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AMERICAN



LABOR

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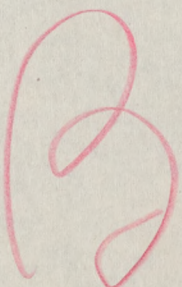
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Introduction

Work was never just invented, it was a necessity--Ever since the dawn of human beings on this earth, man has had to work to fulfill even his simplest wants.

Everyone who works is in a sense a laborer, however, that word "laborer" today pertains usually to those who works in the factories, mills, shops, mines, and etc. To those who draws weekly wages--clerks, grocery managers, salespeople, bookkeepers, and etc., are put into the class of Whitecollar workers. Farmers also are not grouped with the laborers, although many of them draw weekly or monthly wages.

Labor unions began first some time during the twelfth century. During the Middle Ages guilds were formed much like the union of today in that it protected the workers against cuts in prices, against outside of town competitions, but it was different because those guilds were so small that it could afford to give compensation to those too old to work--However, they had no unemployment compensation.

AMERICAN LABOR

When the Mayflower first arrived at Plymouth, most of the men it contained were farmers. Very few were artisans, and most of the manufactured goods which could not be made in the homes such as glass, lace, silk, and satin were brought from Europe. Few of the farmers did domestic manufacturing like the making of molasses, candle, and homespun clothes. Soon the demand for artisans was so great that the vessels that formerly brought farmers, instead brought artisans. However, England did not like this because it cut down the trade with us. Therefore, it restricted manufacturing in the colonies to a certain point. These laws were directed at the small industries more than at the big ones. The American Revolution, therefore, can be said to be the result of the discontent among the artisans.

The first great labor leader we come across here is Benjamin Franklin, the printer. He enlisted France's help in our struggle for independence. He was not an ordinary laborer, but a brilliant statesman, philosopher, scientist, and a business man.

The guilds died down a great deal between the 15th and the 18th century because it was possible for laborers to get what they wanted without the guilds. The condition of the work men did not change much during those times until, James Watt developed the steam engine. The steam engine is believed to be one of the most important single factor ^{to} change the industrial system.

Industrial Revolution

With the coming of the Industrial Revolution, the lives of the working class in the city were changed greatly, for hand made goods could not compete with cheap machine made goods. The wages were so low that one persons salary was not sufficient to support the whole family. Therefore, the whole family from father to the little child

was forced to work at whatever the employer wanted to pay the. It was not until 1847 that there was any kind of laws at all to stop child labor.

The machines did so much that the men or women who worked at the machines lost all their independancy and merely became a tender of the machine. Also the work was very hard to find and workers were just about slaves toward their employers. They had to do everything that the employers told them to do. However, they could not do anything about it because they knew that conditions were the same everywhere else. Soon they realized that to get anywhere they must get together and form unions and organizations, and demand better conditions. The process however, was very slow. Little by little they began to win their demands in a few places. The first demand made by the newly organized unions was a ten hour day. When they finally won this point they started to ask for shorter hours with higher wages. This struggle went on until the Civil War, a teeter-totter where they would win one point and lose one point. However, the conditions of most of the workers slowly improved although in certain parts of the country the workers were still working at long hours and low wages.

The Civil War brought the laboring class into its own. For the entire four years of the struggle between the states, the government was dependent on the manufacturing industries for almost all necessary supplies for the war. As the industry improved, the labor unions strengthened their position. However, in all wars this has held true. Where there are hard times, the labor unions suffered and when there were good times the unions profited. Many new unions were being formed at this time, and a few organizations became nationwide, some of which are even now in existence. The chief aims of the organizations at this time were to secure better wages to keep

up with rising cost of living.

Even as early as in 1812, the war and immigration caused much growth in labor. Naturally this class began to ask for laws to improve their condition. They asked for higher wages, shorter hours, free public education, and more sanitary conditions in shops in factories. They were opposed also to child labor and the debt law which sent men to jail for little debts.

The workers organized because they had to, for when they were discontented, they could no longer go west to buy lands, because most of it was being filled, and the immigrants were welcomed by the employers because of their cheap labor. So you see that it was in self defense, that they organized at all and that higher wages and shorter hours was at that times a secondary question.

LABOR UNIONS

Ten years ~~pre~~ceding the Civil War, a few trades organized on a national scale, but the trouble with that was that they were too weak because they were mostly confined to a trade whose membership was small. By 1870, however, there were as many as 40 trade unions which had expanded to a national organization. Then just as Capitol formed trust, the labor organizations formed a consolidation of Unions. The Knights of Labor.

In 1869, Uriah Stevens, formed the Knights of Labor, which accepted all workers. For years this Union worker for the good of the Laborer. They improved many conditions, but the organization failed because it accepted all members, and the skilled workers did not want unskilled workers in the same group as themselves. The leaders were not tactful enough, and finally, because the workers themselves resorted to violence and strikes to gain their ends, the union was dissolved.

The Knights of Labor, was finally killed altogether when they joined the Populist in the Free Silver campaigns. American Federation of Labor.

The Place of the Knights of Labor was taken by the American Federation of Labor under Sameul Gompers. This new form of labor party did not recognize unskilled labor, but was made up of units of skilled workers of high trades. The American Federation of Labor also encouraged the formation of the "Trade Assembly", which was made up of many local unions and while it did not have complete power of it, it had much influence. The American Federation of Labor did not enter directly into politics, but if a candidate for office needed the labor support, he promised them just about all they wanted.

The National Womens trade Union League party was formed in 1903 to help the women workers. It received help from the American Federation of Labor and it was formed on the basis of "equal pay for equal

work."

There was much trouble within the labor unions it self over re-organization and many workêrs broke off from the American Federation of Labor from Trade Union Unity Leaugue, the Conference for progressive Labor action, and the Brookfield Labor Colledge. These groups has not become important. The struggle during 1936-1938 was over the question, "Will there be a craft union or will there be a industrial union?" We now have two orgaizations. The crafts' unions where plumbers, machinist and painters have their separete unions belong to the A.F. of L., led by William Green. The other group which beleive that all the men in one industry, such as the steel industry, should belong to that major group, ~~was~~ led by J. L. lewis, who is the president of the United MineWorkers and also the chairman of the Committee on Idustrial Orgaization. *Now led by Philip murray.*

United Mine Workers Of America

The organization started back in the year 1849, when coal-mining areas began by forming local. In 1886, there was an inter-state organization covering states of Pennsylvania, Ohio, Indiana, and Illinois. The growth was very slow because of the quarrels within the union. By 1897, the membership was still small, but very influential. For instance, there were only 10,000 members but when a strike was called, 150,000 men obeyed it and went on strike. Soon the other coal mining areas were coming into being and immediately they were put in the union. This was done to cut the competition. The strikes were usually called because they wanted an increase in wages to meet the rising cost of living and also to maintain the stability in the coal production.

