	50, 800	1, 490, 000	Watches, clocks, clockwork-operated de- vices, and parts.....	1	60	3, 520
Meat products.....	40	6, 400	67, 600	Miscellaneous manufacturing industries.....	69	9, 850	166, 000
Dairy products.....	8	870	40, 300	Jewelry, silverware, and plated ware.....	4	400	5, 180
Canning and preserving fruits, vegetables, and sea foods.....	21	11, 100	83, 000	Musical instruments and parts.....	3	780	13, 300
Grain-mill products.....	13	2, 300	22, 700	Toys and sporting and athletic goods.....	7	1, 040	33, 800
Bakery products.....	48	10, 800	538, 000	Pens, pencils, and other office and artists' material.....	5	860	3, 140
Sugar.....	1	2, 310	120, 000	Costume jewelry, costume novelties, but- tons, and miscellaneous notions (except precious metal).....	15	2, 540	41, 000
Confectionery and related products.....	6	1, 310	40, 100	Fabricated plastics products, not else- where classified.....	11	1, 100	18, 200
Beverage industries.....	48	14, 700	563, 000	Miscellaneous manufacturing industries.....	24	3, 140	51, 700
Miscellaneous food preparations and kindred products.....	14	1, 030	13, 300				
Tobacco manufactures.....	4	890	13, 900	<b>Nonmanufacturing</b>			
Cigarettes.....	1	170	1, 020	Agriculture, forestry, and fishing.....	24	18, 300	289, 000
Cigars.....	1	350	12, 300	Agriculture.....	8	6, 330	70, 700
Tobacco stemming and redrying.....	2	360	670	Fishing.....	16	11, 900	218, 000
Paper and allied products.....	46	11, 900	458, 000	Mining.....	1 476	1, 380, 000	19, 200, 000
Pulp, paper, and paperboard mills.....	7	7, 110	362, 000	Metal.....	9	27, 800	970, 000
Paper coating and glazing.....	2	110	700	Anthracite.....	34	218, 000	1, 400, 000
Paper bags.....	4	530	6, 680	Bituminous coal.....	421	1, 130, 000	16, 700, 000
Paper board containers and boxes.....	29	3, 180	81, 400	Nonmetallic and quarrying.....	17	6, 740	166, 000
Pulp goods and miscellaneous converted paper products.....	4	970	6, 980	Construction.....	615	197, 000	2, 760, 000
Printing, publishing, and allied industries.....	53	5, 650	212, 000	Building.....	517	184, 000	2, 580, 000
Newspapers.....	26	2, 460	171, 000	Highways, streets, bridges, docks, etc.....	89	11, 300	196, 000
Books.....	1	10	40	Miscellaneous.....	9	1, 740	3, 770
Commercial printing.....	8	520	5, 450	Trade.....	329	46, 200	1, 440, 000
Lithographing.....	7	980	13, 700	Wholesale.....	132	24, 700	1, 060, 000
Greeting cards.....	3	390	5, 610	Retail.....	197	21, 500	380, 000
Bookbinding and related industries.....	2	50	380	Finance, insurance, and real estate.....	22	1, 760	23, 300
Service industries for the printing trade.....	6	1, 250	15, 600	Real estate.....	21	1, 750	23, 300
Chemicals and allied products.....	72	20, 000	358, 000	Miscellaneous.....	1	10	10
Industrial inorganic chemicals.....	10	6, 170	111, 000	Transportation, communication, and other public utilities.....	1 347	154, 000	2, 320, 000
Industrial organic chemicals.....	16	5, 460	120, 000	Railroads.....	10	49, 700	1, 180, 000
Drugs and medicines.....	6	2, 370	13, 700	Streetcar and local bus transportation.....	52	35, 200	297, 000
Soap and glycerin, cleaning and polishing preparations, and sulfonated oils and assistants.....	6	1, 700	11, 400	Intercity motorbus transportation.....	13	2, 710	159, 000
Paints, varnishes, lacquers, japs, and enamels; inorganic color pigments, whit- ing, and wood fillers.....	11	1, 500	35, 900	Motortruck transportation.....	98	21, 000	181, 000
Fertilizers.....	7	1, 170	51, 300	Taxis.....	61	26, 700	321, 000
Vegetable and animal oils and fats.....	6	770	2, 230	Water transportation.....	32	7, 750	55, 400
Miscellaneous chemicals, including indus- trial chemical products and preparations.....	10	820	12, 800	Air transportation.....	3	420	1, 170
Products of petroleum and coal.....	16	4, 180	85, 500	Communication.....	18	1, 130	19, 900
Petroleum refining.....	6	1, 380	39, 200	Heat, light, and power.....	15	3, 330	29, 100
Coke and byproducts.....	3	1, 990	31, 400	Miscellaneous.....	46	6, 190	79, 300
Paving and roofing materials.....	7	810	14, 900	Services—personal, business, and other.....	130	15, 000	249, 000
Rubber products.....	54	84, 700	714, 000	Hotels and other lodging places.....	10	2, 250	19, 100
Tires and inner tubes.....	34	75, 700	602, 000	Laundries.....	19	7, 570	71, 100
Rubber footwear.....	1	4, 560	31, 900	Cleaning, dyeing, and pressing.....	16	870	16, 300
Reclaimed rubber.....	3	400	670	Barber and beauty shops.....	2	80	2, 030
Rubber industries, not elsewhere classi- fied.....	16	4, 090	80, 000	Business services.....	21	1, 580	68, 900
Professional, scientific, and controlling instru- ments; photographic and optical goods; watches and clocks.....	14	4, 070	110, 000	Automobile repair services and garages.....	18	890	58, 700
Laboratory, scientific, and engineering instruments (except surgical, medical, and dental).....	1	120	4, 720	Amusement and recreation.....	9	490	1, 150
Mechanical measuring and controlling instruments.....	1	120	2, 990	Medical and other health services.....	2	60	250
				Educational services.....	13	490	1, 590
				Miscellaneous.....	20	720	9, 580
				Government—administration, protection, and sanitation <sup>3</sup> .....	7	2, 930	10, 300

<sup>1</sup> This figure is less than the sum of the group totals below. This is because a few strikes, each affecting more than 1 industry, have been counted as separate strikes in each industry affected, with the proper allocation of workers and man-days idle to each industry.

<sup>2</sup> See footnote 2, table 1.

<sup>3</sup> Stoppages involving municipally operated utilities are included under "transportation, communication, and other public utilities".

