

# Unaffiliated Local and Single-Employer Unions in the United States

1961

Bulletin No. 1348

UNITED STATES DEPARTMENT OF LABOR  
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS  
Ewan Clague, Commissioner



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## Preface

Although unaffiliated local and single-employer unions are one of the oldest forms of labor organization in the United States, they have become, as one writer recently put it, "America's forgotten labor organization." Generally, the American labor movement is defined to include the AFL-CIO, its affiliated unions, and the national and international unions which are outside the federation; single-employer unaffiliated unions usually earn, at best, a brief footnote. The eclipse of local unaffiliated unions was started with the passage of the National Labor Relations (Wagner) Act, and was hastened by the emergence of strong national unions in mass production industries and their growth during the war period.

Nevertheless, unaffiliated local and single-employer unions have continued to exist, often in the face of the determined opposition of national unions. In the absence of reliable statistics, partisan interests have claimed membership in the millions or, at the other extreme, the decline and ultimate disappearance of these organizations.

The Bureau of Labor Statistics biennial surveys of union membership have been confined to national and international unions, that is, labor organizations that bargain with different employers in more than one State. In this study, the Bureau accounts for the first time for the membership of unaffiliated unions confined to a single employer or to a single State. The Bureau hopes that in closing this gap in its membership statistics it has also provided a sound basis for further research into the nature and activities of these organizations.

This study was prepared in the Bureau's Division of Wages and Industrial Relations by Harry P. Cohany and James Neary.

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# Unaffiliated Local and Single-Employer Unions in the United States, 1961

IN MID-1961, unaffiliated intrastate and single-employer unions, exclusive of government unions, constituted a numerically marginal group in the American labor movement. Based on reports to the Bureau of Labor Statistics from 1,277 unions in this category, their membership represented 2.6 percent of the membership of all United States unions,<sup>1</sup> as shown in the following tabulation:

	<i>Union membership in the United States</i>	
	<i>Number (thousands)</i>	<i>Percent</i>
Total.....	17, 456	100
AFL-CIO affiliates (including federal labor unions and local industrial unions).....	14, 103	80. 8
National unaffiliated unions.....	2, 901	16. 6
Single-company and intrastate unaffiliated unions.....	452	2. 6

The number of workers represented by such unions in collective bargaining exceeded membership by 42,000.

Many of these local and single-employer unions, including the larger ones, were found in industries—notably petroleum, chemicals, steel, and telephone—and companies with which they have traditionally been identified, and where national unions have repeatedly failed to dislodge them. A more recent development, possibly shaped by the decisions of the National Labor Relations Board on questions of the appropriate bargaining unit under the National Labor Relations Act, is the unaffiliated union of professional employees or of guards and watchmen.

Characteristically, the unaffiliated union is a small organization. Only 103 of them reported more than 1,000 members. Similarly, a great majority have only a single local and are parties to only one agreement. Very few maintain formal ties with other unions.

In the absence of earlier studies, it is not possible to determine how these unions, as a whole, have fared over time. The present findings will serve as a benchmark against which to measure future change and should furnish a sound statistical basis for research into the nature of these organizations.

## Scope and Method

The filing requirements of the Labor-Management Reporting and Disclosure Act of 1959 afforded the first opportunity for a comprehensive listing of organizations of this type. Unions whose reports to the Department of Labor's Bureau of Labor-Management Reports indicated that they were not national in scope, as defined by the Bureau of Labor Statistics for directory purposes, were canvassed by a mail questionnaire and were asked to report whether their collective bargaining relationships were confined to a single employer or, if two or more employers were under contract, to a single State. An affirmative answer to either of these screening questions placed the union within the scope of this survey. Such a union was further asked to furnish information on the number of its dues-paying members as of May 1961 (or any other recent period), the number of workers covered by its collective

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<sup>1</sup> Although the figures in the tabulation for national unions are for 1960, it is unlikely that the time difference significantly affects the comparison. For details regarding these figures and for source of statements on the characteristics of national unions made throughout this article, see *Directory of National and International Labor Unions in the United States, 1961* (BLS Bulletin 1320, 1962) or "Membership of American Trade Unions, 1960," *Monthly Labor Review*, December 1961, pp. 1299-1308.