The main objectives of this organization is stated in its constitution:

1. To unite into one organization, regardless of creed, color, or nationality, all workmen to be eligible for membership, who were employed in and around the coal mines, coal washeries, coal processing plants, and coke ovens on the American continent.
2. To increase wages and improve the condition of employment of our members by legislation, conciliation, joint agreement or strikes.

It was in 1935, that the United Mine Workers of America decided their future was not safe unless all other major industries were formed into an organization like itself. This was the reason for the formation of the Congress of Industrial Organization which has more than 4,000,000 members.

A. F. of L.

The American Federation of Labor was formed in 1881, by a group of various unionest, representing 262,000 workers.

The objective of the A. F. of L. when first organized, was to shorten the working hours. At that time, the average work day was

10 to 18 hours a day. Until the first part of 1935, the hours were 9 hours, and from then on we have the 8 hour day. The A. F. of L. opposed any fixing of the hours of labor and wages excepting for those employed by Federal, State County, and Cities. They wanted to let the workers to have the right to bargain with their respective employers, thru representatives of their own choosing. This was called collective bargaining. During Roosevelt's administration, the N. R. A. were drafted, which gave the workers this right, also however, was drafted a resolution which made up a board to deal with the unfair practices of labor, and also to proceed with prosecution against any violators. The Federation also is waging a war against the complete elimination of child labor and pensions to mothers until the children are old enough to work.

After the depression which came after the World War I, the government took interest in the labor condition and passed such acts as: the Social Security Act...Public Contract Act...Labor Standard Act...Railroad Labor Acts... and also compensation for unemployment, old age for railroad workers, all of which benefited the unions.

The Federation also deals in legislation. Seeing the labor men are elected to Congress thru the American Federation of Labor, many favorable acts have been passed such as, immigration, restriction, child labor, limiting of the working hours of women and children, compulsory education in every state, the founding of the Department of Labor, method of payments of wages, employee's compensation, law forbidding injunctions in labor disputes, and the outlawing of the yellow-dog contracts.

Congress of Industrial Organization

It was founded in 1935 by the presidents of eight international unions of the A. F. of L. as a Committee for Industrial Organization. It was suspended in 1936 at a convention, by the executive of the

A. F. of L., but John L. Lewis the president of the U. M. of A. took over and in 1938 at a convention in Pittsburgs, it drew up its constitution. Its aims were much like those of the A. F. of L. except that their ideas on the membership are different in the ways I have mentioned before.

Samuel Gompers

He was born in London, England, on January 27, 1850. He came to America in 1863 with his relatives and he became a citizen as soon as he was 21. He was a cigar maker and ever since he was young he fought for the rights of the working man. In 1881, he was included in the group of men who founded the A. F. of L. It was under his leadership that the Federation began to deal in legislation. He was elected as president of the organization for some twenty years straight. By his efforts, labor has become a great force. So powerful that it was represented at the Peace Conference in Paris (1918-1919)

John L. Lewis

John L. Lewis worked at digging coal for 11 hours a day for \$1.60. He helped in the carrying of the bodies of the men who were crushed in the cave-in of 1905. He saw his father become black-listed, endangering the livelihood of the whole family and he has not forgotten. That is why he fights so hard for labor.

In 1909, he was chosen as a legislative representative of the Illinois Mine Workers. He did such a good job that his prestige rose greatly and in 1917 he was elected vice-president of the Organization. When the president became ill, he took office right away and led the U. M. W. When Lewis took office in 1920, the miners were earning \$18 a week. Now they receive close to \$55 a week.

The men of the union love and worship him. They think of him as the union itself. They believe in him as much as they do in the union. They know what kind of man he is and that he won't sell them out. In turn, they won't try to sell him out either.

The Employers Association

The employers found out the powers of organized labor. They felt the effects of their weapons such as strikes, boycott, and sabotage. As early as 1863, capital realized they were not safe unless they organized too. It was then that the first employer's association was formed. They declared:

1. That Labor cannot regulate the wages.
2. That unions will be opposed if they try to fix the number of people to be employed at any one place.
3. That the persons put on a blacklist will not be given a job by any of the employers in the association.

In 1895 the Federal Employers Association was formed, which corresponded with the A. F. of L. Its chief purpose was to promote trade and also to keep peace with the various unions. In 1916, the National Industrial conference Board was formed. At that time the board had some 21 manufacturers in the organization, but since then it has grown a lot more.

GAINS

Strikes and Boycott is a necessity, the weapon of organized labor, but much of its gains have come through peaceful influence on legislation and public opinion. These are some gains.

1. Many states compel payment of wages at regular intervals in cash, however many of the courts rule this out and checks are alright.

2. The eight hour day came after the Civil War where 10-hour day prevailed before. The Government used the 8-hour day on all the labor it employed directly. Many states and cities also adopted this. In 1912 Congress applied it also to the work done for it by contractors and the like.

3. The women were given a limited working day. The laws in certain states demand a standard of healthy working condition and public welfare

4. Labor got the right to ask for a scientific investigation of labor condition. That was how the Department of Labor came into existence.

5. Also in 1912 a children's Bureau was formed to prevent abuses and to promote children's Welfare. This also set an age limit to child workers.

6. A factory act was also passed by almost all the states which required dangerous machineries to be fenced off, safe exits in case of fires, and proper ventilation. These laws were enforced by the inspection by the State Labor Bureaus.

7. The Common Law provided compensation to workmen for injuries, however the employer is able to take the case to court to have the nature of injury investigated. Then again the employers in some states can not and compensation is automatically due. The compensation is now considered part of the expense of running a factory.

The law does not do everything though for sometimes it is better to

let Capitol and labor sit it out and thrash out their own problems. In case of large disputes some man such as the Secretary of Labor or the President of the United States, who is the head of a board is to decide the case. The employers and labors are at times compelled to accept decision of the board or chairman and sometimes they are not.

The government has the power to issue injunctions or orders to break up the strike. The first case was in 1894 when Eugene E. Debs refused to obey the injunction was arrested and sentenced for six months. In 1912 an anti-injunction bill was introduced in the House of Representatives but failed to pass the Senate. Of course there are restriction to when and under what conditions injunctions can be issued.

1914--The Clayton Act was passed which said (1) Labor organization were legal (2) strikes, boycotting, and picketing were to be considered within federal labor, (3) Injunction couldn't be used in quarrell between employer and employee except to protect certain Property rites, (4) Contempt of court when one ignores an injunction was allowed a trial by jury.