TABLE B.—Work stoppages in 1949, by industry group and major issues

Industry group and major issues	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)	Industry group and major issues	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)
	Number	Workers involved <sup>1</sup>			Number	Workers involved <sup>1</sup>	
<b>All industries.....</b>	<b>3,606</b>	<b>3,030,000</b>	<b>50,500,000</b>	<b>All manufacturing industries—Continued</b>			
Wages and hours.....	<sup>2</sup> 1,682	1,540,000	39,800,000	Apparel and other finished products made from fabrics and similar materials.....	162	11,330	173,000
Union organization, wages, and hours.....	216	43,100	1,010,000	Wages and hours.....	61	6,330	62,600
Union organization.....	565	38,400	736,000	Union organization, wages, and hours.....	15	980	50,500
Other working conditions.....	903	1,330,000	8,580,000	Union organization.....	62	2,540	41,900
Interunion or intraunion matters.....	208	66,800	398,000	Other working conditions.....	17	1,150	9,480
Not reported.....	32	10,100	22,100	Interunion or intraunion matters.....	7	320	8,480
<b>All manufacturing industries.....</b>	<b><sup>2</sup> 1,681</b>	<b>1,220,000</b>	<b>24,200,000</b>	<b>Leather and leather products.....</b>	<b>65</b>	<b>18,100</b>	<b>499,000</b>
Wages and hours.....	810	758,000	19,300,000	Wages and hours.....	31	9,570	310,000
Union organization, wages, and hours.....	107	19,900	748,000	Union organization, wages, and hours.....	10	3,120	154,000
Union organization.....	291	20,200	511,000	Union organization.....	9	1,630	17,900
Other working conditions.....	419	405,000	3,530,000	Other working conditions.....	14	3,630	16,800
Interunion or intraunion matters.....	40	8,370	48,000	Interunion or intraunion matters.....	1	190	190
Not reported.....	4	3,220	7,130	<b>Food and kindred products.....</b>	<b>199</b>	<b>50,800</b>	<b>1,490,000</b>
<b>Primary metal industries.....</b>	<b>147</b>	<b>497,000</b>	<b>12,200,000</b>	Wages and hours.....	104	26,500	874,000
Wages and hours.....	64	455,000	11,800,000	Union organization, wages, and hours.....	9	600	7,580
Union organization, wages, and hours.....	5	5,540	18,400	Union organization.....	44	2,470	53,200
Union organization.....	9	1,240	194,000	Other working conditions.....	35	20,800	551,000
Other working conditions.....	69	36,200	143,000	Interunion or intraunion matters.....	6	370	2,560
<b>Fabricated metal products (except ordnance, machinery, and transportation equipment).....</b>	<b>134</b>	<b>54,000</b>	<b>1,050,000</b>	Not reported.....	1	40	40
Wages and hours.....	87	45,000	963,000	<b>Tobacco manufactures.....</b>	<b>4</b>	<b>890</b>	<b>13,900</b>
Union organization, wages, and hours.....	11	1,860	58,700	Wages and hours.....	2	610	12,800
Union organization.....	14	660	13,100	Union organization, wages, and hours.....	1	170	1,020
Other working conditions.....	16	6,150	16,400	Other working conditions.....	1	110	160
Interunion or intraunion matters.....	5	300	2,200	<b>Paper and allied products.....</b>	<b>46</b>	<b>11,900</b>	<b>458,000</b>
Not reported.....	1	40	180	Wages and hours.....	25	7,680	126,000
<b>Ordnance and accessories.....</b>	<b>1</b>	<b>460</b>	<b>9,230</b>	Union organization, wages, and hours.....	4	140	15,700
Union organization, wages, and hours.....	1	460	9,230	Union organization.....	4	70	700
<b>Electrical machinery, equipment, and supplies.....</b>	<b>67</b>	<b>27,100</b>	<b>352,000</b>	Other working conditions.....	13	4,010	315,000
Wages and hours.....	33	19,500	267,000	Not reported.....			<sup>2</sup> 500
Union organization, wages, and hours.....	3	980	49,600	<b>Printing, publishing, and allied industries.....</b>	<b>53</b>	<b>5,650</b>	<b>212,000</b>
Union organization.....	17	980	10,500	Wages and hours.....	33	3,680	61,000
Other working conditions.....	14	5,650	24,400	Union organization, wages, and hours.....	4	100	139,000
<b>Machinery (except electrical).....</b>	<b>176</b>	<b>116,000</b>	<b>2,720,000</b>	Union organization.....	7	1,390	16,000
Wages and hours.....	104	69,800	2,490,000	Other working conditions.....	8	320	5,040
Union organization, wages, and hours.....	6	420	13,200	Interunion or intraunion matters.....	1	160	480
Union organization.....	11	640	18,100	<b>Chemicals and allied products.....</b>	<b>72</b>	<b>20,000</b>	<b>358,000</b>
Other working conditions.....	51	42,200	191,000	Wages and hours.....	52	14,700	268,000
Interunion or intraunion matters.....	3	160	3,100	Union organization, wages, and hours.....	4	280	19,600
Not reported.....	1	3,120	6,240	Union organization.....	4	120	2,320
<b>Transportation equipment.....</b>	<b>89</b>	<b>230,000</b>	<b>2,190,000</b>	Other working conditions.....	11	4,670	68,400
Wages and hours.....	28	17,400	349,000	Interunion or intraunion matters.....	1	160	160
Union organization, wages, and hours.....	3	1,180	85,600	<b>Products of petroleum and coal.....</b>	<b>16</b>	<b>4,180</b>	<b>85,500</b>
Union organization.....	7	2,250	14,600	Wages and hours.....	9	2,690	57,500
Other working conditions.....	49	204,000	1,730,000	Union organization.....	1	10	580
Interunion or intraunion matters.....	2	4,690	18,100	Other working conditions.....	4	900	25,300
<b>Lumber and wood products (except furniture).....</b>	<b>84</b>	<b>20,000</b>	<b>703,000</b>	Interunion or intraunion matters.....	2	590	2,080
Wages and hours.....	32	14,700	581,000	<b>Rubber products.....</b>	<b>54</b>	<b>84,700</b>	<b>714,000</b>
Union organization, wages, and hours.....	7	1,640	46,500	Wages and hours.....	13	27,300	509,000
Union organization.....	21	780	35,200	Union organization, wages, and hours.....	2	1,380	41,800
Other working conditions.....	23	2,830	40,100	Union organization.....	4	560	14,000
Interunion or intraunion matters.....	1	20	1,090	Other working conditions.....	35	55,400	150,000
<b>Furniture and fixtures.....</b>	<b>71</b>	<b>8,360</b>	<b>160,000</b>	<b>Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks.....</b>	<b>14</b>	<b>4,070</b>	<b>110,000</b>
Wages and hours.....	35	5,690	98,600	Wages and hours.....	8	3,050	66,400
Union organization, wages, and hours.....	9	530	19,000	Union organization.....	2	70	1,610
Union organization.....	17	1,050	27,600	Other working conditions.....	4	950	42,000
Other working conditions.....	8	1,060	14,600	<b>Miscellaneous manufacturing industries.....</b>	<b>69</b>	<b>9,850</b>	<b>166,000</b>
Interunion or intraunion matters.....	1	30	180	Wages and hours.....	34	7,190	128,000
Not reported.....	1	20	170	Union organization, wages, and hours.....	6	150	11,800
<b>Stone, clay, and glass products.....</b>	<b>63</b>	<b>13,300</b>	<b>114,000</b>	Union organization.....	18	910	14,300
Wages and hours.....	24	6,010	71,600	Other working conditions.....	5	620	5,270
Union organization, wages, and hours.....	5	360	6,300	Interunion or intraunion matters.....	6	990	6,620
Union organization.....	12	590	7,140	<b>All nonmanufacturing industries.....</b>	<b><sup>2</sup> 1,945</b>	<b>1,820,000</b>	<b>26,300,000</b>
Other working conditions.....	20	6,060	27,800	Wages and hours.....	887	786,000	20,400,000
Interunion or intraunion matters.....	2	310	1,530	Union organization, wages, and hours.....	109	23,200	266,000
<b>Textile mill products.....</b>	<b>85</b>	<b>26,500</b>	<b>419,000</b>	Union organization.....	274	18,100	225,000
Wages and hours.....	31	15,900	234,000	Other working conditions.....	484	922,000	5,060,000
Union organization, wages, and hours.....	2	80	220	Interunion or intraunion matters.....	168	58,400	350,000
Union organization.....	28	2,280	28,900	Not reported.....	28	6,910	15,000
Other working conditions.....	22	8,180	155,000				
Interunion or intraunion matters.....	2	100	1,160				

See footnote at end of table.

TABLE B.—Work stoppages in 1949, by industry group and major issues—Continued

Industry group and major issues	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)	Industry group and major issues	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)
	Number	Workers involved <sup>1</sup>			Number	Workers involved <sup>1</sup>	
<b>All nonmanufacturing industries—Continued</b>				<b>All nonmanufacturing industries—Continued</b>			
Agriculture, forestry, and fishing.....	24	18,300	289,000	Finance, insurance, and real estate.....	22	1,760	23,300
Wages and hours.....	21	18,100	286,000	Wages and hours.....	17	1,680	22,500
Union organization.....	1	100	2,800	Union organization.....	4	70	800
Other working conditions.....	2	50	440	Other working conditions.....	1	10	10
<b>Mining.....</b>	<b>476</b>	<b>1,380,000</b>	<b>19,200,000</b>	<b>Transportation, communication, and other public utilities.....</b>	<b>347</b>	<b>154,000</b>	<b>2,320,000</b>
Wages and hours.....	72	448,000	14,100,000	Wages and hours.....	169	108,000	2,020,000
Union organization, wages, and hours.....	5	500	15,400	Union organization, wages, and hours.....	28	18,300	121,000
Union organization.....	26	2,600	55,800	Union organization.....	53	2,610	41,700
Other working conditions.....	317	891,000	4,890,000	Other working conditions.....	75	22,700	110,000
Interunion or intraunion matters.....	31	31,200	126,000	Interunion or intraunion matters.....	20	2,590	35,900
Not reported.....	25	6,830	14,000	Not reported.....	2	50	110
<b>Construction.....</b>	<b>615</b>	<b>197,000</b>	<b>2,760,000</b>	<b>Services—personal, business, and other.....</b>	<b>130</b>	<b>15,000</b>	<b>249,000</b>
Wages and hours.....	369	159,000	2,480,000	Wages and hours.....	62	12,600	185,000
Union organization, wages, and hours.....	25	2,100	74,800	Union organization, wages, and hours.....	13	360	25,500
Union organization.....	82	9,860	49,300	Union organization.....	32	580	18,300
Other working conditions.....	39	4,230	17,200	Other working conditions.....	18	810	12,200
Interunion or intraunion matters.....	99	21,600	137,000	Interunion or intraunion matters.....	5	670	6,840
Not reported.....	1	20	60	Not reported.....			\$ 870
<b>Trade.....</b>	<b>329</b>	<b>46,200</b>	<b>1,440,000</b>	<b>Government—administration, protection, and sanitation.....</b>	<b>7</b>	<b>2,930</b>	<b>10,300</b>
Wages and hours.....	176	37,900	1,290,000	Wages and hours.....	1	1,280	1,280
Union organization, wages, and hours.....	36	1,930	28,100	Union organization, wages, and hours.....	2	30	2,140
Union organization.....	75	2,210	55,900	Union organization.....	1	80	120
Other working conditions.....	29	1,810	18,800	Other working conditions.....	3	1,590	6,760
Interunion or intraunion matters.....	13	2,320	44,000				

<sup>1</sup> See footnote 2, table 1.<sup>2</sup> This figure is less than the sum of the figures below because a few stoppages, each affecting more than one industry group, have been

counted as separate stoppages in each industry group affected; workers involved and man-days idle were allocated to the respective groups.