TABLE 1. DUES-PAYING MEMBERSHIP OF INTRASTATE AND SINGLE-EMPLOYER UNIONS, MAY 1961

Number of dues-paying members	All unions				Single-employer unions				Intrastate unions			
	Number	Percent	Dues-paying members		Number	Percent	Dues-paying members		Number	Percent	Dues-paying members	
			Number (thousands)	Percent			Number (thousands)	Percent			Number (thousands)	Percent
All unions.....	1,277	100.0	452.5	100.0	1,179	100.0	378.1	100.0	98	100.0	74.4	100.0
0-50 members.....	1,451	35.3	10.1	2.2	1,432	36.6	9.6	2.5	19	19.4	0.5	0.7
51-100 members.....	230	18.0	17.1	3.8	212	18.0	15.9	4.2	18	18.4	1.2	1.6
101-150 members.....	105	8.2	13.2	2.9	98	8.3	12.3	3.3	7	7.1	.9	1.2
151-200 members.....	81	6.3	13.9	3.1	73	6.2	12.5	3.3	8	8.2	1.4	1.9
201-250 members.....	47	3.7	10.7	2.4	44	3.7	10.1	2.7	3	3.1	.7	.9
251-300 members.....	59	4.6	16.3	3.6	55	4.7	15.2	4.0	4	4.1	1.1	1.5
301-400 members.....	62	4.9	22.1	4.9	54	4.6	19.2	5.1	8	8.2	2.9	3.8
401-500 members.....	64	5.0	29.4	6.5	59	5.0	27.2	7.2	5	5.1	2.3	3.0
501-1,000 members.....	75	5.9	54.1	12.0	66	5.6	47.0	12.4	9	9.2	7.1	9.6
1,001-2,500 members.....	73	5.7	111.9	24.7	63	5.3	95.7	25.3	10	10.2	16.2	21.8
2,501-5,000 members.....	22	1.7	76.7	17.0	17	1.4	57.5	15.2	5	5.1	19.2	25.9
Over 5,000 members.....	8	.6	76.8	17.0	6	.5	56.0	14.8	2	2.0	20.9	28.1

<sup>1</sup> Includes 49 unions which reported no dues requirements. Their agreement coverage was 11,433 workers.

NOTE: Because of rounding, sums of individual items may not equal totals.

bargaining agreements, and the industry and city in which the workers were employed. Other questionnaire items dealt with the proportion of women and white-collar workers, the number of agreements and locals, multiemployer bargaining, and affiliation with other unions. As is custom-

ary in most BLS surveys, respondents were assured that information submitted would be used for statistical purposes only.

<sup>2</sup> Because of the reporting requirements of the LMRDA, no unions of government employees were included in this survey.

<sup>3</sup> Included in this group were 52 unions which reported affiliation with AFL-CIO unions and 13 with national unaffiliated unions. Fifty-seven stated that they were no longer in existence without giving reasons for the demise, while 32 had suffered defeats in NLRB elections. These figures would seem to indicate a high degree of turnover among organizations of this type.

<sup>4</sup> It appears that many of these unions may have misinterpreted the "scope" question. In any case, they will be resurveyed for possible inclusion in the Bureau's next directory of national and international unions. None of these unions is signatory to agreements covering 1,000 or more workers, according to the Bureau's contract file. The financial reports submitted by these unions to the Bureau of Labor-Management Reports point to a membership total of less than 5,000.

Of the 1,805 questionnaires mailed out by the Bureau of Labor Statistics, 1,545 were returned—a response rate of 85 percent.<sup>2</sup> On examination, 1,277 (71 percent of the total mailing) proved to be usable. Of the 268 which were excluded, the largest number (154) reported that they were no longer functioning or were no longer unaffiliated.<sup>3</sup> Another 43 reported no agreements in existence, and returns from 71 were incomplete or the unions claimed to be national unions.<sup>4</sup>

Obviously the BLS can not claim that this study has accounted for all unions of this type in the country. Some may not have submitted reports to the BLMR; others, because of inade-

TABLE 2. AGREEMENT COVERAGE OF INTRASTATE AND SINGLE-EMPLOYER UNIONS, MAY 1961

Number of workers in bargaining unit	All unions				Single-employer unions				Intrastate unions			
	Number	Percent	Workers in bargaining unit		Number	Percent	Workers in bargaining unit		Number	Percent	Workers in bargaining unit	
			Number (thousands)	Percent			Number (thousands)	Percent			Number (thousands)	Percent
All unions.....	1,277	100.0	494.4	100.0	1,179	100.0	430.2	100.0	98	100.0	64.2	100.0
1-50 workers.....	432	33.8	10.7	2.2	410	34.8	10.0	2.3	22	22.4	.6	1.0
51-100 workers.....	222	17.4	16.5	3.3	207	17.6	15.4	3.6	15	15.3	1.0	1.6
101-150 workers.....	107	8.4	13.3	2.7	101	8.6	12.6	2.9	6	6.1	.7	1.1
151-200 workers.....	86	6.7	14.9	3.0	76	6.4	13.1	3.1	10	10.2	1.8	2.8
201-250 workers.....	46	3.6	10.4	2.1	43	3.6	9.8	2.3	3	3.1	.7	1.1
251-300 workers.....	60	4.7	16.7	3.4	56	4.7	15.5	3.6	4	4.1	1.2	1.8
301-400 workers.....	64	5.0	22.6	4.6	57	4.8	20.1	4.7	7	7.1	2.5	3.9
401-500 workers.....	55	4.3	25.2	5.1	50	4.2	22.8	5.3	5	5.1	2.4	3.7
501-1,000 workers.....	91	7.1	66.0	13.4	81	6.9	57.9	13.5	10	10.2	8.1	12.6
1,001-2,500 workers.....	78	6.1	120.7	24.4	69	5.9	106.1	24.7	9	9.2	14.6	22.7
2,501-5,000 workers.....	28	2.2	96.8	19.6	22	1.9	73.7	17.1	6	6.1	23.2	36.1
Over 5,000 workers.....	8	.6	80.6	16.3	7	.6	73.1	17.0	1	1.0	7.5	11.7

NOTE: Because of rounding, sums of individual items may not equal totals.

