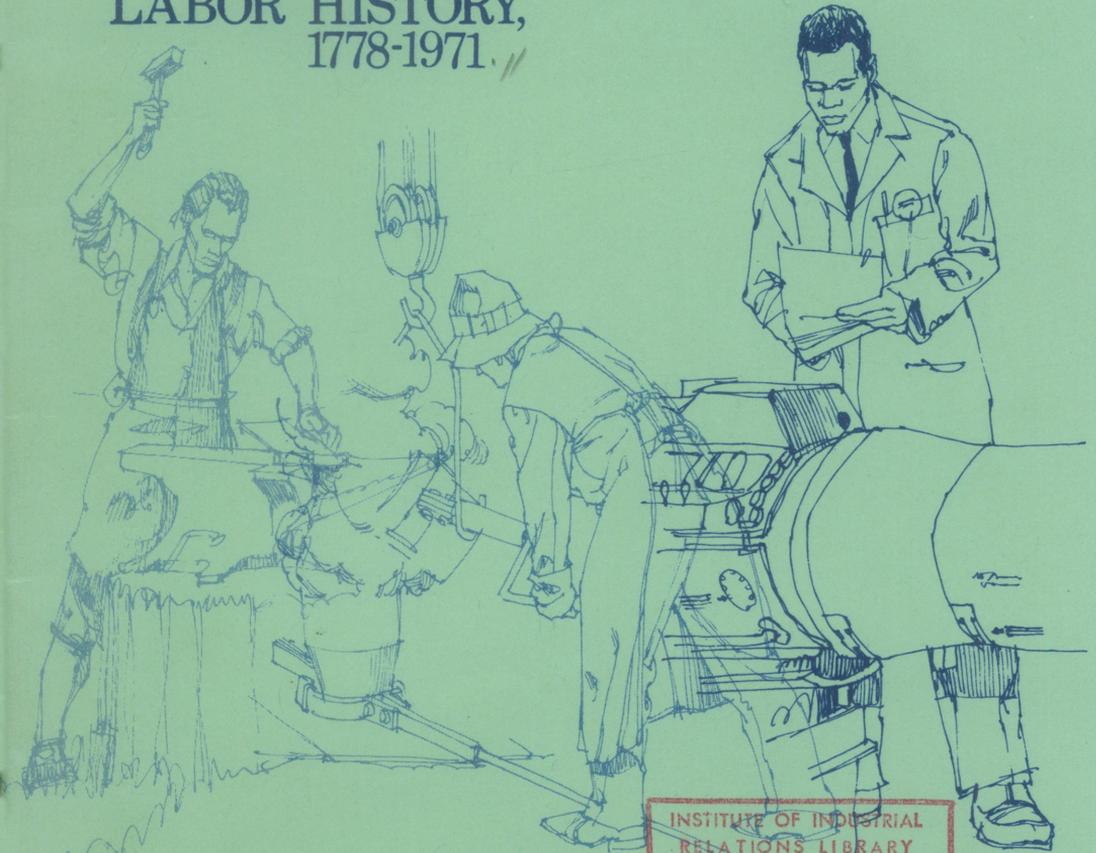


Labor movement - U.S.  
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# IMPORTANT EVENTS IN AMERICAN LABOR HISTORY, 1778-1971.



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# Important Events in American Labor History

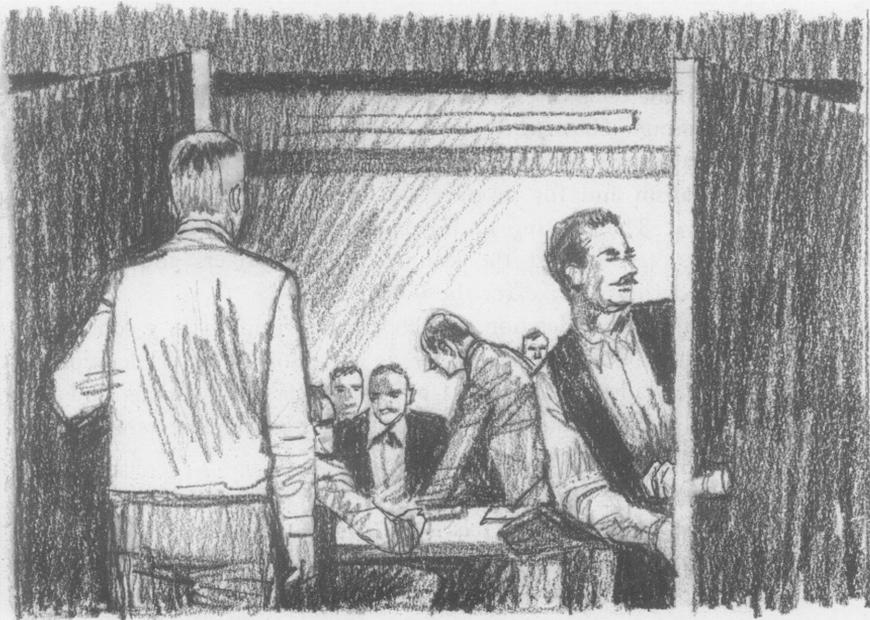


- 1778** Journeymen printers of New York City combined to demand an increase in wages. After the increase was granted, the organization was abandoned.
- 1786** The earliest authenticated strike of workers in the United States in a single trade occurred when Philadelphia printers gained a minimum wage of \$6 a week.
- 1791** Philadelphia carpenters struck unsuccessfully in May for a 10-hour day and additional pay for overtime. This was the first recorded strike of workers in the building trades.
- 1792** The first local craft union formed for collective bargaining was organized by Philadelphia shoemakers. It disbanded in less than a year.
- 1794** The Federal Society of Journeymen Cordwainers was formed in Philadelphia by the shoeworkers. It lasted until 1806, when it was tried and fined for conspiracy. (See below.)  
The Typographical Society was organized in New York City by the printers. It remained in existence for 101½ years.
- 1805** A Journeymen Cordwainers' union in New York City included a closed-shop clause in its constitution.
- 1806** Members of the Philadelphia Journeymen Cordwainers were tried for criminal conspiracy after a strike for higher wages. The charges were (1) combination to raise wages and (2) combination to injure others. The union was found guilty and fined. Bankrupt as a result, the union disbanded. This was the first of several unions to be tried for conspiracy.

- 1825** The United Tailoresses of New York, a trade union organization for women only, was formed in New York City.
- 1827** The Mechanics' Union of Trade Associations, made up of unions of skilled craftsmen in different trades, was formed in Philadelphia. This was the first city central type of organization on record.
- 1828** The Workingmen's Party, including wage earners, craftsmen, and farmers, was organized in Philadelphia in July. It went out of existence in 1832.
- 1834** The National Trades' Union was formed in New York City. This was the first attempt toward a national labor federation in the United States. It failed to survive the financial panic of 1837.
- 1836** The National Cooperative Association of Cordwainers, the first national labor union of a specific craft, was formed in New York City. There is no further record of this organization after 1837. Other trades which formed national organizations within the next few years were the printers, comb makers, carpenters, and hand-loom weavers.
- 1840** An Executive order issued on March 31 by President Van Buren established a 10-hour day for Federal employees on public works without reduction in pay.
- 1842** In the case of *Commonwealth v. Hunt*, the Massachusetts Court held that labor unions, as such, were legal organizations, and that "a conspiracy must be a combination of two or more persons, by some concerted action, to accomplish some criminal or unlawful purpose, or to accomplish some purpose not in itself criminal or unlawful by criminal or unlawful means." The decision also denied that an attempt to establish a closed shop was unlawful or proof of an unlawful aim.
- Massachusetts and Connecticut passed laws prohibiting children from working more than 10 hours a day.
- 1847** The first State law fixing 10 hours as a legal workday was passed in New Hampshire.
- 1848** Pennsylvania passed a State child labor law setting the minimum age for workers in commercial occupations at 12 years. In 1849, the minimum was raised to 13 years.
- 1852** The Typographical Union, the first national organization of workers to endure to the present day, was formed.
- The first law limiting working hours of women to 10 hours a day was passed in Ohio.
- 1859** The Iron Molders' Union, the forerunner of the present Molders' and Allied Workers' Union, was organized in Philadelphia.
- 1862** The "Molly Maguires," a secret society of Irish miners in the anthracite fields, first came to public attention. The "Mollies" were charged with acts of terrorism against mine bosses. They went out of existence

in 1876, when 14 of their leaders were imprisoned and 10 were executed.