<sup>3</sup> Idleness in 1949 resulting from a stoppage which began in the preceding year.

TABLE C.—Work stoppages in 1949 in States which had 25 or more stoppages during the year, by industry group

State and industry group	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)	State and industry group	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)
	Number	Workers involved <sup>2</sup>			Number	Workers involved <sup>2</sup>	
<b>Alabama.....</b>	<b>1 105</b>	<b>122,000</b>	<b>1,870,000</b>	<b>California—Continued</b>			
Primary metal industries.....	6	24,000	596,000	Agriculture, forestry, and fishing.....	12	11,800	194,000
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	5	1,060	34,700	Mining.....	1	1,990	27,700
Lumber and wood products (except furniture).....	6	930	48,600	Construction.....	43	15,100	109,000
Stone, clay, and glass products.....	2	70	5,160	Trade.....	32	16,300	926,000
Food and kindred products.....	2	110	8,430	Finance, insurance, and real estate.....	3	50	70
Paper and allied products.....	1	100		Transportation, communication, and other public utilities.....	21	4,180	206,000
Chemicals and allied products.....	3	380	14,900	Services—personal, business, and other.....	10	3,880	45,600
Products of petroleum and coal.....	1	840	12,400				
Rubber products.....	3	2,760	33,600	<b>Colorado.....</b>	<b>1 28</b>	<b>25,400</b>	<b>442,000</b>
Mining.....	62	89,200	1,070,000	Primary metal industries.....	1	6,410	186,000
Construction.....	4	840	3,810	Lumber and wood products (except furniture).....	1	60	1,620
Trade.....	4	100	2,230	Food and kindred products.....	3	170	1,600
Finance, insurance, and real estate.....	1	10	10	Printing, publishing, and allied industries.....	1	20	40
Transportation, communication, and other public utilities.....	10	1,790	37,900	Rubber products.....	1	2,300	46,000
Services—personal, business, and other.....	1	10	60	Miscellaneous manufacturing industries.....	1	50	430
<b>California.....</b>	<b>1 217</b>	<b>79,700</b>	<b>2,040,000</b>	Mining.....	11	12,200	114,000
Primary metal industries.....	11	12,100	207,000	Construction.....	8	3,580	80,200
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	8	3,920	65,800	Trade.....	2	160	460
Electrical machinery, equipment, and supplies.....	1	20	170	Transportation, communication, and other public utilities.....	2	390	11,800
Machinery (except electrical).....	6	520	8,820	<b>Connecticut.....</b>	<b>49</b>	<b>16,300</b>	<b>338,000</b>
Lumber and wood products (except furniture).....	6	900	34,600	Primary metal industries.....	4	1,870	42,600
Furniture and fixtures.....	5	270	4,210	Fabricated metal products (except ordnance, machinery, and transportation equipment).....	2	630	6,180
Stone, clay, and glass products.....	6	270	4,730	Ordnance and accessories.....	1	460	9,230
Apparel and other finished products made from fabrics and similar materials.....	26	750	17,800	Machinery (except electrical).....	1	2,120	223,000
Leather and leather products.....	5	620	8,640	Transportation equipment.....	1	150	150
Food and kindred products.....	15	5,200	180,000	Furniture and fixtures.....	1	20	410
Printing, publishing, and allied industries.....	6	450	1,320	Stone, clay, and glass products.....	1	50	180
Products of petroleum and coal.....			* 7,500	Textile mill products.....	4	4,400	5,650
Rubber products.....	1	760	18,200	Apparel and other finished products made from fabrics and similar materials.....	4	430	1,750
Miscellaneous manufacturing industries.....	2	550	7,550				

See footnotes at end of table.

TABLE C.—Work stoppages in 1949 in States which had 25 or more stoppages during the year, by industry group—Con.