TABLE 3. PROPORTION OF WOMEN MEMBERS <sup>1</sup> IN INTRASTATE AND SINGLE-EMPLOYER UNIONS, MAY 1961

Percent of women members	All unions				Single-employer unions				Intrastate unions			
	Number	Percent	Women members		Number	Percent	Women members		Number	Percent	Women members	
			Number (thousands)	Percent			Number (thousands)	Percent			Number (thousands)	Percent
All unions.....	1,277	100.0	132.8	100.0	1,179	100.0	91.0	100.0	98	100.0	41.7	100.0
No women members.....	<sup>2</sup> 632	49.5	-----	-----	<sup>2</sup> 593	50.3	-----	-----	39	39.8	-----	-----
Less than 10 percent.....	187	14.6	4.6	3.5	173	14.7	4.4	4.8	14	14.3	0.2	0.6
10 and under 30 percent.....	158	12.4	13.3	10.0	148	12.6	12.8	14.1	10	10.2	.5	1.2
30 and under 50 percent.....	100	7.8	17.4	13.1	94	8.0	14.5	16.0	6	6.1	2.9	6.9
50 and under 70 percent.....	101	7.9	25.2	19.0	89	7.5	17.8	19.6	12	12.2	7.4	17.7
70 and under 90 percent.....	56	4.4	21.9	16.5	50	4.2	18.5	20.3	6	6.1	3.4	8.1
90 percent and over.....	43	3.4	50.3	37.9	32	2.7	22.9	25.2	11	11.2	27.4	65.6

<sup>1</sup> Number of women members computed by applying reported percentage to dues-paying membership.

<sup>2</sup> Includes 49 unions which reported no dues requirements.

NOTE: Because of rounding, sums of individual items may not equal totals.

quate information, may have escaped identification. On the other hand, all unions which have negotiated major agreements (those covering 1,000 or more workers) are believed to be included in this survey.<sup>5</sup> Thus, organizations which may have been overlooked or which failed to respond would have only a minor effect on the membership and agreement coverage totals presented in this study.

### Size and Composition of Membership

In May 1961, 1,277 unaffiliated single-employer and intrastate unions had enrolled 452,463 members (table 1). The number of workers represented by these unions in collective bargaining was slightly higher—494,399 (table 2). Accounting for the difference between these totals were 49 unions which bargained for 11,433 workers but reported no dues requirements and 269 unions which reported contract coverage in excess

of dues-paying membership (in 123, by margins of 20 percent or more)—a situation likely to prevail in the absence of union shop requirements.<sup>6</sup>

Of the unaffiliated unions surveyed, only 8 percent bargained with two or more employers (in one State) and, in total, represented 13 percent of the covered workers.

Nearly three-fifths of the membership was accounted for by 103 unions, each reporting more than 1,000 members. Most unaffiliated unions, however, particularly those whose activities were confined to one employer, were organizations com-

<sup>5</sup> For many years, the Bureau has been striving to include all agreements covering 1,000 or more workers (exclusive of the railroad and airline industries, for which agreements are filed with the National Mediation Board, as required by the Railway Labor Act) in its file of collective bargaining agreements, which has been set up under the provisions of section 211 of the Labor Management Relations Act of 1947.

<sup>6</sup> The reverse was also noted. In 19 unions, membership exceeded agreement coverage by more than 16,000. This was particularly true in organizations of nurses and other hospital personnel where, often, only a fraction of the membership was employed in institutions signatory to an agreement.

TABLE 4. PROPORTION OF WHITE-COLLAR MEMBERS <sup>1</sup> IN INTRASTATE AND SINGLE-EMPLOYER UNIONS, MAY 1961

Percent of white-collar members	All unions				Single-employer unions				Intrastate unions			
	Number	Percent	White-collar members		Number	Percent	White-collar members		Number	Percent	White-collar members	
			Number (thousands)	Percent			Number (thousands)	Percent			Number (thousands)	Percent
All unions.....	1,277	100.0	113.0	100.0	1,179	100.0	77.4	100.0	98	100.0	35.7	100.0
No white-collar members.....	<sup>2</sup> 902	70.6	-----	-----	<sup>2</sup> 844	71.6	-----	-----	58	59.2	-----	-----
Less than 10 percent.....	76	6.0	1.7	1.5	70	5.9	1.5	1.9	6	6.1	0.2	0.4
10 and under 30 percent.....	95	7.4	14.9	13.2	86	7.3	13.4	17.3	9	9.2	1.5	4.1
30 and under 50 percent.....	21	1.6	3.7	3.3	20	1.7	3.7	4.8	1	1.0	( <sup>3</sup> )	.1
50 and under 70 percent.....	15	1.2	2.0	1.7	15	1.3	2.0	2.5	-----	-----	-----	-----
70 and under 90 percent.....	18	1.4	14.2	12.5	16	1.4	11.2	14.5	2	2.0	3.0	8.3
90 percent and over.....	150	11.7	76.6	67.8	128	10.9	45.6	58.9	22	22.4	31.0	87.0

<sup>1</sup> Number of white-collar members computed by applying reported percentage to dues-paying membership.