- 1863** The present-day Brotherhood of Locomotive Engineers was founded. Laws providing fines and imprisonment for strikers preventing other persons from working were passed in Illinois and Minnesota.
- 1866** The National Labor Union, a national association of unions, was organized. A federation of trades' assemblies rather than of national craft organizations, it included radical and reform groups. Drifting into social rather than trade union endeavors, it lost craftsmen's support and went out of existence in 1872.
- 1867** The Knights of St. Crispin was organized on March 7 to protect journeymen shoemakers against the competition of "green hands" and apprentices in the operation of newly introduced machinery in the shoe industry. The last vestige of the order disappeared in 1878.
- 1868** The first Federal 8-hour-day law was passed by Congress. It applied only to laborers, workmen, and mechanics employed by or on behalf of the United States Government.
- The first State labor bureau was established in Massachusetts.
- 1869** The Noble Order of the Knights of Labor was organized in Philadelphia. It maintained extreme secrecy until 1878, then began organizing skilled and unskilled workers openly. By winning railroad strikes against the Gould lines, and advancing the program for the 8-hour day, the Knights of Labor gained many followers, claiming over 700,000 members in 1886. It declined rapidly thereafter with the emergence of the AFL.



- 1870** The first written contract between coal miners and operators was signed on July 29. It provided for a sliding scale of pay, based on the price of coal.
- 1873** The Brotherhood of Locomotive Firemen and Enginemen was organized.
- 1874** The Cigar Makers International Union made first use of the union label.
- 1878** The Greenback-Labor Party was organized by a fusion of the Greenback Party and Workingmen's Party.
- 1881** The Federation of Organized Trades and Labor Unions (FOTLU), which later became the American Federation of Labor, was organized in Pittsburgh in November with 107 delegates present. Leaders of 8 national unions attended, including Samuel Gompers, then president of the Cigar Makers International Union.  
The United Brotherhood of Carpenters and Joiners, later to become one of the largest AFL unions, was organized.
- 1882** The first Labor Day celebration was held in New York City in September.
- 1883** The Brotherhood of Railroad Trainmen was organized.
- 1884** A Bureau of Labor was established in the Department of Interior. It later became independent as a Department of Labor without Cabinet rank. It then was absorbed into a new Department of Commerce and Labor, which was created in 1903, where it remained until the present Department of Labor was established in 1913.
- 1886** Under the initiative of the Federation of Organized Trades and Labor Unions, some 340,000 workers participated in a movement for an 8-hour day.  
The Chicago Haymarket riot, in which one policeman was killed and several others wounded, aroused public opinion against unionism and radicalism and for several years stopped the movement for the 8-hour day. The meeting in Haymarket Square had been called as a peaceful protest against the killing of four strikers and wounding of others during a strike for the 8-hour day.  
The American Federation of Labor was organized at a convention in Columbus, Ohio, in December as successor to the Federation of Organized Trades and Labor Unions. Other trade unions and city councils which had failed to gain autonomy within the ranks of the Knights of Labor also joined the AFL.
- 1887** The Brotherhood of Maintenance of Way Employes was organized.
- 1888** The first Federal labor relations law was enacted. It applied to railroads and provided for arbitration and Presidential boards of investigation.

- The International Association of Machinists was organized in Atlanta, Ga.
- 1890** The United Mine Workers was organized in Columbus, Ohio.
- 1892** The Homestead strike by the Amalgamated Association of Iron, Steel & Tin Workers at the Carnegie steel mills in Homestead, Pa., resulted in the death of several strikers and Pinkerton guards. The strike failed and the union was ousted from most mills in the Pittsburgh area.
- 1894** A strike of the American Railway Union led by Eugene V. Debs against the Pullman Co. was defeated by the use of injunctions and by Federal troops sent into the Chicago area. Debs and several other leaders were imprisoned for violating the injunctions, and the union's effectiveness was destroyed.
- 1898** Congress passed the Erdman Act, providing for mediation and voluntary arbitration on the railroads, and superseding the law of 1888. The act also made it a criminal offense for railroads to dismiss employees or to discriminate against prospective employees because of their union membership or activity. This portion of the act was subsequently declared invalid by the United States Supreme Court.
- 1900** The International Ladies' Garment Workers' Union (AFL) was formed.
- 1901** The International Federation of Trade Unions (then International Secretariat of National Trade Union Centers) was formed on August 21. The AFL affiliated in 1910, disaffiliated in 1921, and reaffiliated in 1937. It remained a member until IFTU was formerly dissolved in 1945.
- The Amalgamated Association of Iron, Steel & Tin Workers (AFL) lost 14 union contracts after a 3-month strike against the United States Steel Corp.
- The United Textile Workers of America (AFL) was organized.
- 1902** The United Mine Workers of America ended a 5-month strike on October 21 against anthracite operators, agreeing to arbitration by a Presidential commission. The Anthracite Coal Strike Commission, appointed on October 16, recommended on March 18, 1903, a 10-percent wage increase and conciliation machinery, but denied union recognition.
- 1903** The Department of Commerce and Labor was created by an act of Congress ( act of Feb. 14, 1903, 32 Stat. 825), and its Secretary was made a member of the Cabinet.
- 1905** The Industrial Workers of the World was organized in Chicago. The Supreme Court held that a maximum hour law for bakery workers was unconstitutional under the due process clause of the 14th amendment. (*Lochner v. New York.*)
- 1906** The International Typographical Union (AFL) struck successfully

in book and job printing establishments for the 8-hour day, paving the way for extension of shorter hours in the printing trades.

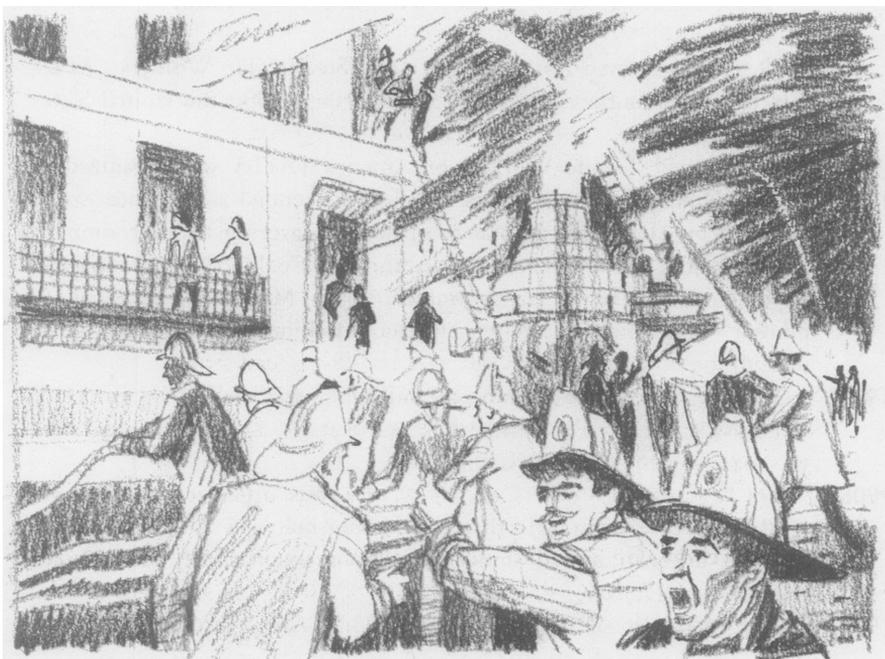
**1908** Section 10 of the Erdman Act applying to railroad employees, whereby the "yellow-dog" contract was outlawed and an employer was forbidden to discharge a worker for union membership, was declared unconstitutional. (*U. S. v. Adair.*)

The boycott by the United Hatters of Danbury, Conn., against D. E. Loewe and Co. was held to be in restraint of trade under the Sherman Anti-Trust Act. In January 1915, the individual union members were held responsible for the union's acts and were assessed damages and costs totaling \$252,000. This was the first application of the treble damage provision of the act to the labor union.