State and industry group	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)	State and industry group	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)
	Number	Workers involved <sup>1</sup>			Number	Workers involved <sup>2</sup>	
<b>Connecticut—Continued</b>				<b>Iowa</b>			
Leather and leather products.....	1	10	20	Machinery (except electrical).....	9	15,700	41,800
Food and kindred products.....	3	120	2,570	Lumber and wood products (except furniture).....	1	90	550
Printing, publishing, and allied industries.....	1	20	110	Furniture and fixtures.....	1	50	100
Chemicals and allied products.....	2	90	1,450	Stone, clay, and glass products.....	1	40	660
Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks.....	1	60	3,520	Food and kindred products.....	3	1,240	2,280
Construction.....	12	5,600	37,300	Miscellaneous manufacturing industries.....	1	30	670
Trade.....	1	40	200	Mining.....	2	1,310	10,000
Transportation, communication, and other public utilities.....	7	200	2,010	Construction.....	5	1,400	23,100
Services—personal, business, and other.....	2	20	2,300	Trade.....	6	710	37,400
				Transportation, communication, and other public utilities.....	10	990	4,170
<b>Florida</b>				<b>Kentucky</b>			
	33	3,860	106,000		165	177,000	2,610,000
Transportation equipment.....	1	90	1,020	Primary metal industries.....	2	6,250	146,000
Stone, clay, and glass products.....	1	50	2,600	Electrical machinery, equipment, and supplies.....	1	330	1,990
Apparel and other finished products made from fabrics and similar materials.....	1	40	40	Machinery (except electrical).....	24	24,700	66,800
Food and kindred products.....	4	240	16,500	Lumber and wood products (except furniture).....	1	140	6,720
Printing, publishing, and allied industries.....	1	150	5,480	Furniture and fixtures.....	2	480	16,100
Chemicals and allied products.....	2	60	1,470	Apparel and other finished products made from fabrics and similar materials.....	2	210	3,680
Miscellaneous manufacturing industries.....	1	50	1,380	Leather and leather products.....	2	130	5,230
Mining.....	4	1,730	47,000	Food and kindred products.....	4	640	8,760
Construction.....	7	750	8,920	Tobacco manufactures.....	1	260	510
Trade.....	6	360	10,500	Printing, publishing, and allied industries.....	2	110	1,100
Transportation, communication, and other public utilities.....	4	340	8,970	Chemicals and allied products.....	2	550	9,550
Services—personal, business, and other.....	1	20	1,670	Products of petroleum and coal.....	1	50	310
				Miscellaneous manufacturing industries.....	3	220	1,310
<b>Illinois</b>				Agriculture, forestry, and fishing.....	1	20	300
	123	162,000	3,040,000	Mining.....	74	136,000	2,220,000
Primary metal industries.....	19	29,100	997,000	Construction.....	21	4,510	104,000
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	13	3,200	68,700	Trade.....	6	250	1,750
Electrical machinery, equipment, and supplies.....	3	2,740	17,700	Transportation, communication, and other public utilities.....	9	1,520	11,200
Machinery (except electrical).....	35	23,700	169,000	Services—personal, business, and other.....	5	130	7,500
Transportation equipment.....	3	2,190	29,700	Government—administration, protection, and sanitation.....	2	40	610
Lumber and wood products (except furniture).....	4	290	4,470				
Furniture and fixtures.....	1	70	210	<b>Louisiana</b>			
Stone, clay, and glass products.....	2	70	710		46	10,200	176,000
Textile-mill products.....	1	260	2,860	Primary metal industries.....	1	30	210
Apparel and other finished products made from fabrics and similar materials.....	1	40	40	Machinery (except electrical).....	1	40	360
Leather and leather products.....	7	2,810	17,800	Lumber and wood products (except furniture).....	1	130	11,000
Food and kindred products.....	12	3,770	11,400	Furniture and fixtures.....	1	100	9,090
Paper and allied products.....	5	1,320	38,700	Textile-mill products.....	1	1,400	5,600
Printing, publishing, and allied industries.....			136,000	Food and kindred products.....	2	160	6,380
Chemicals and allied products.....	1	30	50	Printing, publishing, and allied industries.....	1	80	250
Products of petroleum and coal.....	4	790	9,260	Chemicals and allied products.....	3	280	6,660
Rubber products.....	2	1,100	41,400	Mining.....	2	270	5,440
Miscellaneous manufacturing industries.....	4	840	14,400	Construction.....	12	2,500	39,400
Mining.....	23	69,200	1,160,000	Trade.....	6	440	16,500
Construction.....	49	7,790	138,000	Transportation, communication, and other public utilities.....	13	3,870	71,800
Trade.....	30	5,140	82,800	Services—personal, business, and other.....	1	10	340
Transportation, communication, and other public utilities.....	15	7,730	95,700	Government—administration, protection, and sanitation.....	1	940	2,820
Services—personal, business, and other.....	6	150	4,990				
Government—administration, protection, and sanitation.....	1	20	1,660	<b>Maryland</b>			
					35	37,000	693,000
<b>Indiana</b>				Primary metal industries.....	5	22,400	472,000
	108	145,000	2,930,000	Lumber and wood products (except furniture).....	1	3,000	119,000
Primary metal industries.....	6	62,700	1,540,000	Textile-mill products.....	1	70	490
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	4	5,850	111,000	Food and kindred products.....	6	1,030	13,000
Electrical machinery, equipment, and supplies.....	2	170	1,500	Products of petroleum and coal.....	1	10	580
Machinery (except electrical).....	15	3,850	46,100	Rubber products.....	1	110	140
Transportation equipment.....	8	14,600	347,000	Mining.....	3	4,950	42,500
Furniture and fixtures.....	2	390	16,000	Construction.....	10	2,800	37,500
Stone, clay, and glass products.....	4	3,090	30,000	Trade.....	2	490	2,070
Apparel and other finished products made from fabrics and similar materials.....	1	520	26,700	Transportation, communication, and other public utilities.....	6	2,160	5,920
Food and kindred products.....	8	900	5,440				
Printing, publishing, and allied industries.....			1,000	<b>Massachusetts</b>			
Chemicals and allied products.....	3	180	1,880		113	24,600	525,000
Rubber products.....	3	5,950	38,800	Primary metal industries.....	1	3,790	115,000
Miscellaneous manufacturing industries.....	2	290	790	Fabricated metal products (except ordnance, machinery, and transportation equipment).....	4	1,940	35,300
Mining.....	11	37,500	588,000	Electrical machinery, equipment, and supplies.....	4	1,270	10,300
Construction.....	22	5,860	155,000	Machinery (except electrical).....	8	1,510	23,100
Trade.....	10	1,340	11,300	Lumber and wood products (except furniture).....	1	70	200
Transportation, communication, and other public utilities.....	6	1,020	4,530	Furniture and fixtures.....	2	210	4,060
Services—personal, business, and other.....	4	450	3,020	Textile-mill products.....	3	790	9,090
Government—administration, protection, and sanitation.....	1	40	90	Apparel and other finished products made from fabrics and similar materials.....	7	240	2,350
				Leather and leather products.....	17	1,980	144,000
				Food and kindred products.....	9	1,470	19,900
				Tobacco manufactures.....	1	110	160

See footnotes at end of table.



TABLE C.—Work stoppages in 1949 in States which had 25 or more stoppages during the year, by industry group—Con.

State and industry group	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)	State and industry group	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)
	Number	Workers involved <sup>2</sup>			Number	Workers involved <sup>2</sup>	
<b>Massachusetts—Continued</b>				<b>Missouri—Continued</b>			
Paper and allied products.....	2	540	22,200	Mining.....	3	1,780	10,200
Printing, publishing, and allied industries.....	2	50	4,040	Construction.....	22	10,400	141,000
Chemicals and allied products.....	4	1,140	2,320	Trade.....	13	1,170	13,300
Products of petroleum and coal.....	1	400	800	Finance, insurance, and real estate.....	1	10	710
Rubber products.....	2	1,290	17,400	Transportation, communication, and other public utilities.....	11	15,000	359,000
Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks.....	1	700	40,600	Services—personal, business, and other.....	5	180	1,950
Miscellaneous manufacturing industries.....	4	520	11,700				
Agriculture, forestry, and fishing.....	2	900	7,260	<b>New Jersey</b>			
Mining.....	1	30	540		183	60,500	1,910,000
Construction.....	18	2,060	21,000	Primary metal industries.....	8	5,010	237,000
Trade.....	9	460	6,860	Fabricated metal products (except ordnance, machinery, and transportation equipment).....	16	2,620	43,600
Transportation, communication, and other public utilities.....	9	2,720	20,900	Electrical machinery, equipment, and supplies.....	7	1,260	68,100
Services—personal, business, and other.....	5	430	6,150	Machinery (except electrical).....	16	9,770	1,010,000
				Transportation equipment.....	3	1,420	2,070
<b>Michigan</b>				Lumber and wood products (except furniture).....	1	20	1,140
	139	240,000	2,120,000	Furniture and fixtures.....	4	220	1,320
Primary metal industries.....	8	13,100	326,000	Stone, clay, and glass products.....	2	410	2,690
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	14	5,160	27,700	Textile-mill products.....	18	6,840	120,000
Electrical machinery, equipment, and supplies.....	4	1,310	10,400	Apparel and other finished products made from fabrics and similar materials.....	7	310	4,860
Machinery (except electrical).....	9	1,730	42,800	Leather and leather products.....	2	210	3,580
Transportation equipment.....	42	184,000	1,340,000	Food and kindred products.....	10	5,420	28,700
Lumber and wood products (except furniture).....	2	300	3,170	Paper and allied products.....	6	1,040	75,500
Furniture and fixtures.....	1	20	670	Printing, publishing, and allied industries.....	3	240	2,050
Textile-mill products.....	3	170	6,910	Chemicals and allied products.....	4	900	19,400
Apparel and other finished products made from fabrics and similar materials.....	1	570	46,000	Products of petroleum and coal.....	1	120	5,380
Leather and leather products.....	1	30	580	Rubber products.....	2	80	770
Food and kindred products.....	8	1,810	5,300	Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks.....	1	350	3,430
Paper and allied products.....	1	90	680	Miscellaneous manufacturing industries.....	4	1,220	15,000
Chemicals and allied products.....	4	2,860	15,200	Mining.....	1	330	330
Products of petroleum and coal.....	1	40	590	Construction.....	23	11,500	139,000
Rubber products.....	9	15,400	37,000	Trade.....	16	770	9,610
Miscellaneous manufacturing industries.....	1	6,260	176,000	Finance, insurance, and real estate.....	1	30	370
Mining.....	12	1,370	12,500	Transportation, communication, and other public utilities.....	24	5,220	74,300
Construction.....	6	670	17,100	Services—personal, business, and other.....	6	5,150	43,200
Trade.....	11	4,210	38,100				
Transportation, communication, and other public utilities.....	4	100	6,640	<b>New York</b>			
Services—personal, business, and other.....					531	142,000	3,300,000
<b>Minnesota</b>				Primary metal industries.....	11	24,400	521,000
	145	46,500	1,010,000	Fabricated metal products (except ordnance, machinery, and transportation equipment).....	28	3,790	131,000
Primary metal industries.....	1	2,780	90,700	Electrical machinery, equipment, and supplies.....	15	2,490	79,600
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	3	360	9,160	Machinery (except electrical).....	17	5,570	170,000
Electrical machinery, equipment, and supplies.....	1	80	3,530	Transportation equipment.....	7	9,800	299,000
Machinery (except electrical).....	4	1,260	19,100	Lumber and wood products (except furniture).....	8	290	1,920
Transportation equipment.....	1	150	3,000	Furniture and fixtures.....	28	3,630	40,700
Lumber and wood products (except furniture).....	2	970	2,720	Stone, clay, and glass products.....	4	560	3,910
Stone, clay, and glass products.....	4	410	8,610	Textile-mill products.....	23	2,790	36,900
Food and kindred products.....	5	240	7,010	Apparel and other finished products made from fabrics and similar materials.....	66	4,010	38,900
Paper and allied products.....	1	1,600	6,300	Leather and leather products.....	13	4,110	136,000
Chemicals and allied products.....	2	970	5,870	Food and kindred products.....	28	16,300	1,040,000
Products of petroleum and coal.....	1	70	2,520	Tobacco manufactures.....	1	350	12,300
Mining.....	1	12,100	354,000	Paper and allied products.....	19	1,140	17,400
Construction.....	13	22,900	394,000	Printing, publishing, and allied industries.....	8	1,230	14,800
Trade.....	5	540	16,400	Chemicals and allied products.....	14	1,610	22,800
Transportation, communication, and other public utilities.....	4	2,440	90,400	Products of petroleum and coal.....	1	300	7,800
Services—personal, business, and other.....	2	40	220	Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks.....	6	2,600	50,900
				Miscellaneous manufacturing industries.....	28	2,950	40,100
<b>Missouri</b>				Mining.....	2	1,400	20,900
	107	39,000	747,000	Construction.....	40	8,170	73,900
Primary metal industries.....	4	2,770	88,200	Trade.....	63	6,180	90,200
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	6	1,280	29,800	Finance, insurance, and real estate.....	12	1,510	18,300
Electrical machinery, equipment, and supplies.....	1	40	870	Transportation, communication, and other public utilities.....	55	32,700	365,000
Machinery (except electrical).....	1	290	7,730	Services—personal, business, and other.....	35	2,380	63,000
Transportation equipment.....	3	410	11,100	Government—administration, protection, and sanitation.....	2	1,880	5,140
Lumber and wood products (except furniture).....	2	120	1,850				
Furniture and fixtures.....	3	330	1,120	<b>Ohio</b>			
Stone, clay, and glass products.....	1	40	360		266	245,000	4,430,000
Textile-mill products.....	2	160	4,040	Primary metal industries.....	38	88,700	2,120,000
Leather and leather products.....	3	1,510	2,990	Fabricated metal products (except ordnance, machinery, and transportation equipment).....	13	4,430	101,000
Food and kindred products.....	7	1,810	34,400	Electrical machinery, equipment, and supplies.....	10	3,300	76,100
Printing, publishing, and allied industries.....	2	250	13,400	Machinery (except electrical).....	12	12,200	568,000
Chemicals and allied products.....	3	650	5,680	Transportation equipment.....	9	10,200	55,300
Rubber products.....	1	410	11,000	Lumber and wood products (except furniture).....	7	450	4,310
Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks.....	2	180	5,490	Furniture and fixtures.....	5	220	2,250
Miscellaneous manufacturing industries.....	4	290	2,580				