<sup>2</sup> Includes 49 unions which reported no dues requirements.

<sup>3</sup> Less than 100 members.

NOTE: Because of rounding, sums of individual items may not equal totals.

prising a small number of employees<sup>7</sup> and, presumably, had resources commensurate with their size. More than half of the unions (681) had 100 or fewer members each, but accounted for only 6 percent of total membership covered by the study. Fully a third of the workers represented by these independents were in bargaining units of 50 workers or fewer, and in three-fifths of the units the coverage did not exceed 150. On the whole, these unions do not appear to be serious competitors with national unions in particular industries or localities, as the findings on industrial distribution and geographic location of these unions demonstrate. At the same time, the small size of these organizations may also help to explain their continued existence; they do not present conspicuous or inviting targets for potential raiders.

*Women Members.* About 30 percent of the members of unaffiliated local unions were women (table 3), nearly twice the proportion computed for national unions. Also in marked contrast to national unions was the concentration of the majority of women members in unions in which they constituted the preponderant group (70 percent or more of all members).

In large measure, this proportion of women in independent unions reflects the labor force composition of the industries in which independents have gained or maintained a foothold. Nearly two-fifths of the 132,751 women members were employed in hospitals and related occupations (28,625) and in the telephone industry (24,072),

<sup>7</sup> Probably also confined to small establishments, although this could not be determined from the data.

TABLE 5. DUES-PAYING MEMBERSHIP AND AGREEMENT COVERAGE OF INTRASTATE AND SINGLE-EMPLOYER UNIONS, BY INDUSTRY, MAY 1961

Industry	All unions					Single-employer unions					Intrastate unions				
	Number	Dues-paying members		Workers in bargaining unit		Number	Dues-paying members		Workers in bargaining unit		Number	Dues-paying members		Workers in bargaining unit	
		Number (thousands)	Percent	Number (thousands)	Percent		Number (thousands)	Percent	Number (thousands)	Percent		Number (thousands)	Percent	Number (thousands)	Percent
All industries <sup>1</sup> .....	1,277	452.5	100.0	494.4	100.0	1,179	378.1	100.0	430.2	100.0	98	74.4	100.0	64.2	100.0
Manufacturing.....	821	298.9	66.1	336.6	68.1	771	272.5	72.1	306.8	71.3	50	26.5	35.6	29.8	46.4
Ordnance and accessories.....	4	2.3	0.5	3.0	0.6	4	2.3	0.6	3.0	0.7	7	1.1	1.5	1.2	1.9
Food and kindred products.....	66	11.4	2.5	11.8	2.4	59	10.2	2.7	10.6	2.5	7	1.1	1.5	1.2	1.9
Tobacco manufactures.....	50	10.3	2.3	11.0	2.2	47	9.7	2.6	10.4	2.4	3	.6	.8	.6	.9
Textile-mill products.....	12	1.6	.4	1.6	.3	11	1.6	.4	1.6	.4	1	.1	.1	.1	.1
Apparel and other finished textile products.....	14	1.1	.2	1.1	.2	12	.9	.2	.9	.2	2	.2	.2	.2	.2
Lumber and wood products (except furniture).....	9	1.4	.3	1.5	.3	9	1.4	.4	1.5	.3	2	.4	.5	.4	.6
Furniture and fixtures.....	37	7.2	1.6	9.8	2.0	35	6.8	1.8	9.4	2.2	5	.6	.8	.7	1.1
Paper and allied products.....	91	37.8	8.4	40.4	8.2	89	37.1	9.8	39.7	9.2	2	.7	.9	.7	1.1
Printing, publishing, and allied industries.....	60	28.6	6.3	33.0	6.7	56	25.6	6.8	29.9	7.0	4	2.9	4.0	3.0	4.7
Chemicals and allied products.....	22	3.2	.7	3.2	.6	22	3.2	.8	3.2	.7	2	5.1	6.9	5.1	8.0
Products of petroleum and coal.....	14	1.7	.4	2.1	.4	11	.9	.2	1.2	.3	3	.8	1.1	.9	1.5
Rubber products.....	23	14.0	3.1	14.1	2.9	21	8.8	2.3	9.0	2.1	3	2.0	2.8	2.0	3.2
Leather and leather products.....	79	10.0	2.2	11.3	2.3	77	9.7	2.6	11.0	2.6	2	.3	.3	.3	.4
Stone, clay, and glass products.....	57	27.1	6.0	34.4	7.0	54	25.1	6.6	32.4	7.5	3	2.0	2.8	2.0	3.2
Primary metal industries.....	79	10.0	2.2	11.3	2.3	77	9.7	2.6	11.0	2.6	2	.3	.3	.3	.4
Fabricated metal products.....	95	40.6	9.0	43.1	8.7	90	39.5	10.4	42.0	9.8	5	1.1	1.5	1.1	1.8
Machinery (except electrical).....	77	47.8	10.6	51.0	10.3	75	42.8	11.3	46.0	10.7	2	5.1	6.8	5.1	7.9
Electrical machinery.....	46	39.2	8.7	50.1	10.1	43	35.4	9.4	43.3	10.1	3	3.8	5.1	6.8	10.5
Transportation equipment.....	10	5.0	1.1	5.0	1.0	10	5.0	1.3	5.0	1.2	4	1.6	2.2	1.6	2.5
Instruments and related products.....	18	3.5	.8	3.5	.7	14	1.9	.5	1.9	.4	4	1.6	2.2	1.6	2.5
Miscellaneous manufacturing industries.....	445	151.8	33.5	155.9	31.5	398	104.9	27.7	122.5	28.5	47	46.9	63.1	33.4	52.0
Nonmanufacturing.....	38	10.5	2.3	13.8	2.8	38	10.5	2.8	13.8	3.2	3	1.6	2.2	1.6	2.5
Mining, crude petroleum, and natural gas production.....	83	13.6	3.0	15.2	3.1	80	11.9	3.2	13.6	3.2	3	1.6	2.2	1.6	2.5
Transportation.....	16	25.9	5.7	34.2	6.9	15	25.8	6.8	34.2	7.9	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Communications.....	28	26.4	5.8	28.6	5.8	26	24.5	6.5	26.1	6.1	2	1.9	2.6	2.5	4.0
Utilities: Electric and gas.....	156	14.2	3.1	16.4	3.3	151	13.8	3.7	16.0	3.7	5	.4	.6	.4	.7
Wholesale trade.....	66	21.9	4.8	21.9	4.4	47	10.4	2.7	10.4	2.4	9	11.5	15.5	11.5	18.0
Retail trade.....	4	3	.1	.4	.1	2	.1	( <sup>4</sup> )	.1	( <sup>4</sup> )	2	.2	.3	.2	.4
Hotels and restaurants.....	43	34.6	7.6	20.2	4.1	24	4.6	1.2	4.8	1.1	19	30.0	40.4	15.4	24.0
Services.....	4	.1	( <sup>4</sup> )	.1	( <sup>4</sup> )	2	( <sup>4</sup> )	( <sup>4</sup> )	.1	( <sup>4</sup> )	1	.1	.1	.1	.1
Construction.....	17	4.3	.9	5.0	1.0	13	3.3	.9	3.5	.8	4	1.0	1.3	1.5	2.4
Miscellaneous nonmanufacturing industries.....	11	1.8	.4	2.0	.4	10	.8	.2	1.0	.2	1	1.0	1.3	1.0	1.6
Unclassifiable establishments.....															