**1910** The 2-month strike of the International Ladies' Garment Workers' Union (AFL) was settled by providing preferential union hiring, a board of grievances, and a board of arbitration. This laid the foundation for the impartial chairman method of settling labor disputes.

**1911** The Supreme Court upheld an injunction ordering the AFL to eliminate the Bucks Stove and Range Co. from its unfair list and to cease to promote an unlawful boycott. A contempt charge against union leaders, including AFL President Samuel Gompers, was dismissed on technical grounds. (*Gompers v. Bucks Stove and Range Co.*)

The Triangle Waist Co. fire in New York on March 25, which caused the death of 146 workers, led to establishment of the New



York Factory Investigating Commission on June 30, and eventual improvement in factory conditions.

- 1912 Massachusetts adopted the first minimum wage act for women and minors.

The (Walsh) Commission on Industrial Relations was created to investigate industrial unrest. In 1916, it rendered a comprehensive series of reports on the status of labor-management relations.

- 1913 The United States Department of Labor was established by law. It included the Bureau of Labor Statistics (created in 1884 as the Bureau of Labor, see above), the Bureau of Immigration and Naturalization (created in 1891), and the Children's Bureau (created in 1912). Power was given the Secretary of Labor to "act as mediator and to appoint commissioners of conciliation in labor disputes," and in 1918, the Conciliation Service was established as a separate division of the Department. William B. Wilson, a trade unionist and Member of Congress, became the first Secretary of Labor.

The Newlands Act set up a Board of Mediation and Conciliation to handle railroad disputes.

- 1914 The Clayton Act was approved, limiting the use of injunctions in labor disputes and providing that picketing and other union activities shall not be considered unlawful.

On December 1, the President appointed the Colorado Coal Commission which investigated the Ludlow Massacre and labor conditions in Colorado coal mines following an unsuccessful strike by the United Mine Workers.

The Amalgamated Clothing Workers was formed by a seceding group of the United Garment Workers (AFL).

- 1915 The LaFollette Seamen's Act was approved on March 4, regulating conditions of employment for maritime workers.

- 1916 A Federal child labor law was enacted (declared unconstitutional on June 3, 1918); followed by act of February 24, 1919 (declared unconstitutional on May 15, 1922); followed by a child labor amendment to the Constitution on June 2, 1924. Only 28 of the necessary 36 States ratified the amendment.

The Adamson Act, providing a basic 8-hour day on railroads, was enacted to eliminate a threatened nationwide railroad strike.

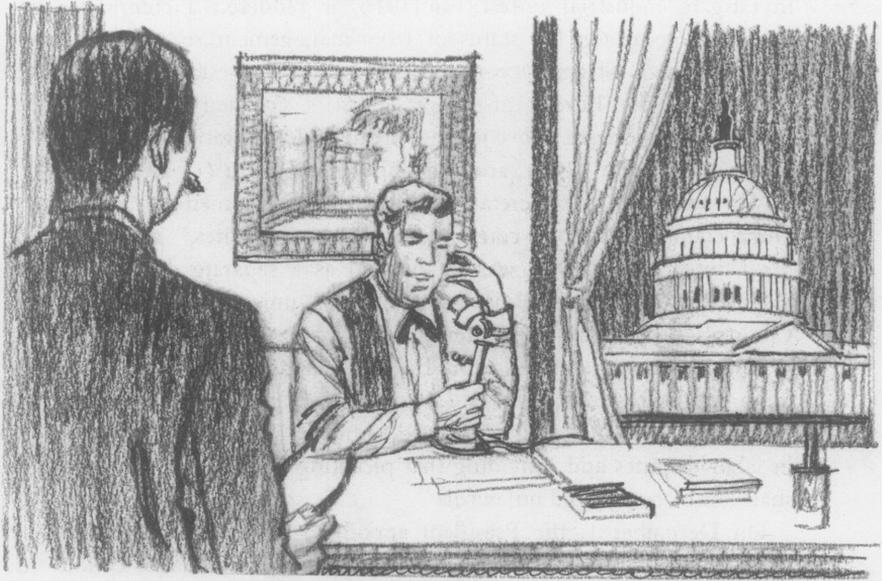
- 1917 A strike led by the Industrial Workers of the World (IWW) in the copper mines of Bisbee, Ariz., was ended when the sheriff deported 1,200 strikers.

The President appointed a mediation commission, headed by the Secretary of Labor, to adjust wartime labor difficulties.

The "yellow-dog" contract was upheld and union efforts to organize workers party to such contract were held to be unlawful. (*Hitchman Coal & Coke Co. v. Mitchell.*)

**1918** The Federal Government took control of the railroads from December 1917 until March 1, 1920, under existing Federal legislation which provided for Government railroad operation in wartime.

The President named the Secretary of Labor as War Labor Administrator on January 4.



The President created the National War Labor Board on April 8 "to settle by mediation and conciliation controversies \* \* \* in fields of production necessary for the effective conduct of the war." It went out of existence in May 1919.

The minimum wage law of the District of Columbia was approved September 19. (Declared unconstitutional on April 9, 1923.)

**1919** Led by President Gompers of the AFL, a commission created by the Peace Conference at its second plenary session in January recommended the inclusion in the Peace Treaty of labor clauses creating an International Labor Organization.

The United Mine Workers of America struck against bituminous-coal operators on November 1. In December, the union agreed to arbitration by a Presidential commission. The Bituminous Coal Commission appointed by the President on December 19 awarded a 27-percent wage increase, but denied the 6-hour day and 5-day week.

**1920** The AFL Iron and Steel Organizing Committee ended an unsuccessful 3½-month strike in the steel industry on January 8 after most of the strikers had drifted back to work.

The Women's Bureau was established in the Department of Labor by act of Congress.

The Kansas Court of Industrial Relations provided the first experiment in compulsory arbitration in the United States. (Held unconstitutional in part in 1923.)

The Transportation Act provided for a tripartite Railroad Labor Board and terminated Federal control of railroads on March 1.

- 1921 The Supreme Court held that nothing in the Clayton Act legalized secondary boycotts or protected unions against injunctions brought against them for conspiracy in restraint of trade. (*Duplex Printing Press v. Deering.*)

An act restricting the immigration of aliens into the United States and establishing the national origin quota system was approved.

The International Seamen's Union (AFL) and Marine Engineers Beneficial Association (AFL) lost a 52-day strike against wage reductions.

The President's Conference on Unemployment placed the main responsibility for unemployment relief upon local communities.

The Arizona law forbidding injunctions in labor disputes and permitting picketing was held unconstitutional under the 14th amendment. (*Truax v. Corrigan.*)

- 1922 The United Mine Workers was held not responsible for local strike action, and strike action was held not a conspiracy to restrain commerce within the Sherman Anti-Trust Act. Labor unions, however, were held suable for their acts. (*Coronado Coal Co. v. UMWA.*)

A 2½-month unsuccessful nationwide strike of railway shopmen against wage reductions began July 1.

- 1924 Samuel Gompers, president of the AFL, died on December 13.

- 1926 The Railway Labor Act, passed on May 20, required employers to bargain collectively and not discriminate against their employees for joining a union. The act also provided for the settlement of railway labor disputes through mediation, voluntary arbitration, and factfinding boards.

- 1927 The Longshoremen's and Harbor Workers' Compensation Act was enacted.

The Journeymen Stone Cutters' action in trying to prevent purchase of nonunion cut stone was held to be an illegal restraint of interstate commerce. (*Bedford Cut Stone Co. v. Journeymen Stone Cutters' Association, et al.*)

- 1929 The Hawes-Cooper Act governing the shipment of convict-made goods in interstate commerce was approved.