1932--the Norris-La Guardia Act was passed which declared injunction could not be used against unions trying to get workers to quit the "yellow dog" contract (That is when the employer demands that his worker can not join a union, on threat of discharge.)

Strikes and boycott, as I said before is two of the major weapon of organized labor but the common people are the ones who bears the brunt of such things for the employer can always make good his losses by increasing the price on the goods. It is the innocent bystanders that suffer even as those of the medieval days since when daily marketing was intercepted and sometimes they were hurt between quarrels of lawless barons. This is the reason boards of conciliation and arbitration were formed.

The goal of the laborers today is to get all the workers recognized as equal to any other man in the eyes of society and to be given full credit for the work that is done.

Ideas On Labor By Leaders

1. Adam Smith

He believed that the government should let business alone to do as it pleases. For he thought that man's economic condition was ruled by natural law that should not be tampered with. during the 18th century he wrote a book called, "The Wealth Of Nations," but his ideas did not take in the consideration of the industrial revolution. He did not fore see this. Yet inspite of the great change that took place the workers accepted those ideas. Even today we find the idea of "Laissez-faire" prevailing.

The trouble with this idea is, that the people believing that natural laws took care of the economics of man, did not try to even believe that he could improve the working condition of the laborers.

2. Robert Owens

Those who did not believe in Smith's idea had many varying ideas but they hardly agreed on the same thing.

Robert Owens, who was born in Wales, became the manager of a factory at the age of 19. In this position he found that the workers did better work when they were treated right. He believed that the environment had a lot to do with the workers, so later he built a model factory and community at New Larnark in Scotland. this venture was so successful he tried to build more communities like it, but they all failed. He did not figure that all men weren't all like him.

He believed firmly that co-operation between employer and employee was the answer to all the problems of labor. It probably would of worked if all the employers and laborers believed it and tried it.

3. Nietzsche

This German leader believed that his leadership was all impor-

tant to the workers. He thought that the masses of people could do nothing without proper leaders. He believed that certain men should be given an extensive training to become leaders. His idea's were mostly accepted by the aristocrats, who believed that they were the leaders.

This idea makes me mad, maybe I'm common, I know, but I don't have to have somebody telling me what to do all the time. This is to me a dictatorship in labor.

4. Marx

Another German came up with an idea opposing Nietzsche's ideas. He was Heinrich Karl Marx, and he is now called the "Father of Socialism". He thought the workers did not get all that was due him. That all the worker received was a flat wage while the capitol reaped the profits. He believed that the workers should get what they earned. That is why he wanted the workmen to take over Capitol.

The Socialists of today still believe that the Capitol should be taken care of by the government to work for the betterment of the working class. They do not, however, believe in a revolution to bring about the change, as Marx's early followers did, but believe in a gradual change.

This idea isn't so bad, but the human character is kind of taken out of it isn't it? Under that I'd feel like I were a machine doing certain things all the time and devoid of feeling and individualism.

5. Benito Mussolini

Fascism and Communism is alike in the fact that, both are trying to make capitol, and labor work together, the states comes first, no four freedoms as we have here, and the will of the country is the will of the dictator.

Fascism, funny as it seems, being so much like Communism, was formed to check too

formed to check the spread of Communism, Fascism was introduced into Italy by Benito Mussolini. The dictator gained control by force and imprisoning all who opposed them.

The Communist Idea In Russia

The communist party was made up of ex-socialist who did not believe that socialism can be introduced peacefully. In 1917, in Russia, they set up a dictatorship by a violent revolution which was to have the interests of the worker as it's core. The government since that time has been just an experiment. This is some of the features of the Soviet Government.

1. Anyone caught producing goods to make profit or hiring workers for profit was guilty of breaking certain laws.
2. The amount of production per year is figured out by the central government according to the amount the country needs.
3. They are trying to promote the equality of men and women no matter what race they are, or what jobs they hold. Therefore, a janitor is no lower than the highest government official. All able body man or women must work.
4. The men and women are represented in the government as citizen, producers and consumers. The officers are elected by direct vote. It was not until 1937 that a written constitution was adopted.
5. The job of leadership is considered a professional job. The leadership of such a system needs a very strong leader.
6. Science is a sort of cult to the Communists. It is by science that they believe anything can be done. Scientific investigation is carried on at the expense of the nation.
7. Communists believe there is no supernatural thing that science could not explain, discover, or demonstrate.
8. The Russian citizen is led to believe that he is in debt to the state and society which he must repay with personal service, by hands or brains. Also each organization owes an equal debt to the community and in turn the community to the state, and all working for the

state, which is themselves.

After reading all these idea's which do you prefer? I think it will all depend on where you live. As for me, give me the democratic system. The only thing alike between democratic and fascist and communism is that they all try to improve the living condition. The democratic countries recognize the workers as individuals while the other two do not. Also in democratic countries Labor and Capitol can say, do, and act as freely as each other for they are equal in the eyes of law.

TYING DONE BY FRANK NAKAGAWA, SUB TAKEUCHI
AND SAB KANEMITSU, ESQ.