<sup>1</sup> Excludes government.

<sup>2</sup> Includes 49 unions which reported no dues requirements.

<sup>3</sup> Less than 100 members or workers covered by agreement.

<sup>4</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

TABLE 6. DUES-PAYING MEMBERSHIP AND AGREEMENT COVERAGE OF INTRASTATE AND SINGLE-EMPLOYER UNIONS, BY STATE, MAY 1961

State	All unions					Single-employer unions					Intrastate unions				
	Number	Dues-paying members		Workers in bargaining unit		Number	Dues-paying members		Workers in bargaining unit		Number	Dues-paying members		Workers in bargaining unit	
		Number (thousands)	Percent	Number (thousands)	Percent		Number (thousands)	Percent	Number (thousands)	Percent		Number (thousands)	Percent	Number (thousands)	Percent
United States.....	1,277	452.5	100.0	494.4	100.0	1,179	378.1	100.0	430.2	100.0	98	74.4	100.0	64.2	100.0
Alabama.....	5	0.6	0.1	0.7	0.1	3	0.5	0.1	0.6	0.1	2	(1)	0.1	(1)	0.1
Alaska.....	3	.4	.1	.4	.1	1	.1	(2)	.1	(3)	2	0.2	.3	0.3	.4
Arizona.....	(1)	.1	(2)	.1	(2)	(2)	.1	(3)	.1	(3)					
Arkansas.....	1	.1	(2)	.1	(2)	1	.1	(3)	.1	(3)					
California.....	88	31.3	6.9	38.0	7.7	71	22.7	6.0	27.7	6.4	17	8.7	11.7	10.3	16.0
Colorado.....	3	.3	(2)	.3	(2)	2	.2	(2)	.2	(2)	1	(1)	(2)	(1)	(2)
Connecticut.....	19	4.8	1.1	5.5	1.1	19	4.8	1.3	5.5	1.3					
Delaware.....	5	2.8	.6	3.1	.6	5	2.8	.7	3.1	.7					
District of Columbia.....	3	7.9	1.8	6.6	1.3	2	2.8	.7	2.8	.6	2	5.1	6.9	3.8	5.9
Florida.....	8	3.5	.8	3.5	.7	6	3.5	.8	3.5	.7	2	2.7	3.6	2.7	4.1
Georgia.....	3	.2	(2)	.2	(2)	3	.2	(2)	.2	(2)					
Hawaii.....	3	1.1	.2	1.5	.3	1	.1	(2)	.1	(2)	2	1.0	1.3	1.4	2.1
Idaho.....	3	.9	.2	1.7	.3	3	.9	.2	1.7	.3					
Illinois.....	47	42.8	9.5	47.6	9.6	63	27.5	7.3	32.3	7.5	7	15.3	20.5	15.3	23.8
Indiana.....	70	15.0	3.3	16.0	3.2	43	13.3	3.5	14.2	3.3	4	1.8	2.4	1.9	2.9
Iowa.....	10	1.4	.3	1.8	.4	9	1.2	.3	1.6	.4	1	.2	.3	.2	.3
Kansas.....	8	1.4	.3	1.5	.3	9	1.4	.4	1.5	.3	1	(1)	(2)	(1)	.1
Kentucky.....	14	3.9	.9	4.0	.8	14	3.9	1.0	4.0	.9					
Louisiana.....	17	6.6	1.5	7.8	1.6	14	5.4	1.4	6.7	1.6	3	1.2	1.6	1.2	1.8