See footnotes at end of table.

TABLE C.—Work stoppages in 1949 in States which had 25 or more stoppages during the year, by industry group—Con.

State and industry group	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)	State and industry group	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)
	Number	Workers involved			Number	Workers involved	
<b>Ohio—Continued</b>				<b>Tennessee</b>			
Stone, clay, and glass products.....	8	3,590	13,800	Primary metal industries.....	175	44,600	578,000
Textile-mill products.....	1	580	2,300	Fabricated metal products (except ordnance, machinery, and transportation equipment).....	4	3,820	129,000
Apparel and other finished products made from fabrics and similar materials.....	2	50	2,000	Machinery (except electrical).....	1	180	5,520
Leather and leather products.....	1	2,400	125,000	Transportation equipment.....	4	1,000	3,120
Food and kindred products.....	15	1,800	14,700	Lumber and wood products (except furniture).....	1	40	160
Paper and allied products.....	1	30	50	Furniture and fixtures.....	4	190	6,430
Printing, publishing, and allied industries.....	5	580	2,870	Stone, clay, and glass products.....	1	600	21,600
Chemicals and allied products.....	5	2,670	36,200	Textile-mill products.....	3	160	1,240
Products of petroleum and coal.....	2	370	7,570	Apparel and other finished products made from fabrics and similar materials.....	1	40	3,440
Rubber products.....	22	42,000	387,000	Food and kindred products.....	1	350	1,060
Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks.....	2	70	1,360	Chemicals and allied products.....	4	110	2,120
Miscellaneous manufacturing industries.....	5	1,210	30,000	Rubber products.....	1	70	140
Agriculture, forestry, and fishing.....	1	60	690	Mining.....	4	5,510	17,700
Mining.....	17	46,800	674,000	Construction.....	14	22,200	216,000
Construction.....	31	6,480	67,600	Trade.....	17	9,010	153,000
Trade.....	23	1,600	20,000	Transportation, communication, and other public utilities.....	3	100	3,260
Finance, insurance, and real estate.....	2	80	3,570	Services—personal, business, and other.....	11	1,080	12,200
Transportation, communication, and other public utilities.....	22	14,200	84,800		2	50	2,580
Services—personal, business, and other.....	12	640	25,300	<b>Texas</b>			
<b>Oklahoma</b>				Primary metal industries.....	194	26,700	430,000
Primary metal industries.....	141	7,230	126,000	Fabricated metal products (except ordnance, machinery, and transportation equipment).....	2	3,290	88,100
Machinery (except electrical).....	1	210	7,040	Machinery (except electrical).....	1	230	6,460
Food and kindred products.....	4	290	3,530	Lumber and wood products (except furniture).....	1	300	5,420
Printing, publishing, and allied industries.....	1	40	320	Furniture and fixtures.....	2	50	470
Chemicals and allied products.....	3	100	710	Stone, clay, and glass products.....	1	150	2,610
Rubber products.....	1	50	850	Food and kindred products.....	9	630	9,810
Mining.....	2	2,010	28,500	Printing, publishing, and allied industries.....	6	700	9,140
Construction.....	4	1,990	7,190	Chemicals and allied products.....	1	10	1,500
Trade.....	19	2,070	47,200	Products of petroleum and coal.....	6	4,460	143,000
Transportation, communication, and other public utilities.....	2	20	950	Rubber products.....	1	350	18,900
Services—personal, business, and other.....	4	370	16,000	Agriculture, forestry, and fishing.....	1	30	480
	1	100	13,500	Mining.....	1	350	1,050
<b>Oregon</b>				Construction.....	2	70	1,860
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	36	6,260	140,000	Trade.....	28	9,690	99,300
Lumber and wood products (except furniture).....	1	200	1,600	Finance, insurance, and real estate.....	10	200	4,060
Furniture and fixtures.....	7	1,480	59,500	Transportation, communication, and other public utilities.....	1	20	50
Printing, publishing, and allied industries.....	4	770	11,000	Services—personal, business, and other.....	21	6,100	37,200
Chemicals and allied products.....	2	1,030	17,300		3	60	980
Agriculture, forestry, and fishing.....	1	900	18,000	<b>Virginia</b>			
Construction.....	9	380	11,500	Primary metal industries.....	84	62,200	914,000
Trade.....	7	1,280	17,400	Fabricated metal products (except ordnance, machinery, and transportation equipment).....	1	760	3,050
Transportation, communication, and other public utilities.....	3	200	3,310	Stone, clay, and glass products.....	3	1,220	39,400
Services—personal, business, and other.....	1	20	20	Textile-mill products.....	1	30	110
<b>Pennsylvania</b>				Apparel and other finished products made from fabrics and similar materials.....	1	170	170
Primary metal industries.....	1493	789,000	10,700,000	Food and kindred products.....	2	130	2,720
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	26	167,000	3,840,000	Food and kindred products.....	1	30	1,360
Electrical machinery, equipment, and supplies.....	20	16,400	294,000	Tobacco manufactures.....	1	50	320
Machinery (except electrical).....	17	13,900	78,900	Paper and allied products.....	1	300	530
Transportation equipment.....	16	7,130	134,000	Mining.....	44	54,200	804,000
Lumber and wood products (except furniture).....	9	5,890	104,000	Construction.....	15	3,660	44,500
Furniture and fixtures.....	5	4,240	164,000	Trade.....	1	160	5,440
Stone, clay, and glass products.....	6	770	28,500	Transportation, communication, and other public utilities.....	9	1,200	11,300
Textile-mill products.....	13	3,150	20,100	Services—personal, business, and other.....	4	250	1,430
Apparel and other finished products made from fabrics and similar materials.....	17	3,860	53,800	<b>Washington</b>			
Leather and leather products.....	39	3,540	24,200	Primary metal industries.....	158	16,900	292,000
Food and kindred products.....	5	1,240	22,700	Transportation equipment.....	2	1,100	30,900
Paper and allied products.....	23	3,820	48,800	Lumber and wood products (except furniture).....	2	620	1,310
Printing, publishing, and allied industries.....	5	2,890	54,700	Textile-mill products.....	16	2,010	39,000
Chemicals and allied products.....	7	590	2,700	Food and kindred products.....	1	30	1,640
Products of petroleum and coal.....	7	750	18,000	Printing, publishing, and allied industries.....	2	2,440	15,700
Rubber products.....	1	370	10,400	Agriculture, forestry, and fishing.....	1	20	60
Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks.....	4	2,500	25,800	Mining.....	4	3,200	66,000
Miscellaneous manufacturing industries.....	1	120	4,720	Construction.....	2	1,300	37,800
Mining.....	5	540	8,320	Trade.....	12	4,770	57,600
Construction.....	104	502,000	5,190,000	Transportation, communication, and other public utilities.....	8	160	5,120
Trade.....	64	22,500	284,000	Services—personal, business, and other.....	1	210	36,300
Finance, insurance, and real estate.....	39	4,660	95,100		1	50	410
Transportation, communication, and other public utilities.....	1	60	280	<b>West Virginia</b>			
Services—personal, business, and other.....	53	19,800	160,000	Primary metal industries.....	179	363,000	6,290,000
	13	860	16,000	Fabricated metal products (except ordnance, machinery, and transportation equipment).....	4	6,560	171,000
See footnotes at end of table.				Electrical machinery, equipment, and supplies.....	4	1,210	26,000
				Lumber and wood products (except furniture).....	1	100	1,150
					2	3,040	120,000