THE WORK JUST READ, ARE THE VIEWS
OF VARIOUS AUTHORS, AND SAB KANEMITSU

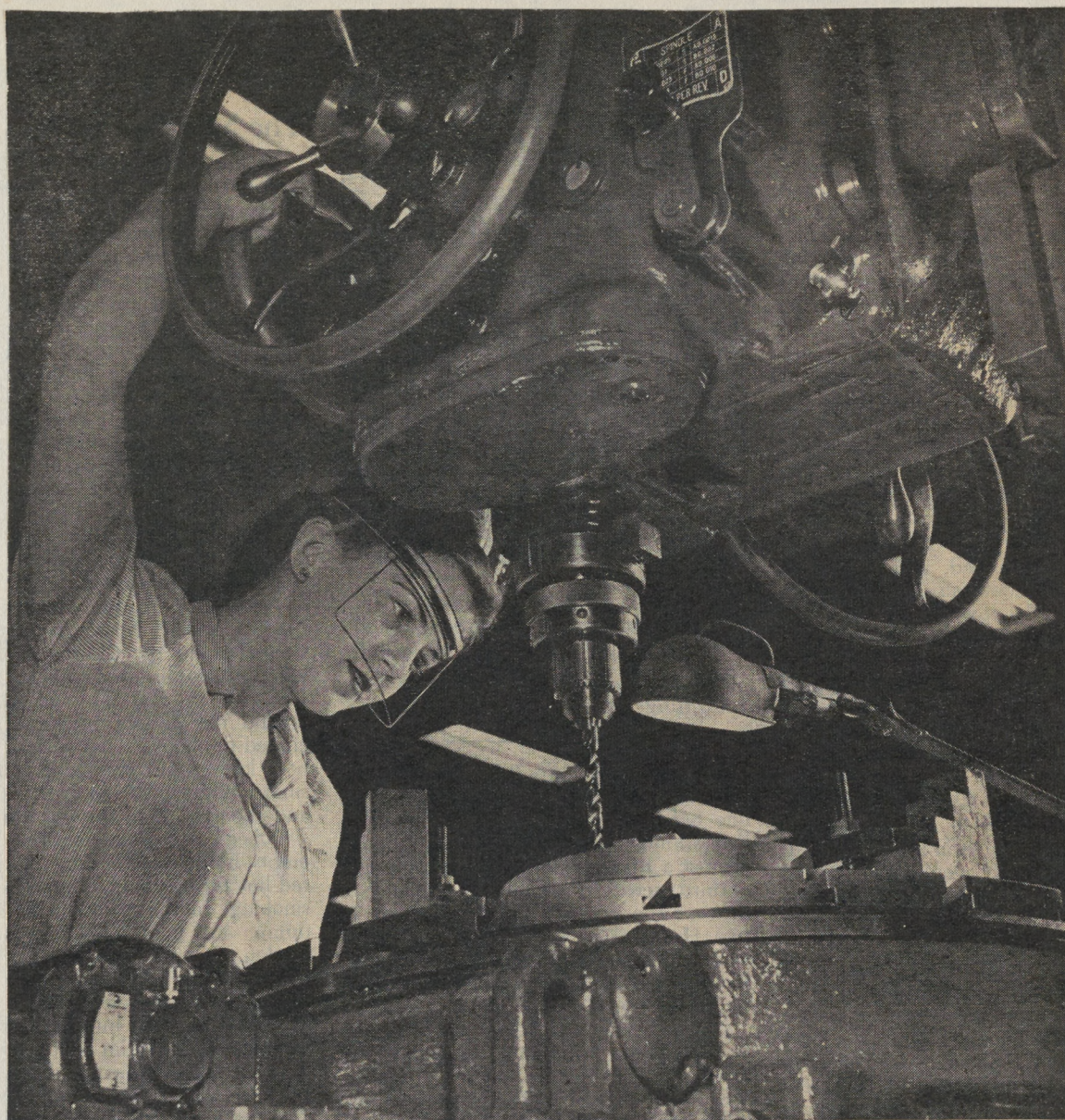
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AMERICAN
LABOR

Name

Juni



(From ~~Newsweek~~ Magazine)

Labor Ferment

The Little Steel wage formula last week became of more than academic interest to Congress. For after five weeks' consideration, the War Labor Board flatly refused the American Federation of Labor's request that it ask President Roosevelt to "modify realistically" his wage-stabilization order. All signs indicated that the President had no intention of changing it. Hence that meant the AFL's best bet for modification of the wage edict rested with Congress, which has already started hearings on the whole wage and price stabilization program. These current hearings were the reasons given by the WLB for its rejection of the AFL petition.

In a slightly different category was the Congress of Industrial Organizations' de-

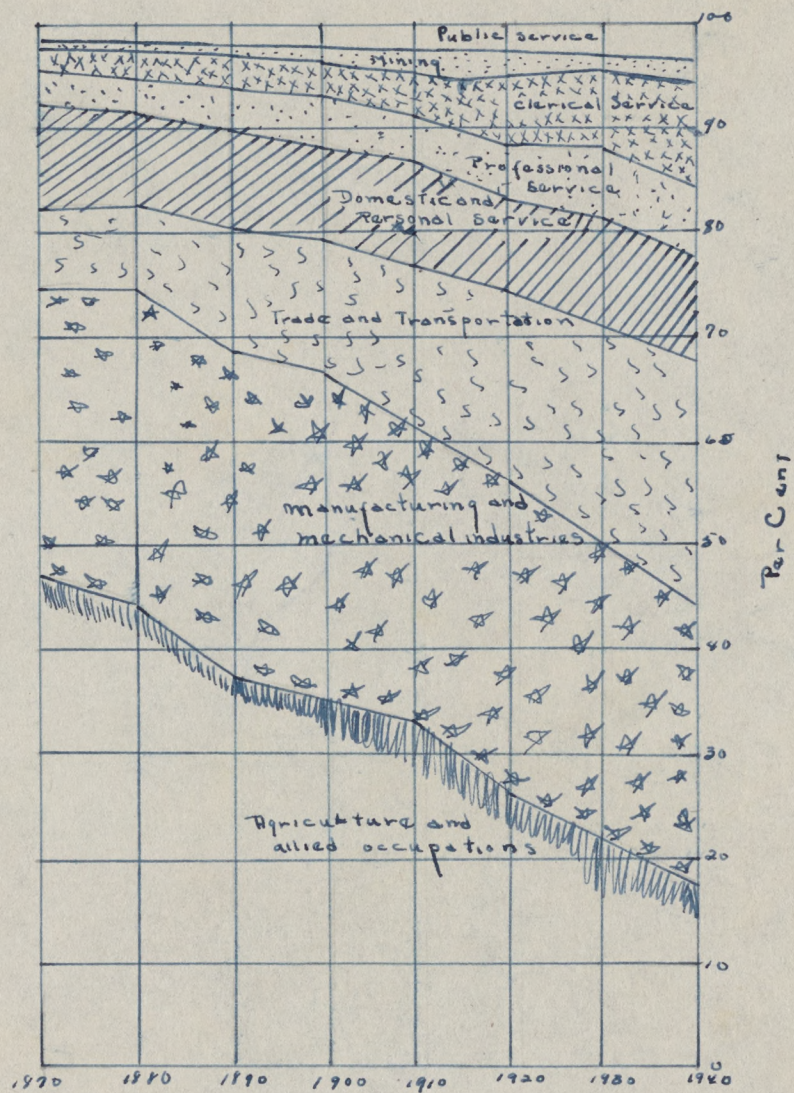
mand that Little Steel be broken. The United Steelworkers of America, a CIO affiliate, already getting the limit allowed under the formula, had asked the WLB to consider a new wage contract providing a pay rise of 17 cents an hour. Members of the board spent all last week debating whether to let its steel panel hear the wage argument.

¶ While this was going on, the AFL rebuffed the President. Mr. Roosevelt had sought to give the CIO representation at the 26th International Labor Office conference, which opens in Philadelphia April 20. William Green, AFL chieftain, objected. Claiming that the AFL had been American labor's sole representative since formation of the ILO in 1919 and intended to preserve this position, he declared his group would not attend if the CIO were let in.