The Communist-inspired Trade Union Unity League was formed in September. It was dissolved in 1935.

- 1930 The Railway Labor Act's prohibition of employer interference or coercion in the choice of bargaining representatives was upheld by the Supreme Court. (*Texas & N. O. R. Co. v. Brotherhood of Railway Clerks.*)



- 1931** The Davis-Bacon Act provided for the payment of prevailing wage rates to laborers and mechanics employed by contractors and sub-contractors on public construction.
- 1932** The Anti-Injunction (Norris-La Guardia) Act prohibited Federal injunctions in labor disputes, except as specified, and outlawed "yellow-dog" contracts.  
Wisconsin adopted the first unemployment insurance act in the United States.
- 1933** Section 7(a) of the National Industrial Recovery Act provided that every NRA code and agreement should guarantee the right of employees to organize and bargain collectively through their representatives without interference, restraint, or coercion by employers. (Title I of act declared unconstitutional in *Schechter v. U. S.* on May 27, 1935.)  
The Wagner-Peyser Act created the United States Employment Service in the Department of Labor.
- 1934** The first National Labor Legislation Conference was called by Secretary of Labor Frances Perkins to obtain closer Federal-State cooperation in working out a sound national labor legislation program. Annual conferences were held until 1955.

- The United States joined the International Labor Organization.
- 1935** The National Labor Relations (Wagner) Act established the first national labor policy of protecting the right of workers to organize and to elect their representatives for collective bargaining.
- The Bituminous Coal Conservation (Guffey) Act was passed to stabilize the industry and to improve labor conditions. (Labor relations provisions declared unconstitutional on May 18, 1936.)
- The Federal Social Security Act was approved August 14.
- The Committee for Industrial Organization (later the Congress of Industrial Organizations) was formed on November 9 by several AFL international unions and officials to foster industrial unionism.
- 1936** In the first large "sitdown" strike, the United Rubber Workers (CIO) won recognition at Goodyear Tire & Rubber Co.
- The Anti-Strikebreaker (Byrnes) Act declared it unlawful "to transport or aid in transporting strikebreakers in interstate or foreign commerce."
- The Public Contracts (Walsh-Healey) Act established labor standards on Government contracts, including minimum wages, overtime compensation for hours in excess of 8 a day or 40 a week, child and convict labor provisions, and health and safety requirements.
- 1937** General Motors Corp. agreed to recognize the United Automobile Workers (CIO) as the bargaining agent for its members, to drop injunction proceedings against strikers, not to discriminate against union members, and to establish grievance procedures.
- United States Steel Corp. recognized the Steel Workers Organizing Committee as the bargaining agent for its members. A 10-percent wage increase and an 8-hour day and 40-hour week were negotiated.
- The National Labor Relations Act was held constitutional. (*NLRB v. Jones & Laughlin Steel Corp.*)
- Ten people were killed and 80 were wounded in a Memorial Day clash between police and the members of the Steel Workers Organizing Committee at the plant of the Republic Steel Co. in South Chicago.
- The Railroad Retirement Act of 1937 was approved, followed by the Carriers Taxing Act of 1937. (Similar laws of June 27, 1934, and August 29, 1935, had been declared unconstitutional.)
- The 5-week "Little Steel" strike was broken on July 1 when Inland Steel employees returned to work without union recognition or other gains.
- The National Apprenticeship Act was passed, establishing the Bureau of Apprenticeship in the U.S. Department of Labor.
- 1938** The Merchant Marine Act of 1936 was amended to provide a Federal Maritime Labor Board.
- The Fair Labor Standards Act provided a 25-cent minimum wage

and time and a half for hours over 40 a week. (Amended 1949, 1955, 1961, 1963, and 1966.)

The Railroad Unemployment Insurance (Crosser-Wheeler) Act was passed.

1940 A sitdown strike was held not to be an illegal restraint of commerce under the Sherman Anti-Trust Act in the absence of intent to impose market controls. (*Apex Hosiery Co. v. Leader.*)

1941 Actions by the carpenters' union in jurisdictional disputes were held to be protected by the Clayton Act from prosecution under the Sherman Anti-Trust Act. These actions were construed in light of Congress' definition of "labor dispute" in the Norris-La Guardia Act. (*U. S. v. Hutcheson.*)

The UAW (CIO) won recognition at Ford Motor Co. after a 10-day strike. The union and the company signed a union-shop agreement—the first with a major automobile manufacturer.

The President on December 24 announced a no-strike pledge by the AFL and CIO for the duration of the war.

1942 The United Steelworkers of America was organized. It replaced the Steel Workers Organizing Committee, which was first established by the CIO in 1936.

The President established the National War Labor Board to determine procedures for settling disputes.

The NWLB laid down the "Little Steel" formula for wartime wage adjustments (i.e., based on a 15-percent rise in living costs from January 1, 1941, to May 1, 1942).

The Stabilization Act authorized the President to stabilize wages and salaries, as far as practicable, based on September 15, 1942, levels.

1943 The President by an Executive order created a Committee on Fair Employment Practices, empowering it to "conduct hearings, make findings of fact, and take appropriate steps to obtain elimination" of "discrimination in the employment of any person in war industries or in Government by reason of race, creed, color, or national origin."

The War Labor Disputes (Smith-Connally) Act, passed over the President's veto, authorized plant seizure if needed to avoid interference with the war effort.

1944 The Railway Labor Act, authorizing a labor union chosen by a majority to represent a craft, was held to require union protection of the minority in that class. Discrimination against certain members on ground of race was held enjoined. (*Steele v. Louisville & Nashville Railroad.*)

1945 The CIO affiliated with the newly formed World Federation of Trade Unions. (It withdrew in 1949.) The AFL, which held that the labor organizations of Soviet Russia were not "free or democratic," did not affiliate with the WFTU.

The President's National Labor-Management Conference convened in Washington, D. C., but produced few tangible results.

**1946** The United Steelworkers (CIO) ended a 1-month strike and established a "first round" wage pattern increase of 18½ cents an hour.

The Employment Act of 1946 committed the Government to take all practicable measures to promote maximum employment, production, and purchasing power.

The United Automobile Workers (CIO) ended a 3½-month strike against General Motors Corp. by negotiating an hourly wage increase of 18½ cents, after a Presidential factfinding board had recommended 19½ cents.



Locomotive Engineers (Ind.) and Railroad Trainmen (Ind.) ended a national 2-day strike following an injunction and under threat of legislation to draft the workers. They accepted the 18½-cent-an-hour increase recommended by the President.

The UMWA bituminous-coal miners won a health and welfare fund from the Federal Government, which had seized the mines. The fund was to be financed from payments by operators of 5 cents a ton of coal produced.

The President provided for the termination of all wartime wage and salary controls.

1947 The Norris-La Guardia Act prohibition against issuance of injunctions in labor disputes was held inapplicable to the Government as an employer. (*U. S. v. John L. Lewis.*)

The Portal-to-Portal Act was approved, "to relieve employers and the Government from potential liability \* \* \* in 'portal-to-portal' claims."

The Labor Management Relations (Taft-Hartley) Act was passed (June 23) over the President's veto.

1948 Mississippi became the 48th State to enact workmen's compensation legislation.

The President appointed the Commission on Labor Relations in the Atomic Energy Installations, which, on April 18, 1949, recommended establishment of a panel to protect free collective bargaining in atomic plants.

The Federal Government's first national conference on industrial safety met in Washington, D. C.

1949 The Fair Labor Standards Act (1938) was amended to raise the minimum wage of workers covered by the act to 75 cents an hour. Child labor was directly prohibited for the first time.

The United States Supreme Court, by denying review of a lower court's action, upheld a decision that the Labor Management Relations Act requires employers to bargain with unions on retirement plans. (*Inland Steel Co. v. United Steelworkers of America.*)

Settlement of a steel industry-United Steelworkers (CIO) strike on the basis of noncontributory \$100 monthly pensions at age 65, plus death, sickness, and accident benefits, followed a recommendation by a Presidential factfinding board that employers contribute 6 cents an hour toward pensions and 4 cents an hour toward social insurance for each worker.