TABLE C.—Work stoppages in 1949 in States which had 25 or more stoppages during the year, by industry group—Con.

State and industry group	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)	State and industry group	Stoppages beginning in 1949		Man-days idle during 1949 (all stoppages)
	Number	Workers involved <sup>1</sup>			Number	Workers involved <sup>1</sup>	
<b>West Virginia—Continued</b>				<b>Wisconsin—Continued</b>			
Stone, clay, and glass products.....	1	380	750	Electrical machinery, equipment, and supplies.....	1	100	1,750
Food and kindred products.....	6	80	390	Machinery (except electrical).....	5	4,530	177,000
Paper and allied products.....	1	190	350	Lumber and wood products (except furniture).....	1	840	43,400
Chemicals and allied products.....	2	140	3,080	Stone, clay, and glass products.....	2	940	<sup>2</sup> 290
Rubber products.....	1	170	4,500	Leather and leather products.....	2	230	2,340
Miscellaneous manufacturing industries.....	1	40	740	Food and kindred products.....	2	230	12,300
Mining.....	114	343,000	5,820,000	Paper and allied products.....	1	150	1,060
Construction.....	23	7,010	106,000	Printing, publishing, and allied industries.....	1	130	650
Trade.....	6	130	3,430	Products of petroleum and coal.....	1	450	1,350
Transportation, communication, and other public utilities.....	13	980	31,900	Rubber products.....	1	2,300	6,160
Services—personal, business, and other.....	1	160	160	Miscellaneous manufacturing industries.....	2	420	18,900
<b>Wisconsin</b>	<b>167</b>	<b>19,900</b>	<b>403,000</b>	Agriculture, forestry, and fishing.....	2	60	210
Primary metal industries.....	6	1,400	26,000	Mining.....	1	880	25,600
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	1	60	1,020	Construction.....	23	2,530	44,000
				Trade.....	8	490	7,700
				Transportation, communication, and other public utilities.....	9	4,300	32,500
				Services—personal, business, and other.....	2	130	830

<sup>1</sup> This figure is less than the sum of the figures below because a few stoppages, each affecting more than 1 industry group, have been counted as separate stoppages in each industry group affected; workers involved and man-days idle were allocated to the respective groups.

<sup>2</sup> See table 1, footnote 2.

<sup>3</sup> Idleness in 1949 resulting from stoppages which began in the preceding year.

## Appendix B

### The Coal Mining Stoppages of 1949-50

One of the most complex labor-management disputes in recent years occurred in the bituminous-coal industry. Underlying the immediate differences over a contract to replace the agreement that expired on June 30, 1949, was the likelihood of the resumption of the chronic prewar conditions of overproduction and underemployment in the industry. The rehabilitation of European mines, and the more normal demand for coal, the competitive inroads of competing fuels, the increased productivity in coal mining, and the substantial stocks of coal above ground during early 1949 were ever-present factors in negotiations. Employers held that the 2-week "memorial" stoppage in March and the 1-week "stabilizing" stoppage in June were union efforts to strengthen its bargaining position by reducing the stocks of available coal prior to the actual start of contract negotiations.

#### The Issues

Although the issues were not specific in the early stages of contract negotiations, it was generally understood that the United Mine Workers of America (Ind.) sought increased employer contributions to the union pension and welfare fund, increased wages, and greater stabilization of employment in the industry. The mine operators resisted any change in terms which would raise labor costs. Furthermore, they insisted on eliminating certain provisions included in the former agreement, some of them allegedly illegal under provisions of the Taft-Hartley Act. These were (1) the union shop requirement, (2) the provision permitting miners to work only when "willing and able," (3) the provision permitting the union to halt work during "memorial" periods, and (4) the provision limiting pension and welfare benefits to union members.

#### Negotiations

In contrast to the industry-wide bargaining in bituminous-coal mining in some recent years, the

union negotiated with three different groups of operators during 1949. These were (1) the Southern Coal Producers Association, (2) representatives of the northern and western operators, and (3) representatives of steel companies which operate "captive" mines. The usual negotiations with anthracite mine operators for a separate contract were under way at the same time. Direct negotiations by different segments of the industry began in May and June and were recessed and resumed intermittently throughout the remaining months of 1949 and early 1950. Neutral third parties attempted to aid at times. However, on February 15, 1950, negotiations began at which all major bituminous-coal producers were represented at a single conference.

#### Work Stoppages and the 3-Day Workweek

Between March 1949 and March 1950 a number of work stoppages took place, interspersed with a union-enforced reduction in the workweek and an occasional truce.

Stoppages, apparently consistent with the terms of the contract, occurred prior to the June 30 contract expiration date. Thus, in March, the union called a 2-week stoppage of anthracite and bituminous-coal miners east of the Mississippi River, which was designated as a memorial period. The union characterized the 1-week industry-wide stoppage in June as "a brief stabilizing period of inaction to emphasize a lack of general stability in the industry and the danger which will accrue therefrom if current harmful practices are not remedied."

The annual 2-week vacation period was in progress when the contract expired on June 30. At the end of this period (July 5), union officials advised union members to return to work on a 3-day workweek schedule—a departure from the traditional "no contract, no work" union policy. Operations were resumed on this basis, until an industry-wide stoppage was called on September 19.

The September stoppage, involving about 65,000 anthracite and 335,000 bituminous-coal miners, followed the action of a majority (public and industry) of the trustees of the welfare and retirement fund in suspending payments to beneficiaries because of inadequate revenues. However, anthracite and western bituminous-coal miners, following a union decision, returned to work on October 3.

On November 10, the union declared a 3-week truce in the stoppage, and work was resumed throughout the industry on a full-time basis.

On December 1, when work ceased again in bituminous-coal operations east of the Mississippi River, the Union Policy Committee authorized a return to work on a 3-day-workweek basis starting Monday, December 5. For the first time, the same schedule was applied to anthracite operations. The union also authorized the signing of appropriate agreements with individual companies, as a condition precedent to the resumption of 5-day-workweek operations. Such agreements, however, were concluded with only a few small producers.

The 3-day-workweek operation during January was accompanied by stoppages of groups of miners in various fields, with strikes beginning in new areas as they ended in others. About 90,000 workers were out by mid-January, thereby curtailing operations of the "captive" mines of major steel producers particularly. Operators charged that the strike action was part of a union strategy to harass the industry and curtail production. Union officials, however, contended that the stoppages were spontaneous and that the men had ignored a request to resume work.

By the first week in February, the stoppage was general throughout the bituminous-coal-mining industry. Agreement, ending the prolonged dispute, was finally reached on March 5, 1950.

Late in December, the major associations of operators filed unfair labor practice charges against the union, requesting the general counsel of the National Labor Relations Board to seek an injunction against the union. The operators charged that the union-enforced 3-day workweek was a coercive device to force acceptance of an illegal union-shop provision, and that the union had refused to bargain in good faith. Accordingly, the general counsel petitioned for an injunction to require the miners to resume normal work

schedules during NLRB hearings on the alleged unfair labor practice charges.

During January, mine operators pointed to coal rationing in some cities and called on the President and on Congress to invoke the national emergency provisions of the Labor Management Relations Act.