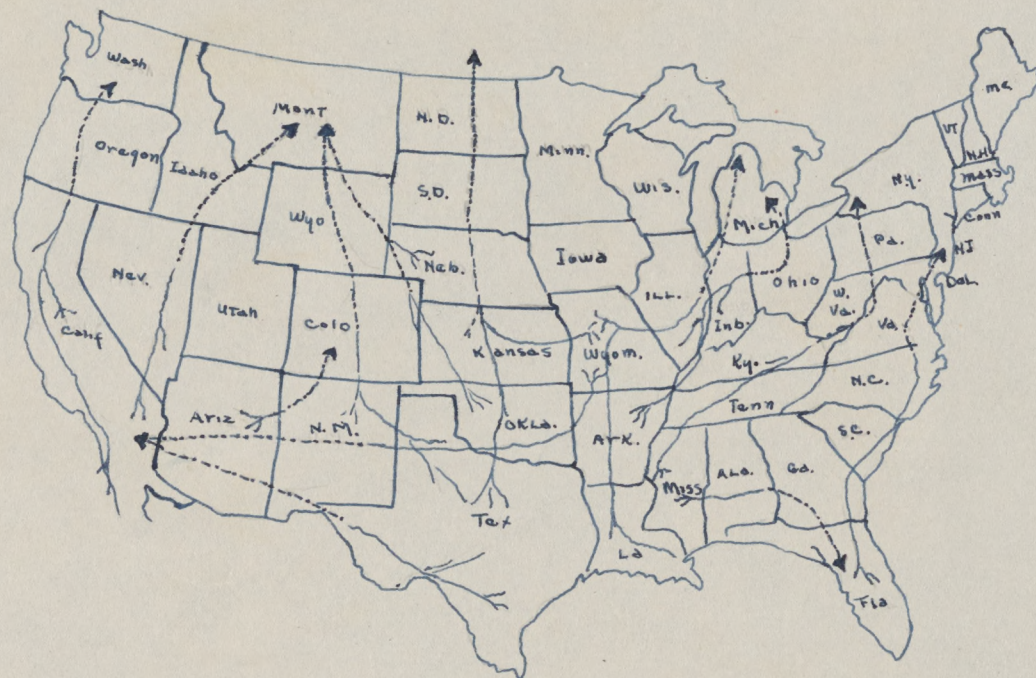
Each nation participating in ILO conferences is entitled to send one labor delegate, one employer delegate, and two representing government, with alternates for each. The President announced last week that Secretary of Labor Frances Perkins and Sen. Elbert D. Thomas of Utah would represent this government, with Assistant Secretary of State Adolf A. Berle Jr., attending as an alternate. Employer and labor delegates would be named in a few days, the President said. Thirty-four nations are expected to be represented in the discussion of postwar economic problems.

¶ Strike-torn Detroit figured in the news again last week with two wildcat strikes at the Ford River Rouge plant in two days. They were sequels to a riot at the plant on March 8, which resulted in suspension of twenty employees. The new trouble came after disgruntled workers blocked approaches to the aircraft factory with automobiles, keeping 7,601

employees away from work. This time the company suspended 72 workers pending investigation.



The Trend of Occupation



Roads to the Seasonal Crops

N.Y.
N.J.
Pa.
} Fruit + Lunch

Mich. + around
Lake Huron } Berry Crops

Canada } wheat

Mountain } sugar beets

Southern Cal.
Wash.
Mont.
Colo.
} cotton, melons
peas + beets

Our Social
Changing
Society

(These lines mark the areas where large numbers of people move in following the crops from season to season)

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B

WILLIAM GREEN

American labor leader, was born at Cahocton, Ohio and worked in a mine there. He wanted to be a minister but didn't succeed, then he became interested in labor problems and after 1900 held various offices in the United States. workers of America.

In 1924 he succeeded Samuel Gompers as president of the American Federation of Labor.

Samuel Gompers

American Labor Leader. Born in London, England on January 27, 1850. He came to America at the age of 13 and became a American citizen at the age of 21. He was one of the founders of American Federation of Labor in 1881, and has been in it since with the exception of one year whi ch he served as president until his death. In 1921 he was elected to the office for the 40th time.

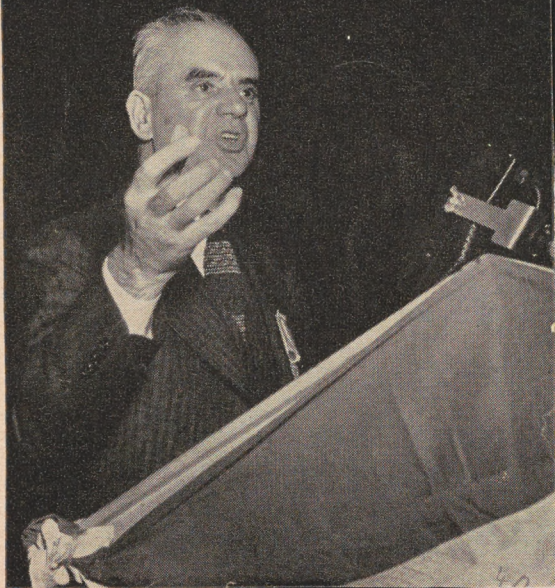
He was one of the labor leader of national power in 1915 who started military defense for his country.

During the American participation in the World War, he heartily supported the government and forced his control against strikes. Late in 1924 he went to Mexico City to attend a convention and was taken seriously ill, and asked to be taken back home so that he could die on American soil. But while en route he died in San Antonio, Texas on Dec. 13.

John L Lewis

He was an American labor leader born in Lucas, Iowa on February 12, 1880. His parents were Welsh immigrants whose ancestors for generations had been miners and after attending the public schools he went to work in a mine. While still a youth, he left Iowa and for a dozen years roamed the country. He was still in his 20's when he met Samuel Gompers president of the American Federation of Labor, who was so impressed by his ability to work, that he put him to work right away.

After that Lewis rose rapidly, he became vice president of the United States workers of America in 1917. In 1935 he found the committee for Industrial Organization, and since then has built it into an organization of over three million members.



C.I.O. President Murray

DEFINITION OF LABOR***

The term labor has come in the course of time. When we speak of labor now, we generally mean industrial labor -workers engaged in manufacturing, transportation and distribution. Farmers and clerks engaged in office work, are not in this term, but until recently the number of workers engaged in agriculture outnumbered in manufacturing and transportation

AMERICAN LABOR HAS BEEN INFLUENCED BY THREE CONDITION.***

- a. land
- b. immigration
- c. Negro slavery

The most important being the cheap, easily available unoccupied land. Until the beginning of the 20th century it was always easy for Americans or newly immigrants to become farmers.