The CIO anti-Communist drive culminated in expulsion of two unions at its annual convention. Trial and expulsion of nine other unions followed early in 1950.

The International Union of Electrical, Radio and Machine Workers was founded at the CIO convention following the expulsion of the United Electrical, Radio and Machine Workers.

Free, democratic trade unions of various countries, including the CIO in the United States, withdrew early in 1949 from the World Federation of Trade Unions, which had become Communist dominated.

A new worldwide labor organization—the International Confederation of Free Trade Unions (ICFTU)—with the AFL, CIO, and United Mine Workers participating, was formed at a meeting in December at London, England, of labor representatives from 51 countries.

1950 A 5-year contract with no reopening provisions was negotiated by the United Automobile Workers (CIO) and the General Motors Corp.

It provided for pensions, automatic cost-of-living wage adjustments, guaranteed annual increases, and a modified union shop.

The AFL launched a yearlong series of observances commemorating the centennial of Samuel Gompers' birth on January 27, 1850.

A United Labor Policy Committee composed of representatives of the AFL, CIO, and railroad unions was formed in December for the purpose of presenting labor's views to the Government on problems arising from the national emergency. The AFL withdrew from the committee in August 1951, thereby dissolving the group.

The Defense Production Act, authorizing the President to curb inflation and promote defense production, was approved September 8.

1951 The International Association of Machinists reaffiliated with the AFL in January after being independent since 1945 due to jurisdictional disputes. In August, the American Federation of Hosiery Workers, formerly an affiliate of the AFL United Textile Workers, rejoined the AFL as a separate union.

The Inter-American Regional Workers Organization (ORIT) of the International Confederation of Free Trade Unions was established at a meeting in Mexico City in January. It claimed to represent 17 million workers in North, South, and Central America.

Labor representatives withdrew in February from all participation in the Government's mobilization and stabilization program in protest over what they felt was labor's secondary role in its operation. They voted to return in April after being given a stronger voice in policy-making.

The CIO participated with the AFL as part of the United States delegation to the International Labor Conference of the ILO for the first time since 1946.

The first amendment to the Taft-Hartley Act, permitting negotiations of union-shop agreements without previous polls of employees, became law in October. The union shop for workers on the Nation's rail and air lines had previously been approved under the National (Railway) Mediation Act in January.

1952 A Presidential emergency board, in February, recommended agreement on the union shop between the railroads and nonoperating railroad unions representing about 1 million workers.

Three unions of railroad operating employees and the carriers reached an agreement on wage increases and working rules in May. Federal operation of the railroads was brought to an end, after being in effect since August 1950.

A strike of nearly 8 weeks' duration ended in July when the United Steelworkers of America (CIO) signed agreements with basic steel producers employing about 500,000 workers. Following the companies' rejection of Wage Stabilization Board recommendations, the

Government seized the steel industry. The strike began after a district court granted an injunction restraining the seizure order, but it was halted at the request of the President pending review of the decision by the United States Supreme Court. The strike was resumed after the Supreme Court held that the President exceeded his constitutional powers when he ordered the seizure.

Wage and price controls were extended until April 30, 1953, by a revised Defense Production Act. The act established a new tripartite Wage Stabilization Board without disputes-settlement authority.

Presidents of two principal labor federations, Philip Murray of the CIO and William Green of the AFL, died in November. The AFL Executive Council elevated George Meany, former secretary-treasurer of the Federation, to the presidency. Walter P. Reuther, president of the United Automobile Workers, was named president of the CIO by the CIO convention.

Martin P. Durkin, president of the Plumbers and Pipe Fitters Union, was designated by President-elect Eisenhower to be Secretary of Labor in the new Cabinet. Mr. Durkin was the first active union official and the fourth unionist to be named Secretary of Labor since the establishment of the Department of Labor in 1913.

**1953** President Eisenhower on February 6 ordered the end of Government controls on wages and salaries. At the same time, he ordered prices decontrolled on a considerable list of consumer goods. All remaining price controls were terminated on March 17.

The Supreme Court of the United States upheld the right of the International Typographical Union (AFL) to compel a newspaper to pay for the setting of type not used, and of the American Federation of Musicians (AFL) to demand that a local "standby" orchestra be employed when a traveling orchestra was hired for an engagement. The Court said that neither practice violated the "featherbedding" ban in the Labor Management Relations (Taft-Hartley) Act.

Martin P. Durkin resigned as Secretary of Labor on September 10. On October 8, President Eisenhower appointed James P. Mitchell, who had served as Assistant Secretary of the Army for Manpower, to succeed Mr. Durkin.

The American Federation of Labor and the Congress of Industrial Organizations, meeting in their respective conventions, approved a no-raiding pact to extend for 2 years from January 1, 1954. The agreement was binding only upon those member unions accepting it. Both organizations hailed the pact as the first step towards organic unity.

The convention of the American Federation of Labor on September 22 revoked the 60-year-old charter of the International Longshoremen's

Association, charging corruption within the union. A new union was immediately chartered by the AFL. A bitter struggle for representation in the east coast longshore industry, between the old ILA and the newly chartered AFL union, took place on the docks, in the courts, and in NLRB hearing rooms during the last 3 months of 1953. (Following a representation election in which the AFL union was defeated, the unaffiliated ILA was certified by the NLRB in August 1954 as collective bargaining agent for the dock workers.)

**1954** Organic unity between the AFL and CIO moved swiftly toward accomplishment as a result of action taken during the year. A "no-raiding" agreement was activated in June. After a series of meetings, unity committees of the two federations agreed in October upon merger without resolving in advance the jurisdiction of competing AFL and CIO unions. (Unity committees and the executive boards of the AFL and CIO approved the terms of the merger in February 1955.)

Major railroads and the unions of nonoperating railroad workers negotiated an agreement to provide comprehensive health and insurance benefits, to be financed by contributions from employers and workers.<sup>1</sup> This action raised the total number of workers then covered by some type of health, welfare, and pension plan under collective bargaining to approximately 12 million.

In his message to Congress on January 11, 1954, President Eisenhower recommended that Congress initiate a thorough study of welfare and pension funds with a view to protecting and conserving these funds. Investigations by State and Federal committees, which uncovered instances of fraud and mismanagement on the part of local union officials in the administration of welfare and pension funds, prompted the AFL and CIO to act to end such abuses and to establish standards for fund management and control.

Unions increased their efforts to end, or prevent the passage of, State "right to work" laws, which ban union membership as a qualification for employment. These laws were in effect in 17 States at the end of 1954.

Proposals for guaranteed annual employment or wage plans were developed by the United Automobile Workers, the Steelworkers, the Electrical Workers, and the Rubber Workers.

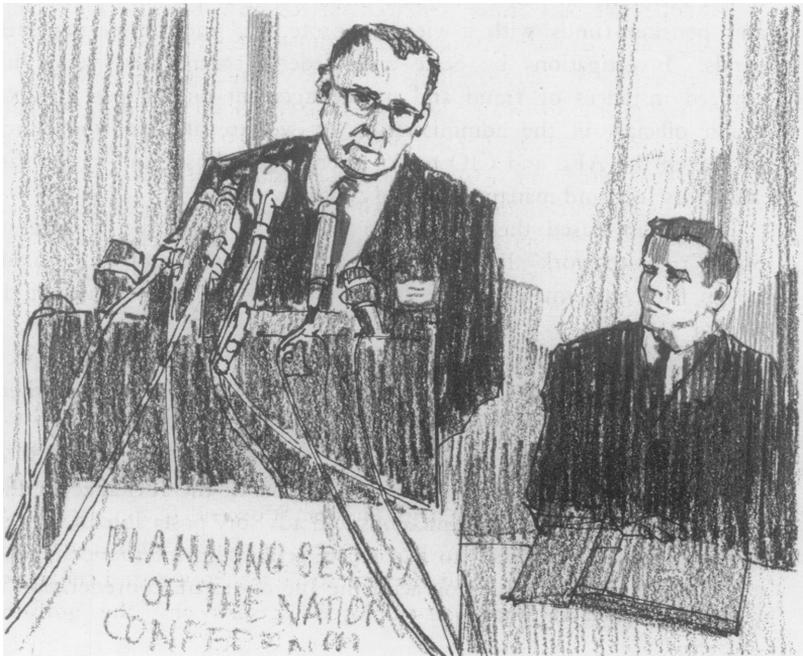
The AFL and CIO resumed active participation in the work of the U. S. Foreign Operations Administration in the revitalized Office of Labor Affairs, with labor missions and advisory posts abroad. American unions also continued to participate actively in international labor affairs through their affiliation with the International Confederation of Free Trade Unions (ICFTU).