## Government Action

Action by Government officials and agencies took a variety of forms. The Federal Mediation and Conciliation Service called brief meetings of the negotiators on occasion, but for the most part the union and company representatives carried on their negotiations with no third parties present. Early in November union officials and the Governors of Illinois and Indiana exchanged telegrams relative to possible separate negotiations with mine operators in those two States but no such negotiations developed.

Pressure for Government intervention mounted as the dispute continued.

President Truman on January 31 proposed a Presidential fact-finding board to investigate and make recommendations on the dispute during a 70-day truce period with normal production. This proposal was accepted by the operators but was rejected on February 4 by the union.

On February 6, with the stoppage again industry-wide, the President invoked the national emergency provisions of the Labor Management Relations Act, and appointed a board of inquiry to investigate and report back by February 13. Members of the board were David L. Cole, a lawyer of Paterson, N. J., W. Willard Wirtz, professor of law at Northwestern University, and John Dunlop, associate professor of economics at Harvard School of Business Administration. On the basis of private hearings of the parties, the Board on February 11 reported that "the impression conveyed was that in long months of bargaining the real issues in this case had never actually been joined." Commenting on the issues, the Board found that "this is basically a dispute, at the present stage, over the wage and welfare fund contribution issues. Behind the tactical maneuverings of the negotiators is fundamentally an issue of dollars and cents."

Although the nonwage issues involved "issues of significant principle," the Board reported that

"mutually acceptable terms covering these non-wage issues can be negotiated once the money issues are resolved." Failure to achieve agreement was explained as follows: "this is essentially because the operators and the union have bargained either with too great emphasis on tactical advantage or too little confidence in their ability to reach an understanding. In other words, they have not allowed collective bargaining to function freely and effectively."

A 10-day restraining order was issued on February 11 by Federal District Judge Richmond B. Keech in Washington, D. C., directing that the strike be called off and production resumed. Judge Keech, in a separate action involving the complaint filed against the union by the general counsel of the NLRB, issued a temporary injunction on the same day restraining the union from striking for the union shop, the so-called able and willing clause, and certain features of the pension and welfare fund.<sup>1</sup>

On February 11, and again on February 17, John L. Lewis instructed all officers and agents of the union to comply with the court orders. The miners did not return, however, and contempt proceedings were initiated against the union.

On March 2, Judge Keech freed the UMWA of the contempt charges. His opinion stated: "Where the union has sent out communications such as are included in this record, the apparent good faith of such communications must be controverted by \* \* \* clear and convincing evidence." Judge Keech found "insufficient" evidence submitted to support the charge against the union of civil or criminal contempt.

On March 3, President Truman sent a message to Congress asking for legislation to permit seizure of the coal mines in view of the "dangerous" curtailment of coal production. He stated that the events since the issuance of the temporary restraining order "give us no assurance that court action under present law can, in fact, end the work stoppage in time to avert exhaustion of our coal supplies." The President's bill provided for the

establishment of impartial boards during the period of Government possession "to make recommendations concerning fair and just compensation for the use of the property of the mine owners and for the work of the mine employees." It prohibited negotiation of any contract between the Government and representatives of the miners.

Describing the coal industry as "a sick industry," the President recommended that the temporary expedient of seizure should be accompanied by a "positive and constructive effort to get at the root of the trouble." He pointed out that the "recurrent breakdowns" in labor-management relations in this industry are "only symptoms of profound and long-standing economic and social difficulties in which the industry has become involved." He recommended, therefore, that Congress establish a commission of inquiry "to make a thorough study of the coal industry, in terms of economic, social, and national security objectives."

A few hours later, union and operator representatives announced that they had reached agreement on the terms of the "National Bituminous Coal Wage Agreement of 1950."

### The Settlement

The "National Bituminous Coal Wage Agreement of 1950" was signed by operators and union representatives on March 5, 1950, and is to be effective until July 1, 1952. A wage reopening clause permits reconsideration of wage questions after April 1, 1951. Under the new contract basic wages were increased from \$14.05 to \$14.75 a day. Employers' payments into the welfare and retirement fund were increased 10 cents a ton—from 20 to 30 cents. The union shop was continued "to the extent \* \* \* permitted by law"; the "willing and able" clause of the old contract was eliminated; and "memorial period" stoppages were limited to 5 days a year.

An agreement covering the anthracite miners, patterned largely on the bituminous-coal contract, was signed on March 9.

The settlement of the dispute obviated the necessity for action on the requested seizure authority. However, the President renewed his request for a commission to study the long-range problems of the industry.

<sup>1</sup> The report of the Board of Inquiry commented as follows on the lawsuits relating to these provisions: "This series of lawsuits has brought into question many provisions of the last agreement of the parties. In these proceedings there is further reflection of the breakdown of genuine collective bargaining in this industry."

## The Steel Stoppage of 1949

The 1949 steel stoppage occurred under a re-opening clause in the 1948 agreement between the United Steelworkers of America (CIO) and the basic steel producing companies. This agreement provided for reopening 60 days prior to July 16, 1949, to negotiate (a) for a general and uniform change in rates of pay and/or (b) for life, accident, health, medical, and hospital insurance benefits. Under the provision, failure to agree would free the parties to resort to a strike or lock-out.

### The Issues

The immediate events leading to the 1949 dispute occurred early in May with the adoption of a resolution by the union's international policy committee calling for wage increases, adequate pensions on retirement or disability, and adequate social insurance benefits. Notices were served on the companies on May 16, and collective bargaining conferences with representatives of the steel-producing subsidiaries of the United States Steel Corp. were convened on June 15. There was widespread uncertainty regarding trends in economic conditions when negotiations opened—industrial production was dropping and unemployment was on the rise.

All of the companies rejected the union's wage proposals as unwarranted under these conditions. Several made counterproposals on social insurance. With the exception of the Inland Steel Co., all contended that pensions were not a proper subject for negotiations under the terms of the 1948 agreement. During the 3-week period following June 15, virtually no progress was made in the negotiations.

At hearings before the Steel Industry Board subsequently appointed by President Truman, the union presented its proposals explicitly as follows: a 12.5 cents an hour wage increase; 11.23 cents an hour for pensions (and a uniform pension of \$125 a month on retirement at 65, as well as disability pensions); 6.27 cents an hour for social insurance (life and disability insurance and hospital and surgical benefits).

The union contended that the industry was well able to pay additional wages, citing the high level of profits during the war and postwar periods. It also contended that wage levels had not kept pace with increased productivity, or profits, and that real weekly earnings in 1949 were below 1944 levels. It pointed to the inadequacies of benefits under the Social Security Act, and held that the cost of adequate protection should be borne by industry. It stated, further, that "the granting of the union's proposals not only would not hurt but would have a decidedly beneficial effect upon the national economy." The current decline in business activity, the union held, was caused by a lack of purchasing power in the hands of the workers and their families. Increased purchasing power would increase consumer demand, and, thereby maintain a high level of economic activity.

The replies to the union position, although differing in emphasis among the various companies, can be grouped broadly. On wages, they contended that wages and earnings of steel workers were relatively high as compared with those of workers generally; that increases in such earnings had kept pace with increases to other workers, and with increases in living costs; that the union had exaggerated the volume and rate of profits in recent years; and that ability to pay, if applied on a company-to-company basis, would create a chaotic wage structure. Although opinions varied regarding the impact of wage increases on the national economy, all agreed that the effect would be toward instability.

The companies questioned the right of the union to raise the pension issue either under the terms of the existing agreement or of the Labor Management Relations Act of 1947. Furthermore, they questioned the union's estimates of the costs of the proposed pension plan, as well as the non-contributory stand of the union. Many indicated their willingness to bargain with the union on social insurance, and several offered to increase their existing programs or to institute new plans, but only on a contributory basis.

## The Role of the Government

The Federal Mediation and Conciliation Service attempted to prevent negotiations from resulting in an overt break. On July 7, Cyrus Ching invited the representatives of the union and the large steel producers to meet in Washington on July 11. This effort at conciliation failed, however, and Mr. Ching reported the dispute to the President.

The President then asked the parties to continue to work under the terms of the present agreement for 60 days, while a board of three public members investigated the dispute. The board was to submit its report and recommendations to the President within 45 days from July 16. The union accepted, but the companies hesitated. The United States Steel Corp. stated in a telegram dated July 14, 1949, that the President should have relied upon the emergency strike provisions of the Labor Management Relations Act, in appointing such a board. (Boards appointed under the Act have specified fact-finding functions but cannot make recommendations regarding a basis of settlement.) Several other companies replied in similar fashion.