HOW UNRESTRICTED IMMIGRATION TENDED TO INJURE LABOR***

Immigration is the second factor which has made the American labor problem unique. No other great industrial country had its labor supply constantly increased by immigration. It was in the 1840's that industrials began to replace native labor with cheaper immigrant labor. From that time almost to the present immigrants have displaced native labor in many fields such as the coal, iron, steel, and northern textile industries.

The American Federation Of Labor

Was organized in Pittsburg in November 15, 1881 by a group of trade unionists representing 262,000 members. Today it is a recognized spokesman for the wage earners of this nation. National and international unions are composed of workers in the same trade or calling with control over a definite power to which affiliated members of the Federation have agreed. International unions have members in Canada as well as in the United States and some members in Mexico. Their membership is organized entirely in trade unions.

To take care of workers over whose organization no national or international union has jurisdiction the American Federation of Labor issues charter requirements of standard, trade unions, the Federation issues a charter to the whole group as a federal labor union.

OBJECTION

One of the main objectives of the A.F. of L. is to shorten ~~the shorten~~ the hours of work. When the Federation was organized in 1881 the average work day ranged from 10 to 18 hours. The first half of 1935 the average work day was 9 hours. The Federation insists upon the equity of workers in their jobs, and their right to bargain collectively with employers through representatives of their own choosing.

The A.F. of L. seeks the ratification of the Child Labor Amendments and complete elimination of child labor. It favors mothers pensions so that children may be kept in the home until maturity.

ADMINISTRATION

The governing work of the Federation is in charge of a President, 15 Vice-Presidents and a Secretary-Treasurer. These officers constitute the Executive Council which meets regularly throughout the year and decides the policies of the A.F. of L. in the interim between convention which is held annually and in which all affiliated organizations are entitled to representation. The field work of the Federation is done by a staff of commissioned organizers. Administrative, legislative and educational work is carried on through the headquarters office which is located in Washington D.C.

One of the major activities of the American Federation of Labor is in the legislative field. A legislative staff is maintained at headquarters whose function it is to keep members of Congress informed as to labor's interests in deciding legislation.

World LABOR UNIONS

The largest labor federation in the world is the (International Federation of Trade Unions) the central body of free unions. Established in 1901, it ceased to function during the World War and was reorganized in July 1919 at a convention at Amsterdam, Holland. Its headquarters is in Paris.

The object of the I.F. of T.U. as revised at its convention in June 1924 are.

- a. To bring about the unity of the international working class by developing closer relations between the trade unions of all countries.
- b. The development of International Federation of Trade Secretaries accepting the International Trade Federation of Trade Unions platform.
- c. To promote the interests and activities of the trade union movement, nationally and internationally.
- d. To carry on any activities of common interest to the trade unions.
- e. To promote the development of international social legislation.
- f. To promote workers education.
- g. To avert war and combat reaction and since the advent of the Nazi regime to oppose relentlessly.

LABOR LEGISLATION (FORCEIGN)

CANADA****

The fact that Canada is such a close neighbor of the United States industrially and culturally as well as geographically- has resulted in a some what similar development of the social legislation of the two countries.

In 1907 the novel Industrial Disputes Investigation Act was passed. This act forbids strikes and lockouts in mines and certain public utilities until the question in controversy have been considered by a agreement and investigation of three members.

All of the Canadian Provinces have legislation on the health of employers, workmen's compensation and old-age pensions.

LATIN AMERICA***

Labor legislation in Latin America is largely a product of the 20th century. At the present time(1937) all of the Latin American republics except Costa Rica are members of the International Labor codes were adopted in Chile and Mexico in 1931. There codes help provide for the regulation of labor contracts, hours of labor, minimum wages employment of women and children, trade union factory inspection etc.

The first pension and retirement system established by law in Latin America was that for civil employers , authorized in Uruguay in 1838. Since 1900,13 other countries have established some form of pension system.

GERMANY***

Labor legislation began in Prussia in 1839 with Child labor law fixing a minimum working age of 9 years and a maximum working day of 10 hours for children under 16 years of age, and prohibiting night, Sunday, and holiday work.

In 1891 an industrial code was adopted suitable to the entire German Empire. This code prohibited child labor under 12 years of age. Children above that age were permitted to work if they had received instruction in elementary schools. The length of working day was fixed at 10 hours for children under 16 years of age and for all female workers.

Replacement of the labor unions and employers associations by the Shop Council of advisers consisting of the workers and the employer as their responsible leader. Their council members are appointed by the employer from among his workers. The workers have no right of election but they may express their attitude through a secret vote.

SOVIET RUSSIA***

In ~~Im~~perial Russia a law was issued as early as 1835 forbidding wage earners to leave employment or to demand higher wages and the employers to dismiss workers or to lower their wages before the end of the employment contract. The law of 1845 prohibited child labor under 12 years of age. The law of 1847 required children 8 years of age and over to attend schools and provided that children under 15 years of age could do light work but no longer than 8 hours a day.

UNITED STATES***

Labor legislation existed in colonial and early republican American, but in direct contrast to that of the present day, its purpose was to restrict and control workers rather than to give protection and a measure of freedom from restriction.

In practically all states legislation has been passed limiting the hours of labor and working conditions of men and women and children. For the benefit of children employed in industry laws have been passed which regulate the hours of labor, prohibit their employment at night or in dangerous trades, and control employment in the so-called street trade in which children will overcome it.

Protective legislation for women has been adopted in nearly all the states. Laws have been passed regulating all hours of employment restricting night workers and providing employment in certain dangerous or unhealthy industries.

There is great many law that govern the payment of wages to employers. This is done by providing the time and methods of payment of wages.

A retirement system passed by Congress covers employees of any express, sleeping cars, or railroad company, subject to the interstate commerce act. Employees may retire upon reaching 65 years or regardless of age after 30 years of service.

SOCIAL SECURITY LAW***

In addition to providing assistance to the States for unemployment insurance, established a system of Federal old age benefits, and make it so the states to make a more adequate provision for aged and blind persons, dependent and crippled childrens, maternal and child welfare and public health. The act established a board of three members who are appointed by the President with the advice and consent of the Senate for a term of 6 years.

HOW NEGRO SLAVERY AFFECTED LABOR***

The presence of Negro slave was undoubtedly one factor in the hindering of the industrial development of the South. White labor found it hard to compete with Negro slaves labor. After the freeing the slave the situation greatly changed. The labor unions were slow in the south because they worked in unskilled labor, and wouldntake a part in skilled with the white. In the last 30 years numbers of Negroes have immigrated north, there they joined the newly arrived immigrants and competing with white labor.