<sup>1</sup> Employers took over full cost in 1955.

**1955** The Fair Labor Standards Act was amended to raise the minimum wage for covered workers from 75 cents to \$1 an hour, effective March 1, 1956.

In June, the Ford Motor Co. and the United Auto Workers (then CIO) negotiated a new 3-year agreement which established a supplementary unemployment compensation plan financed by company contributions of 5 cents an hour. Payments under the plan to eligible laid-off workers were to start on June 1, 1956. By the end of 1955, similar plans were negotiated for more than a million workers including the remainder of the auto industry.

The founding of the American Federation of Labor and Congress of Industrial Organizations (the AFL-CIO) on December 5, 1955, brought into one center unions representing approximately 16 million workers—over 85 percent of the membership claimed by all unions in the United States. The last conventions of the separate organizations, held on December 1 and 2, approved the merger agreement, a new constitution, and an implementation agreement designed to combine the two federations without dissolving either organization. The first convention of the AFL-CIO elected its president (George Meany), secretary-treasurer (William F. Schnitzler), and 27 vice presidents, 17 of whom had been proposed by the AFL and 10 by the CIO. Under the constitution, these 29 officers constitute the Executive Council, the governing body between the biennial conventions.



Mergers among AFL-CIO affiliates, while encouraged, were not to be dictated by the Federation; conflicts among unions competing in the same field were likewise to be adjusted voluntarily. Existing State, territorial, and local bodies previously established by the CIO and the AFL were required to merge within 2 years. The constitution provided for an industrial union department to promote the interests of unions organized on an industrial basis. It was organized during the convention week with 69 affiliated unions, including 38 former AFL unions.

**1956** The AFL-CIO and its affiliated unions began what was expected to be a slow adjustment to the needs of a united labor organization. In the first year of unity, former AFL and CIO State labor organizations merged in 19 States. The Brotherhood of Locomotive Firemen and Enginemen—unaffiliated throughout its 83-year history—joined the AFL-CIO in September. Although several international unions proposed and discussed mergers, only a few were actually carried out. On the other hand, a number of unions signed mutual assistance pacts or no-raiding agreements. No large-scale organizing program was attempted. The Federation's Ethical Practices Committee recommended to the Executive Council, after hearings, that three unions (the Allied Industrial Workers, the Laundry Workers, and the Distillery Workers) should show cause why they should not be suspended because of domination by "corrupt" influences in the administration of employee welfare funds.

In collective bargaining, renewed interest in deferred wage increases and in plans permitting wages to be adjusted to changes in living costs was evident. A trend to long-term agreements, which had been developing in recent years, became more pronounced. Supplementary unemployment benefit plans, introduced in 1955, became more prevalent but were limited to several major industries. Three-year agreements in the steel industry, reached after a 5-week strike in July, provided for an immediate wage increase, annual increases, semiannual wage escalation, the establishment of supplementary unemployment benefit plans, and other benefits.

Amendments to the Federal Social Security Act provided that disabled industrial workers may qualify for disability benefits at age 50, and women may retire at age 62 with reduced benefits. Railroad Retirement Act benefits were increased by 10 percent. Benefits were increased and the waiting period lowered for disabled workers coming under the Longshoremen's and Harbor Workers' Compensation Act. Benefits for Federal employees under the civil service retirement system were increased. Old-age and survivors' insurance benefits were extended to additional self-employed persons and the uniformed services.

The United Mine Workers of America (Ind.) in June dedicated 10 new hospitals to serve miners, their families, and communities in Virginia, West Virginia, and Kentucky. The cost of the project was financed by the UMWA Retirement and Welfare Fund, to which bituminous-coal operators pay 40 cents for each ton of coal mined under union contract conditions. Five of the hospitals were sold in 1963.

- 1957** The December 1957 biennial convention of the AFL-CIO expelled the Teamsters, Bakery Workers, and Laundry Workers, with a combined membership of approximately 1.6 million, on charges of domination by corrupt influences. This action followed upon a refusal on the part of the 3 unions to accept the corrective recommendation of the Executive Council. Of the unions for which corrective action was recommended, the Distillery Workers remained on probation and the United Textile Workers was restored to good standing in the Federation. The Allied Industrial Workers had complied with the Executive Council order prior to the convention.

Three formerly independent railroad unions became affiliated with the AFL-CIO during 1957: The Brotherhood of Railroad Trainmen, the American Train Dispatchers Association, and the American Railway Supervisors Association.

- 1958** Investigation of unions whose officials were suspected of corrupt practices was continued throughout much of the year by the Senate Select Committee on Improper Activities in the Labor or Management Field. The AFL-CIO took disciplinary action against officers of affiliated unions who refused to answer questions for fear of self-incrimination.

Federal legislation passed during 1958 included a Welfare and Pension Plans Disclosure Act, which requires administrators of all health, insurance, pension, and supplementary unemployment compensation plans covering more than 25 workers (amended 1962) to file with the Secretary of Labor descriptions and annual financial reports, to be available for public inspection. Reports must also be made available for plan participants. Other laws included one for optional Federal loans to States for a temporary 50-percent extension of unemployment payments to workers who had exhausted their benefits under Federal and State programs; and another for the increase of Federal old-age, survivors, and disability benefits by about 7 percent.

- 1959** The Labor-Management Reporting and Disclosure Act of 1959, designed to eliminate improper activities by labor or management, was passed by the Congress and signed into law by the President on September 14. The act provides certain protection for the rights of labor organization members; provides for the filing of reports describing the organization, financial dealings, and business practices of labor or-

ganizations, their officers and employees, certain employers, labor relations consultants, and unions in trusteeship; safeguards union election procedures; sets standards for the handling of union funds; amends the Taft-Hartley law to eliminate the "no-man's land" in NLRB cases; closes previously existing loopholes in the protection against secondary boycotts; and limits organizational and jurisdictional picketing. The statute is administered by the Department of Labor. The National Labor Relations Board administers portions of the statute amending the Taft-Hartley Act.

The longest major strike ever to take place in the steel industry began on July 15. Attempts to resolve the dispute through negotiation continued until October 21, when the national emergency provisions of the Taft-Hartley Act were invoked. After an unsuccessful attempt on the part of a board of inquiry to promote a settlement, a back-to-work injunction was issued. After a court battle over the constitutionality and applicability of the injunction, the Supreme Court upheld the injunction on November 7, the 116th day of the strike. Workers then returned to their jobs for the 80-day "cooling off" period. (Negotiations were successfully completed and new contracts signed early in January 1960.)