Maine.....	8	3.4	.8	3.4	.7	7	.6	.2	.7	.2	1	2.8	3.7	2.8	4.3
Maryland.....	18	9.8	2.2	11.9	2.4	18	9.8	2.6	11.9	2.8					
Massachusetts.....	55	14.4	3.2	17.9	3.6	50	13.5	3.6	17.0	4.0	5	.8	1.1	.8	1.3
Michigan.....	38	7.6	1.7	8.0	1.6	36	7.3	1.9	7.7	1.8	2	.3	.5	.3	.5
Minnesota.....	13	6.0	1.3	5.4	1.1	10	.7	.2	.7	.2	3	5.3	7.1	4.7	7.2
Mississippi.....	1	(1)	(2)	(1)	(2)	1	(1)	(2)	(1)	(2)					
Missouri.....	36	6.8	1.5	6.8	1.4	33	5.7	1.5	5.6	1.3	3	1.1	1.5	1.1	1.8
Montana.....	7	.6	.1	.8	.2	7	.6	.2	.8	.2					
Nebraska.....	2	.1	(2)	.1	(2)	2	.1	(2)	.1	(2)					
Nevada.....	2	.2	(2)	.2	(2)	2	.2	(2)	.2	(2)					
New Hampshire.....	5	3.7	.8	3.7	.7	5	3.7	1.0	3.7	.9					
New Jersey.....	96	38.5	8.5	41.7	8.4	92	37.6	9.9	40.8	9.5	4	.9	1.2	.9	1.4
New Mexico.....	2	(1)	(2)	(1)	(2)	2	(1)	(2)	(1)	(2)					
New York.....	137	54.2	12.0	40.8	9.5	122	35.6	9.4	37.7	8.8	15	18.6	25.0	9.1	14.2
North Carolina.....	5	.8	.2	.8	.2	5	.8	.2	.8	.2					
North Dakota.....	2	.2	(2)	.2	(2)	2	.2	.1	.2	.2					
Ohio.....	134	52.2	11.5	60.7	12.3	130	51.5	13.6	60.0	13.9	4	.8	1.0	.7	1.1
Oklahoma.....	7	1.7	.4	1.9	.4	6	.6	.2	.8	.2	1	1.1	1.5	1.1	1.7
Oregon.....	18	1.9	.4	2.1	.4	17	1.8	.5	2.0	.5	1	.1	.1	.1	.2
Pennsylvania.....	160	43.8	9.7	45.0	9.1	153	43.4	11.5	44.6	10.4	7	.4	.5	.4	.6
Rhode Island.....	41	3.5	.8	3.6	.7	41	3.5	.9	3.6	.8					
South Carolina.....	2	.2	(2)	.2	(2)	2	.2	.1	.2	(2)					
South Dakota.....	18	2.9	.7	3.2	.6	17	2.7	.7	2.8	.7	1	.3	.3	.3	.5
Tennessee.....	45	12.2	2.7	15.6	3.2	41	10.1	2.7	13.0	3.0	4	2.1	2.8	2.7	4.1
Texas.....	6	.5	.1	.5	.1	6	.5	.1	.5	.1					
Utah.....	6	.4	.1	.4	.1	3	.4	.1	.4	.1					
Vermont.....	20	19.6	4.3	27.4	5.5	20	19.6	5.2	27.4	6.4					
Virginia.....	10	6.6	1.5	5.3	1.1	7	3.0	.8	3.1	.7	3	3.6	4.8	2.2	3.4
Washington.....	14	11.1	2.5	11.7	2.4	14	11.1	2.9	11.7	2.7					
West Virginia.....	34	7.2	1.6	8.3	1.7	34	7.2	1.9	8.3	1.9					
Wisconsin.....	3	.4	.1	.4	.1	3	.4	.1	.4	.1					
Wyoming.....	3	.4	.1	.4	.1	3	.4	.1	.4	.1					
Not classified by State.....	25	17.0	3.8	20.1	4.1	25	17.0	4.5	20.1	4.7					

<sup>1</sup> Less than 100 members or workers covered by agreement.