THE RISE OF INDUSTRIAL LABOR IN THE EARLY REPUBLIC***

Labor was in great demand in the colonies during the colonial period. The colonist solved their labor problem by imparting indentured servants and slaves. With the development of factory manufacturing in the early days of the republic the needs of industrial labor arose.

RISE OF THE LABOR UNIONS***

THE KNIGHTS OF LABOR

Was organized by Uriah Stephens in 1869. The purpose of this order was to "to give to the people a proper share of wealth that they put in". The organization helped to secure these ends by cooperatin closely in dealing with employers by the arbitration of industrial matters, and an ieight hour day schedule, putting out child labor etc.

Membership was open to all workers, men and women, skilled and unskilled labores and capitalists, merchants and farmers. Only liquor dealers, gamblers, lawyers, and bankers were excluded from membership in the knights of Labor. The Knights of Labor contributed much that was of value

to the American labor. It helped to spread the democratic idea that all laborers must unite and work together.

This organization was the first labor organization to secure a large membership. Its purpose was to unite all wage earners in a powerful national union.

Among the things they worked for is:

- a. An eight hour day and a weekly pay.
- b. Exclusion of Chinese laborers.
- c. Prohibition of child labor.
- d. A graduated income and inheritance tax.
- e. Government ownership of railroads and telegraph lines
- f. Establishment of postal savings banks.
- g. The referendum, a method by which the voters may if they choose a repeal an act of the legislature.

PROBLEMS OF LABOR

THE basic economic problem in our society as in every other is:
How can we produce the largest amount of the things that people want at
the lowest human cost?

The reduction of the human costs of production often increases the
material cost. In the long struggle to reduce the human costs of labor
the worker's organization have played an important part. Workers who are
organized generally have better working conditions than those who are
unorganized. The poorest labor conditions are found in occupations that
do not lend themselves to organization. Agriculture laborers, migrant
workers, scrubwomen, and domestic workers are little better off now than
they were several generations ago.

THE EMPLOYMENT OF CHILDREN

When people speak of child labor they refer to those who work in factories, mines, stores and trade. Child labor is defined as the employment of children at unfit ages for unreasonable hours, under unhealthful conditions. Since the organization of Fair Labor Standards Act, children less than sixteen may not be employed by producers, manufactures, and dealers,. But that doesn't mean they can't work at all, for even now, most of them are found in agriculture. These young farm workers are chiefly found in the South, and a number of them are found all over the states in truck and field crops. Some work at home, some are hired by neighboring farmers. A great many of them migrate from country to country and state to state following the seasonal demands.

WOMEN WORKERS

Today nearly six times as many women are working outside the home as sixty years ago, and for every seven men employed there are two women working.

The question came up, Why do so many women work in gainful occupations? The answers were, to increase the husbands income, to support the family because they were the head. Out of 155,282 women workers it was found that nearly 60% helped to support dependents. In another 60,000 women, over half were giving all their earnings to the family support. About third of women workers are married. And few have highly skilled or special professional or buisness training are working entirely because they want to, and others are working because they must.

In one study of married women wage earners the following reasons were given for working.

- 29% said the husbands income was to low
- 23% were widows
- 14% had sick husbands
- 13% the husband had deserted
- 11% husband failed to support
- 11% worked from choice

The fact that women are nearly always paid much less than men it has caused a serious problem. Too often the father of a family loses his job because a woman will do the work cheaper. One main reason that women labor is cheaper, because they are unionized. That is because they do not expect to work long and therefore are not interested in joining any labor organization.

WEAPONS OF INDUSTRIAL WARFARE

One of the oldest frowned upon by employers intelligent workers, and all labor organization is (sabotage) the wilful destruction of the property of machinery or products. The (strike) is the refusal to work until they get what they ask for. The (sit-down strike) men remain in their place of employment and refuse to work or to allow others to work. (Picketing) is used to prevent the use of strike-breakers during the strike. They are placed in front or around the place where the pickets is and try to prevent or discourage them from going to work.

Other weapons used by unions are the (boycott) the (unfair list), and the (union Label).

Boycott---is an attempt to persuade the public not to buy the products of an employer.

Unfair list--publishers good news about labor, contains names of firms from which the unions urge the public not to buy.

Union Label-- is used to identify goods produced by union labor. Workers are urged not to buy goods that do not bear this label.

Black List-- made and circulated by employers, is a list of workers who have been discharged or who have been active in labor struggles.

LABOR DEPARTMENT***

The labor Department consists of the Bureau of Labor Statistics Children's Bureau; Women's Bureau; Consilation Bureau; and the Wage and Hour, Public Contracts, and Labor Standards division.

The head of the department the Sectrtary of Labor, is given power to act as mediator and to appoint commissioners of consilation in labor desputes.

The Bureau of Labor Statistics is charged with collecting and reporting, at least once a year, full and complete statistics of the conditions of the products of labor.

The Secretary is a member of the President Cabinet, but is not eligible to succession to the Presidency. The salary is \$15,000 a year. Frances Perkins appointed by President Roosevelt is in 1933, became not only the first women Secretary of Labor but also the first woman Cabinet member.

UNEMPLOYMENT

The greatest threat is the fear of unemployment. The unemployment is one of the biggest and most discussed problems. According to a recent figure a number of person willing to work but has no job has been from 15½ million in the years from 1890-1941. This does not include the people that would like to work but can't because of illness, temporary lay off. Unemployment is harmful in its effects upon the worker. But its effect the unemployed the hardest. They lose their savings and sometimes even their possessions; they are moved to poorer living quarters because they can't afford high rents; and they and their children suffer the effects of undernourishment and malnutrition. Their skills are also destroyed because of long idleness; their self-respect and morale are lost as they become dependent upon charity.

CAUSES OF UNEMPLOYMENT

Some of the unemployment are because certain industries or business just come certain time of the year. Like retail stores, hire many more employees at Christmas than in February, farmers employ more men in the Spring and late summer than in the winter. Unemployment of this kind is called (seasonal). This kind of unemployment has been cut down to a great extent. Bathing suit makers produce ski suits in their off season, but in cases like canning there isn't much that can be done when it's depended upon seasonal crops. And most fruit has to be canned while ripe.

Some unemployment is caused by changes in industrial products made. New England factory workers become unemployed when the Nevada silver mines could no longer be operated, miners were then found without jobs. This unemployment caused by economic and social changes is called (secular unemployment.)

TECHNOLOGICAL UNEMPLOYMENT

Office machines now do the sorting, writing, and calculating that was once done by hand, yet the number of stenographers and typist has increased.

Technological improvements make it possible to produce more good at lower cost.

RELIEF PROGRAM

When there is widespread of unemployment, the problem is how to supply them to prevent misery and suffering among those who have no means of supporting themselves and their families. At first the local government had the care for them, but as the problem became bigger the government had to take the problem in its hands.