Mr. Ching replied for the President, stating that experience had demonstrated that fact finding without recommendations merely resulted in delay and did not promote settlement. He requested a definite reply from the company as to whether it would accept the President's request.

The United States Steel Corp., on July 15, accepted the President's proposal. It stated that its acceptance was conditioned on the understanding that the board's recommendations were not binding on the parties. Many of the replies of acceptance from other companies carried similar reservations. By July 15, 1949, a substantial majority of the companies had agreed to appear before the board and on that date the board was formally appointed by the President. The members of the board were Carroll R. Daugherty of Illinois, chairman; Samuel I. Rosenman of New York; and David L. Cole of New Jersey.

The board first met with the parties on July 26, and hearings were held which were concluded on August 29. On August 24, the board requested an extension of time to September 10 for the submission of its report, and the President granted the request. The report was submitted to the President on September 10, 1949.

## Steel Board's Report

The board recommended against the wage increases on the basis of two sets of criteria. It found first that the wage rates and earnings of steel workers compared favorably with those of workers in other manufacturing industries, and it found no inequity based on productivity considerations. As its second criterion, the board reviewed the union's wage demands in terms of its possible effect on general economic activity. Assessing the economic situation in 1949, it was the board's view that stable prices and wages and an unabated flow of productive activity would best serve the interests of the country. As the board's report stated: "Either a wage-rate increase or a wage-rate decrease, would tend to upset any balance that the economy, after the conditions of war and postwar inflation, might be in the process of achieving." And, since "there is a probability that a wage-rate increase in steel would be urged as a pattern to be followed in other industries; this in turn might well cause price dislocations, with adverse effects on the general economy and on the steel industry itself."

In making its insurance and pension recommendations, the board held that: "The concept of providing social insurance and pensions for workers in industry has become an accepted part of modern American thinking." It held that unless adequate social insurance benefits were furnished by the Government, "industry should step in to fill the gap." Examining the extent of Government provisions to meet these needs, the board found that "government (except in four States) has failed to provide social insurance (as defined herein) for industrial workers generally, and has supplied old-age retirement benefits in amounts which are not adequate to provide an American minimum standard of living."

Pensions were found to be "bargainable" under the Labor Management Relations Act, although not under the contract. The board, therefore, recommended the establishment of company-financed social insurance and pension plans. (See p. 2 for citation.) It also found that the practice of sole company financing was already widespread in the basic steel industry as well as in other industries.

Specifically, the board recommended that the social-insurance plans be limited to a maximum



cost of 4 cents an hour or, on the basis of 2,000 hours of work, to be about \$80 a year per employee. Cost of pension plans was limited to 6 cents an hour or about \$120 a year per employee. It was estimated that this amount, together with prevailing average social-security benefits, would provide about \$100 a month to the average employee upon retirement at 65.

The details and specific benefits of both plans were to be determined through collective bargaining between the union and each company, and the board recommended that the parties make a joint study and work out plans by March 1, 1950. Regarding both social insurance and pensions, the board indicated that the costs of existing plans were to be supplemented up to, rather than by, the recommended amounts.

These recommendations, in the opinion of the board, would bring the steel industry into line with other leading basic industries in matters of social insurance and pensions. Furthermore, "the immediate cost of the social insurance and pension plans herein recommended can be absorbed without unduly narrowing the profit margins of the industry or its ability to hold or even lower its prices."

### **Further Developments**

The President recommended, and the parties agreed to, a further extension of the truce to September 25, following the board's report. The union indicated its full acceptance of the board's recommendations, but the companies were only willing to accept these as a basis for further negotiations. Again, the Federal Mediation and Conciliation Service directed its energies to the prevention of an overt break.

With the strike imminent on September 25, President Truman requested and obtained a further 6-day extension of the truce. The union insisted on the complete acceptance of the fact-finding board's recommendations but the companies remained adamant that pension and social insurance benefits should be based on contributory arrangements. The United States Steel Corp. proposed negotiations on a contributory program for insurance and pensions, in which the Corporation would pay up to an average of 4 cents an hour for insurance and 6 cents an hour for pensions. These amounts equaled those recommended by the Steel Board.

With the parties remaining steadfast in their positions, a stoppage was called on October 1.

### **The Stoppage**

The Steel Industry Board's recommendations had served to narrow and crystallize the issue between the parties. Wages were no longer in issue; nor was the question of the appropriateness of collective bargaining on private pension plans. The issue related solely to the question of sole company (noncontributory) versus joint (contributory) financing of such plans.

The stoppage was limited primarily to the basic steel producers and their related operations. Involved also were the iron ore mines in Minnesota and Michigan, the Aluminum Co. of America, and a few steel fabricating plants following expiration of their contracts. A total of 500,000 workers were involved in 29 States.

The stoppage was orderly in all parts of the country, as in the 1946 steel stoppage. There were no pickets at some mills; at others, only token picket lines were established.

The stoppage continued through the month of October, with a few small producers signing on the basis of the recommendations of the Steel Industry Board.

### **The Settlements**

The first major break in the dispute came when the Bethlehem Steel Co. signed the agreement on October 31. This company, second largest in the industry, had maintained a company-established noncontributory pension plan for over 25 years. The agreement heralded the basis on which the stoppage would be terminated by amending the existing plan and increasing the pension benefits. Workers reaching the age of 65 with 25 years of service were to receive pensions of at least \$100 a month through company-financed payments supplementing the workers' benefits under the Social Security Act. Pensions were also to be provided for other workers retiring at 65 and for those permanently disabled, provided they have at least 15 years of service in both instances. The 5-cents-an-hour cost of the social-insurance program, providing death, sickness and accident, and hospitalization benefits was to be shared equally by the company and its employees.

Other settlements followed rapidly in this industry. Agreements were signed with Jones &

Laughlin on November 8, with Youngstown Sheet & Tube on November 9, and with the United States Steel Corp., largest producer in the industry, on November 11. Agreements were also reached with numerous smaller companies during the latter part of November and early December. Settlements with the Aluminum Co. of America

on December 7 and with the Timken Roller Bearing Co. on December 12 virtually ended the strike except for a few small remnants in which local issues prolonged the disagreements. Most of the new contracts run to December 31, 1951, with provision for wage reopening at the end of December 1950.

## Appendix C

### Methods of Collecting Strike Statistics

*Coverage.*—The Bureau's statistics on work stoppages include all known strikes and lock-outs in the continental United States involving as many as six workers and lasting the equivalent of a full shift or longer. Stoppages which affect fewer than six workers, or last less than a full workday or shift are not included because it is virtually impossible to secure an adequate coverage of these minor disputes.

*Definitions.*—For statistical purposes the following definitions are used:

A strike is a temporary stoppage of work by a group of employees to express a grievance or to enforce a demand. A lock-out is a temporary withholding of work from a group of employees by an employer (or a group of employers) in order to coerce them into accepting the employer's terms.

These definitions point out certain characteristics inherent in each strike or lock-out: (1) The stoppage is temporary rather than permanent; (2) the action is by or against a group rather than an individual; (3) an employer-employee relationship exists; and (4) the objective is to express a grievance or enforce a demand.

At times, the grievance may or may not be against the employer of the striking group. In jurisdictional, as well as rival union or representation strikes, the major elements of dispute may be between two unions rather than directly with the employer. In a sympathy strike there is usually no dispute between the striking workers and their immediate employer but the purpose is to give union support or broaden group pressure for the

benefit of some other group of workers. Sympathy or protest strikes may also be intended to record the workers' feelings against actions (or absence of action) by local, State, or Federal government agencies on matters of general worker concern.

*Quantitative measures.*—Statistically, work stoppages are measured in terms of the number of stoppages, the number of workers involved, and the number of man-days of idleness. Figures on "workers involved" and "man-days idle" cover all workers made idle for as long as one shift in establishments directly involved in a stoppage. They do not measure the indirect or secondary effects on other establishments or industries whose employees may be made idle as a result of material or service shortages.

*Collection of data.*—Notices of the existence of work stoppages are obtained from various sources. Press clippings on labor disputes are received from daily and weekly newspapers throughout the country. Notices are also received directly from the Federal Mediation and Conciliation Service, as well as from agencies concerned with labor-management disputes in the 48 States. Various employer associations, corporations, and unions which collect data for their own use also furnish the Bureau with work stoppage information.

Upon receipt of a work stoppage notice a questionnaire is sent to each party involved to secure first-hand information from the employer and the union as to the number of workers involved, duration, major issues, method of settlement, etc. In some instances, field agents of the Bureau secure the necessary data by personal visit.