<sup>2</sup> Less than 0.05 percent.

<sup>3</sup> One interstate union provided a membership distribution by State.

<sup>4</sup> Reports indicate membership in more than 1 State, but distribution not available.

NOTE: Because of rounding, sums of individual items may not equal totals.

where they accounted for more than 90 percent of those enrolled. Other industries contributing significantly to the total were electrical machinery (20,679), followed by leather products (8,066) and retail trade (7,602).

*White-Collar Members.* One in every four members of an unaffiliated union was a white-collar employee (table 4), as against 1 in 8 in national unions. In terms of union penetration among these occupational groups, however, the 113,029

white-collar members in unaffiliated unions add but few to the 2.2 million in national unions. Only 375 of the 1,277 unions reported white-collar members, and in most cases blue-collar workers formed a majority. On the other hand, more than two-thirds of all white-collar members were in 150 unions which drew few, if any, members from blue-collar occupations.

About two-thirds of the white-collar members were found in nonmanufacturing industries, primarily services (hospitals) and the telephone

industry. These two industries accounted for nearly half of all white-collar members. Another 20 percent were evenly divided between the electrical machinery industry and retail and wholesale trade.

*Industrial Distribution.* Although unaffiliated unions were found in all industries excepting tobacco manufactures (table 5), their main strength was concentrated in a few industries that are generally considered as their traditional strongholds. Six manufacturing industries accounted for about half of all workers covered by agreements: electrical machinery, transportation equipment, machinery (except electrical), petroleum, chemicals, and primary metals. These, plus two nonmanufacturing industries—communications (telephone and telegraph) and electric and gas utilities—encompassed nearly 2 out of 3 workers represented by independent unions.

Relative to the total number of union members in broad industrial categories, the independents made their strongest showing in the petroleum-chemical-rubber group, but even here they represented only a small portion of total union strength. In electric and gas utilities and in communications (telephone and telegraph), the vast majority of union members belonged to national organizations. In all other industry groups, the proportion organized by the independents was smaller. In addition, in industries where national unions have failed to score signifi-

\* State figures for national unaffiliated unions have not been compiled by the Bureau.

cant organizing gains (agriculture, finance, and insurance), local independents have apparently also been unsuccessful.

*State Membership.* The character of unaffiliated local unions is further highlighted by their geographic distribution. Ten or fewer unions were found in 3 out of 5 States; only 3 States—New York, Ohio, and Pennsylvania—had above 100 (table 6). Furthermore, in each State, the number of workers organized or represented by such unions was relatively small, the highest being about 61,000. A comparison with AFL-CIO figures shows the Federation far in the lead in all States.<sup>8</sup>

In the main, independents resemble Federation affiliates in major membership concentrations in highly industrialized States—New York, Ohio, Pennsylvania, Illinois, New Jersey, California—, although not in this ranking order. Southern States, as well as other States with “right-to-work” laws, appear to be equally as unfavorable for organization by unaffiliated as by national unions.

*Number of Locals.* As expected, the typical single-employer or intrastate union was a single-local organization. Only 83 of the 1,277 unions reported 2 or more locals, but these contributed a considerable number (862) of local affiliates, bringing the total of chartered bodies to 2,056 (table 7).

Single-employer and intrastate unions differed markedly in this aspect of internal structure. While the former were virtually all single-local organizations, almost 30 percent of the unions

TABLE 7. NUMBER OF LOCALS AFFILIATED WITH INTRASTATE AND SINGLE-EMPLOYER UNIONS, MAY 1961

Number of locals	All unions				Single-employer unions				Intrastate unions			
	Unions	Locals	Dues-paying members (thousands)	Workers in bargaining unit	Unions	Locals	Dues-paying members (thousands)	Workers in bargaining unit	Unions	Locals	Dues-paying members (thousands)	Workers in bargaining unit
All unions.....	1,277	2,056	452.5	494.4	1,179	1,771	378.1	430.2	98	285	74.4	64.2
1 local.....	1,194	1,194	330.6	364.6	1,124	1,124	303.9	338.3	70	70	26.7	26.2
2 locals.....	26	52	11.6	15.2	15	30	7.2	10.8	11	22	4.3	4.4
3 locals.....	11	33	11.9	13.5	7	21	4.6	5.6	4	12	7.2	7.9
4 locals.....	2	8	7.6	7.6	1	4	.1	.1	1	4	7.5	7.5
5 locals.....	4	20	2.5	5.6	2	10	.4	.4	2	10	2.1	5.2
6 locals.....	5	30	4.1	4.3	5	30	4.1	4.3				
7 locals.....	1	7	.7	.9					1	7	.7	.9
8 locals.....	2	16	.7	1.1	1	8	.1	.1	1	8	.6	1.0
9 locals.....	8	72	5.0	5.5	6	54	4.6	5.1	2	18	4	.4
10 and under 20 locals.....	11	159	36.8	27.8	8	110	18.1	19.8	3	49	18.8	8.1
20 and under 30 locals.....	10	256	29.3	35.0	8	202	24.6	33.0	2	54	4.7	2.0
30 locals and over.....	3	209	11.7	13.3	2	178	10.3	12.6	1	31	1.4	.7

<sup>1</sup> Includes 48 unions which reported no dues requirement.