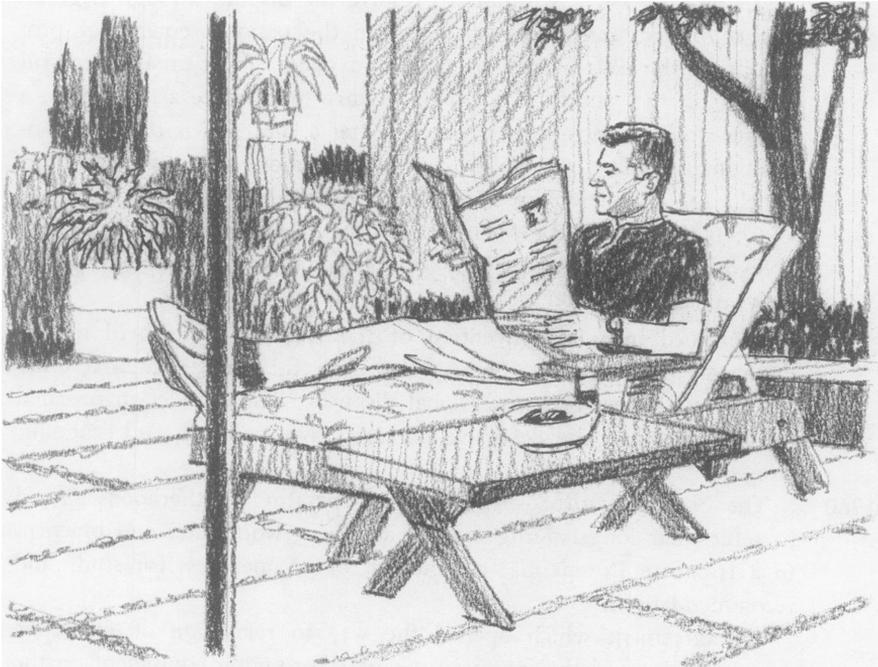
The third biennial convention of the AFL-CIO was held in San Francisco in September. Steps were taken for greater internal unity and the settlement of jurisdictional disputes. The convention revealed the Federation on the defensive on legislative, political, and economic fronts.

**1960** The Nation's railroads and the five operating brotherhoods agreed to refer their longstanding dispute involving work rules and practices to a tripartite Presidential commission of 15 members for study and recommendations.

An agreement which opened the way to relaxation of restrictive working rules and the increased use of labor-saving equipment on the waterfront was signed by the Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union. In return for the union's acceptance of the changes, the association agreed to contribute \$5 million a year to a fund to provide each of the 15,000 registered longshoremen \$7,920 upon retirement at age 65 with 25 years of service, and to guarantee union members certain minimum weekly earnings and no layoffs as a result of decreased work opportunities under the new contract provisions. However, the fund would not protect longshoremen from reduced earnings resulting from a decline in business.

Arthur J. Goldberg, general counsel to the United Steelworkers and special counsel of the AFL-CIO, was appointed by President-elect John F. Kennedy to be Secretary of Labor.

1961 President Kennedy established an Advisory Committee on Labor-Management Policy with 21 members from business, labor, and the public, to make recommendations that might promote industrial peace and sound wage and price policies. Another committee established during the year by Executive order was the 11-man tripartite Missile Sites Labor Commission, organized to resolve labor problems at missile and space installations. A 3-man board composed of representatives of the U.S. Departments of Labor and Commerce and a public arbitrator was set up to consider the foreign flag issue raised by the maritime unions.



Social Security amendments, which became effective August 1, increased the minimum monthly insurance benefits from \$33 to \$40, extended coverage to additional State and local government employees, permitted men to retire at age 62 on reduced benefits (previously extended only to women), increased aged widows' benefits by 10 percent, and liberalized the insured status and the retirement test. Contribution rates were raised, beginning in 1962, by one-eighth of 1 percent for employers and employees.

Amendments to the Fair Labor Standards Act went into effect September 3, extending coverage to about 3.6 million workers, mostly in retail trade and construction. Minimum wage rates of workers already covered were increased from \$1.00 to \$1.15 an hour, to be raised to

\$1.25 September 1963. Newly covered workers began with a \$1.00 minimum in September 1961. They reached a \$1.15 rate September 1964 and a \$1.25 rate September 1965. They were brought gradually under the overtime provisions of the act until they received time and one-half pay for hours after 40 per week by September 1965.

In July, the International Brotherhood of Teamsters, which had been expelled by the AFL-CIO in 1957, held its first convention since the expulsion, following the release of the union from Federal court surveillance and monitor control. Constitutional changes centralized authority in the international officers, increased dues, and expanded the union's jurisdiction.

The Southern Pacific Railroad and the Order of Railroad Telegraphers negotiated an agreement guaranteeing each telegrapher his job or equivalent wages during his lifetime.

The fourth biennial convention of the AFL-CIO, held in December, approved a constitutional amendment setting up a procedure for the peaceful resolution of jurisdictional disputes, a problem that had been disruptive since the 1955 merger. Constructive steps were also taken by the convention in the campaign to eliminate all vestiges of racial discrimination in the ranks of the AFL-CIO. Organization of the unorganized was declared to be the major unfinished business of the American labor movement, and a new committee on organization was provided for, to develop programs and policies for the Federation.

**1962** Major changes in work rules for railroad employees were recommended by a Presidential railroad commission. Elimination of firemen on diesel locomotives in freight and yard services, lowering of mandatory retirement age, reformation of the pay structure, and use of binding arbitration to settle disputes over technological changes and over the size of train crews were suggested. No final decision was reached by year's end.

The Manpower Development and Training Act was approved on March 15, 1962. It requires the Federal Government to determine manpower requirements and resources and to "deal with the problems of unemployment resulting from automation and technological changes and other types of persistent unemployment." The act is administered by the Secretary of Labor and the Secretary of Health, Education, and Welfare.

Secretary of Labor Arthur J. Goldberg was nominated to the post of Associate Justice of the United States Supreme Court on August 29. Willard Wirtz, Under Secretary of Labor, was named to succeed him as Secretary.

Federal employees' unions were granted the right to bargain collectively with Government agencies under an Executive order signed January 17. The order guarantees to unions of Federal workers certain

rights of organization, consultation, and processing of grievances.

The Welfare and Pension Plans Disclosure Act of 1958 was amended.

**1963** An Atlantic and gulf coasts strike by the International Longshoremen's Association ended January 25, after a 34-day strike following the expiration of a Taft-Hartley injunction. The settlement was based upon recommendations of a special Presidential board, and included provision for a study by the Department of Labor "of the problems of manpower utilization, job security, and all other related issues which affect the longshore industry."

Wyoming passed a "right to work" law, becoming the 20th State to have legislation which forbids contracts requiring an employee to become or remain a member of a labor union as a condition of employment. Both the agency shop and union shop are banned.

The 50th anniversary of the U.S. Department of Labor was celebrated on March 4.

Two long newspaper stoppages, 114 days in New York and 126 days in Cleveland, ended March 31 and April 5, respectively.

The Equal Pay Act of 1963 was signed by the President on June 10. This act prohibits wage differentials based on sex after June 10, 1964, for workers covered by the Fair Labor Standards Act.

The struggle to arrive at a satisfactory solution of the longstanding railroad dispute involving operating railroad workers continued throughout the year. Negotiations failed to produce any concrete results. On August 28, Congress passed legislation calling for arbitration of the two principal issues: the use of firemen on diesel locomotives in freight and yard service, and the makeup of train crews. The report of the arbitrators, issued on November 26, provided for the gradual elimination of firemen in 90 percent of freight and yard service. The crew "consist issue" was returned to the unions and carriers for further negotiations, and arbitration, if necessary.

The fifth biennial convention of the AFL-CIO was held in New York City, November 14-20. Domestic and international problems of concern to the labor movement were the primary topics of interest, with civil rights, unemployment, and automation receiving the most attention. Some 250 resolutions were adopted, many of them including lengthy statements of the AFL-CIO reasoning and position on the various issues.

**1964** The 4½-year dispute between the railroads and operating brotherhoods over work rules and other collective bargaining issues ended when final agreement was reached on all issues not resolved by the arbitration award of November 1963. The Brotherhood of Locomotive

Firemen and Enginemen ratified the agreement on June 25, the last of the five operating unions to do so.

The Civil Rights Act of 1964 was signed by the President on July 2, to become effective a year later. Title VII—Equal Employment Opportunity—bars discrimination on the basis of race, color, religion, sex, or national origin in hiring, apprenticeship, compensation, and terms, conditions, or privileges of employment, and in union membership. An Equal Employment Opportunity Commission was charged with investigating and adjudicating complaints under this title.

The Lithographers (Ind.) and the Photo-Engravers (AFL-CIO) agreed to merge into a single union, effective September 7. New York Local 1 of the Lithographers refused to participate in the merger.