Two ways for caring for the unemployment is by direct relief which cash or goods are given or work relief where jobs are given so that workers can earn and support themselves. Both methods has been used and each has certain advantages. Direct relief is a little cheaper. And work relief has some value in return for the money spent for them and creates work habits and morale among the unemployed.

The method of finding jobs for the unemployed has been carried out through the Work Projects Administration (WPA), and the Public Works Administration (PWA). Most of the jobs are for unskilled, like construction jobs for but there are also jobs for white collar and professional workers, and for artists.

The relief program has added up to a enormous expense, and has been critisized as a wasteful and inefficint program. Some say that the administration of relief should be turned over to the states and that the federal government should make grants of funds to the state for this purpose.

"OUR DEMOCRACY AND
ITS PROBLEMS"

KINDS OF UNIONS***

Horizontal or craft union----

A union composed of workers who have the same skill or work with the same material.

Vertical or industrial union----

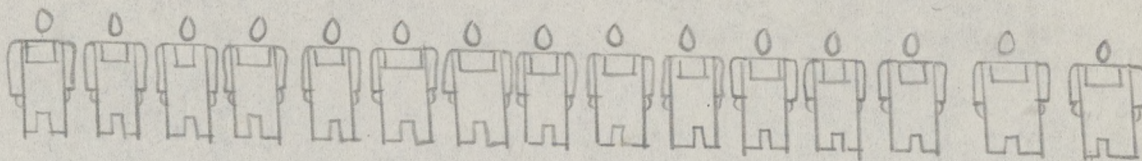
One which enrolls all the workers in a given industry.

Company unions----

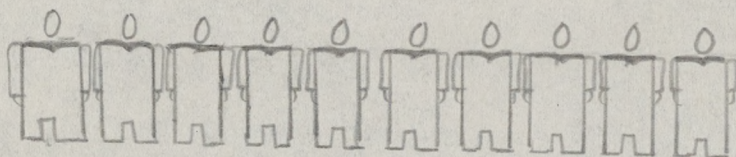
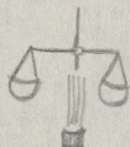
Includes all the employees of a single company.

These People Are Now Protected Under The Social Security Program

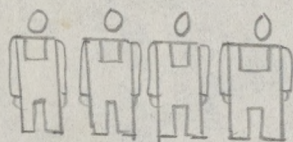
Manufacturing
and
Mining



Trade
and
Clerical

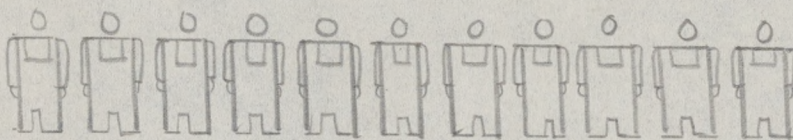
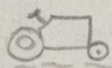


Transportation
and
Communication

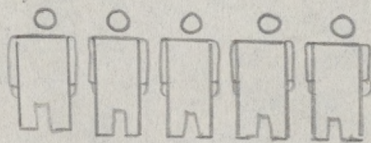
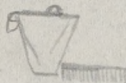


These people Are Not Yet Protected Under The Social Security Program

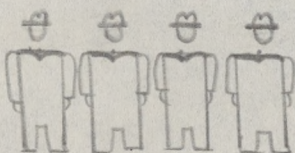
Agriculture
and
Forestry



Domestic
and
Personal



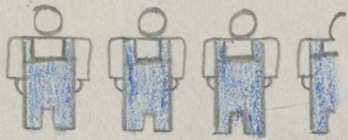
Professional
and
Public Service



"Our Changing Social Life"

The Ranks of Labor

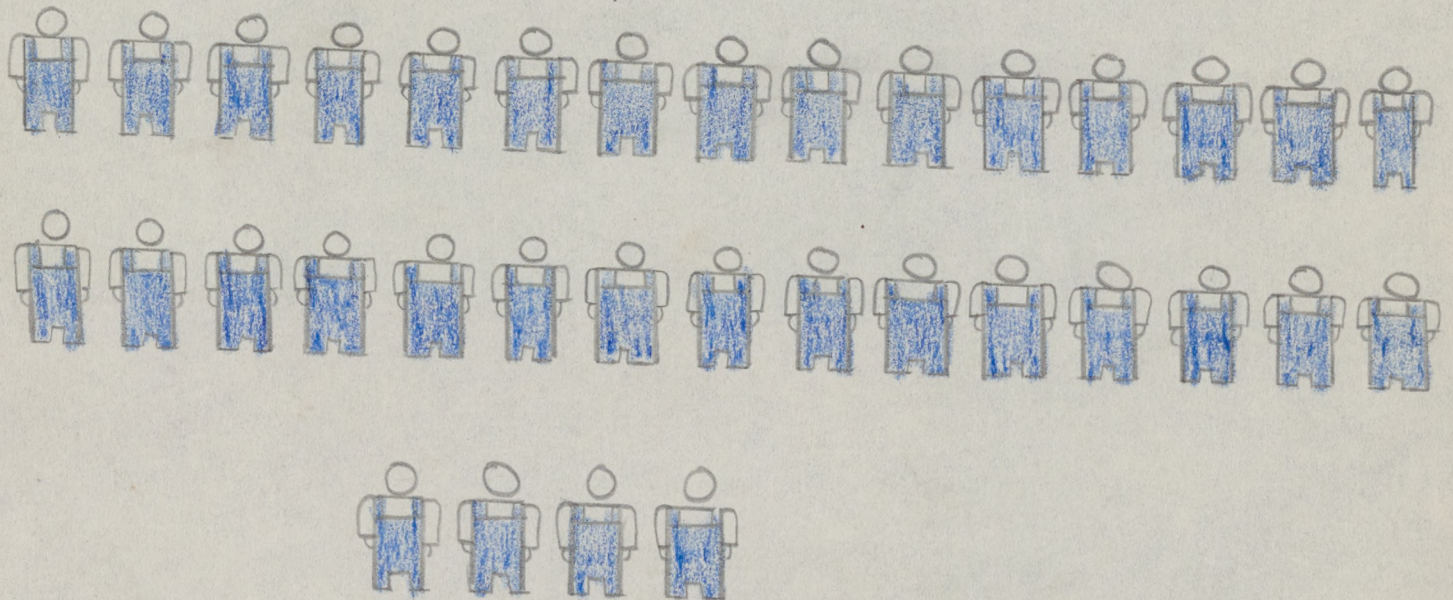
A.F. of L.



C. I. O.



Unorganized



(Each figure represents one million workers)



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