<sup>2</sup> Includes 1 union which reported no dues requirement.

NOTE: Because of rounding, sums of individual items may not equal totals.

**TABLE 8. NUMBER OF BASIC COLLECTIVE BARGAINING AGREEMENTS NEGOTIATED BY INTRASTATE AND SINGLE-EMPLOYER UNIONS, MAY 1961**

Number of collective bargaining agreements	All unions			Single-employer unions			Intrastate unions		
	Number	Collective bargaining agreements		Number	Collective bargaining agreements		Number	Collective bargaining agreements	
		Number	Workers (thousands)		Number	Workers (thousands)		Number	Workers (thousands)
All unions.....	1,277	2,103	494.4	1,179	1,330	430.2	98	773	64.2
1 agreement.....	1,129	1,129	374.6	1,096	1,096	365.3	33	33	9.3
2 agreements.....	79	158	45.4	51	102	31.7	28	56	13.7
3 agreements.....	29	87	21.8	18	54	5.8	11	33	16.1
4-6 agreements.....	13	59	26.6	11	50	26.1	2	9	.5
7-9 agreements.....	9	69	6.9	2	16	.9	7	53	6.0
10-20 agreements.....	10	146	13.0	1	12	.4	9	134	12.6
21-30 agreements.....	2	45	.7				2	45	.7
31-40 agreements.....	3	116	.6				3	116	.6
41-50 agreements.....	2	94	3.7				2	94	3.7
Over 50 agreements.....	1	200	1.2				1	200	1.2

NOTE: Because of rounding, sums of individual items may not equal totals.

in the latter group were multilocal organizations, representing three-fifths of the workers under agreements in that group. In large measure, this reflected the presence of numerous local chapters in statewide associations of nurses and other hospital personnel and in unions in retail trade and electrical machinery fields. Among single-employer unions, most multilocal organizations were found in shipbuilding, electric and gas utilities, and petroleum refining and distribution.

*Collective Bargaining.* Nearly 9 out of 10 unaffiliated local unions had negotiated only a single agreement. However, 148 unions were signatory to two or more agreements and, in total, accounted for almost half of the 2,103 agreements in effect at the time of the study (table 8).

The incidence of separate agreements among single-employer unions contrasts with that among intrastate unions and follows directly from the structure of the two types of organization. Where the relationship is confined to a single employer, a single agreement will normally result; similarly, where an independent union bargains with different employers, separate agreements are likely to be concluded. Two-thirds of the intrastate unions held two or more agreements, as compared with 7 percent of the single-employer group. Most of the multiagreements in the latter category covered workers in widely scattered plants or service installations, typically in the telephone and petroleum industries.

By way of comparison, the number of collective bargaining agreements to which unaffiliated local

unions combined were parties in May 1961 was exceeded by the agreements reported in 1960 by each of 18 (out of 172) national unions which was a party to at least 2,000 contracts.

Of the 98 intrastate unions, 42, representing 25,000 workers, reported that they engaged in multiemployer (association) bargaining. More than three-fifths of the workers covered by multi-employer agreements were in three industries—electrical machinery, leather products, and hospitals. The largest number of such agreements (five) were found in the food industry, but these covered a total of less than 900 workers.

### Association of Independents

The responses to the question on councils, federations, associations, and other groups joined by local unions permit only a few general observations. In some cases, it was not clear whether an organization listed in the questionnaire was indeed a federation or association of autonomous unions or a parent body of a multilocal organization. Since reporting unions were asked to furnish only the association's name, it was not always possible to classify these organizations into the categories described below.

It appears, nonetheless, that relatively few single-employer and intrastate unions surrendered their independent status to maintain any formal ties with other unions, and fewer than 200 unions<sup>9</sup>

<sup>9</sup> This excludes multilocal unions shown in table 7, unless they were part of an association, federation, or any other group.

joined with others to establish associations of various kinds. Because of the inclusion of several large unions, the membership represented in all such associations in 1961 reached a total of about 90,000.

Two national federations, the National Independent Union Council (NIUC) and the Confederated Unions of America (CUA), accounted for a total of 18,000 members. Twelve unions totaling 6,000 members reported affiliation with the NIUC, and 9 unions, with a total of 12,000 members, were members of the CUA.

Two associations restricted their scope to unaffiliated unions in a single State, and one to those

in a single city. These 3 organizations totaled about 7,000 members represented by 14 unions.

The companywide association was, by far, most prevalent among independent unions. At least 15 separate bodies of this type could be identified on the basis of reports from more than 80 unions with a membership of nearly 35,000. These bodies consisted largely of unions in the chemical and petroleum industries.

Other associations were composed of unions drawing their membership from particular occupations (nurses, engineers, guards) and from those confined to a single industry in a particular locality (retail trade, mining, textiles).

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1239	Union Constitution Provisions: Election and Tenure of National and International Union Officers, 1958.	30 cents
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