The inability on the part of the International Longshoremen's Association and the New York Shipping Association to agree on the terms of a new contract and the union's rejection of recommendations made by a special Board of Mediation on the basis of a Department of Labor study of manpower utilization and job security led to a strike of all east coast and gulf coast ports on October 1. The strike was immediately halted when the President invoked the 80-day injunction provisions of the Taft-Hartley Act. This was the sixth application of the national emergency provisions of the act to east coast longshoring.

The Economic Opportunity Act of 1964 was signed into law on August 20. The measure provides for work and education programs, loans to low-income farmers and businessmen, and various other national and community antipoverty programs.

Although new master contracts between the United Automobile Workers and the principal automobile manufacturers were signed in September and October, the negotiation of plant supplementary contracts later resulted in widespread strikes. Significantly liberalized early retirement benefits were among changes provided by the new contracts.

**1965** The longshore dispute erupted into a strike beginning January 11, after New York longshoremen voted down an agreement reached just before the injunction expired (see entry in 1964). The strike lasted about a month in major ports, but all east and gulf coast ports were not back to work until another month had elapsed.

The Hosiery Workers union was formally dissolved after 50 years of existence, and its members were absorbed by the Textile Workers Union of America (AFL-CIO). Once a union of 50,000 members, the Hosiery Workers union had declined to around 5,000.

Paul Jennings was installed as president of the International Union of Electrical Workers (AFL-CIO) following his defeat of James B. Carey, president of the union since its organization 15 years before.

David J. McDonald, president of the United Steelworkers of America

since 1953, was defeated by I. W. Abel in a closely contested election. Only about 10,000 votes separated the contestants, with more than 600,000 votes cast.

Bargaining for new steel contracts, delayed by the Steelworkers election and postponed until September 1 by agreement of the parties, resulted in an agreement emphasizing early retirement and higher pension benefits. The value of the package conformed to the Government's wage-price guideposts, as set forth in the President's annual Economic Report since 1962.

Repeal of section 14(b) of the Taft-Hartley Act failed passage during the 1st session of the 89th Congress when a vote on H.R. 77 for repeal was blocked by a Senate filibuster. This section of the act permits States to pass so-called "right to work" laws, which prohibit the requirement of membership in a labor organization as a condition of employment. Its repeal has long been a prime goal of organized labor.

The enactment of the McNamara-O'Hara Service Contract Act on October 22 provided wage standards for employees performing work on Federal service contracts. These standards are similar to those long since applicable to employees on Federal construction and supply contracts.

Agricultural employers became subject to revised regulations governing applications for temporary foreign agricultural workers under the Immigration and Nationality Act of 1952 (Public Law 414). In addition to making a "reasonable effort" to recruit domestic workers, a grower was required to offer American workers wages varying by States from 90 cents to \$1.25 an hour before foreign labor was permitted to be used. Beginning April 1, 1965, "nonadverse" higher wages—varying from \$1.15 to \$1.40 an hour—became effective. The revised regulations were issued after expiration of the Mexican farm labor program.

Social security amendments of 1965 included the so-called "Medicare" plan, which provides partial coverage for those over 65 for hospitalization, nursing home care, home nursing, and diagnostic expenses. An optional supplementary plan providing coverage for most major medical expenses is available for a \$3-monthly premium. Benefits were to become available on July 1, 1966.

In November, the Industrial Union Department of the AFL-CIO arranged with 10 insurance companies to underwrite a pooled pension plan for employees of small companies. The program was available in 1966 for employers with fewer than 100 workers.

The 6th biennial convention of the AFL-CIO, marking the 10th anniversary of the merger, convened in San Francisco on December 9. Retirements and resignations opened up eight vacancies on the Executive Council, which were filled so as to preserve the initial balance between former AFL and former CIO affiliates.

1966 A pronounced upsurge in collective bargaining by public employee

organizations became evident in 1966. One effect of this development was an increase in the number of strikes among public employees.

Two transportation strikes tested the adequacy of legislation designed to prevent work stoppages. New York City's transit system was shut down for 12 days, starting on January 1, in violation of a State law banning public employee strikes. Union leaders were subsequently jailed for violating a court injunction. Five major airlines were struck on July 8, after the Machinists rejected the recommendations of an emergency board. An agreement reached on July 29 and announced by the President on nationwide television was rejected by union members. A settlement was finally reached on August 19, when congressional intervention seemed imminent.

Farmworkers were successfully organized in California and Texas, with the movement for unionization extending eastward to Wisconsin and Michigan. In August, the AFL-CIO chartered the United Farm Workers Organizing Committee to coordinate organizing attempts.

The 1966 amendments to the Fair Labor Standards Act, the most far-reaching in the history of the act, extended minimum wage protection to some 10 million workers previously excluded from the benefits of the law. The minimum wage for newly covered employees was set at \$1 an hour effective February 1, 1967, with yearly increases of 15 cents an hour scheduled to boost the minimum to \$1.60 an hour by February 1, 1971. The minimum wage for workers on large farms, covered for the first time, was not to increase beyond the \$1.30 rate effective February 1, 1969. The amendments raised the minimum for workers previously covered by the act to \$1.40 an hour effective February 1, 1967, and to \$1.60 effective February 1, 1968.

Coalition bargaining, that is, the coordination of strategy and action among different unions having contracts with the same company, passed a major test when General Electric Co. negotiated a new agreement with the Electrical Workers (IUE) in the presence of representatives from 10 other unions.

After 34 years as president of the International Ladies' Garment Workers' Union, David Dubinsky, age 74, retired. He was succeeded by Louis Stulberg, secretary-treasurer.

Delegates representing the trade union movement in the U.S. walked out of the 50th session of the International Labor Conference, in Geneva, when a delegate from Communist Poland was elected as presiding officer. The boycott led to an open argument between Walter Reuther, who protested the action, and George Meany, who defended it, over the international program of the AFL-CIO.

**1967** Growth of collective bargaining in the public service, agriculture, and among professional workers, marked an active labor year. Man-days lost from strikes reached the highest level since 1959 as unions tried to recoup real wage losses caused by rising prices and sought reestablish-

ment of wider wage differentials for skilled trades members. The Industrial Union Department continued to advocate coalition bargaining, which became an issue in the long copper strike.

Organizing gains among public employees were accompanied by increased strike activity and other forms of economic pressure. Teachers' strikes delayed the fall opening of public schools in New York City, Detroit, and other cities. In Federal Government, the number of exclusive recognitions continued to increase as the fifth anniversary of Executive Order 10988 approached. President Lyndon B. Johnson appointed a committee to review experience under Executive Order 10988, which constitutes basic policy on employee-management relations in the Federal service, and to recommend changes in the order.

Professional workers employed both their own independent associations and traditional trade unions during the year in increasing collective bargaining activity. AFL-CIO unions which organize professional workers moved towards closer cooperation. In March, they formed the AFL-CIO Council of Scientific, Professional, and Cultural Employees (SPACE), dedicated to enhancing organizing, collective bargaining, legislative, and public relations activities for the member organizations.

Labor organization continued among agricultural employees. Both the AFL-CIO's United Farm Workers Organizing Committee and the Teamsters union succeeded in obtaining new contracts with California growers.

After Teamster president James R. Hoffa began serving an 8-year prison sentence, leadership of the union passed to general vice-president Frank E. Fitzsimmons, whose first major test occurred soon after his election, in the national freight-hauling negotiations. The 3-year package was rejected by many steel-hauling truckdrivers, and a series of wildcat strikes continued for several weeks into the fall.

Early in the year, the unaffiliated Mine, Mill and Smelter Workers merged with the United Steelworkers. In mid-July, the merged unions and 25 others joined in a strike against major copper producers which continued through the remainder of the year.

A 5-man arbitration board, established by Congress in July after a 2-day railroad stoppage, imposed a 2-year settlement within the framework of previous bargaining on railroads and six shopcraft unions when the parties were unable to reach agreement within the time limits specified in the legislation.

A 3-year agreement calling for higher wages, a greatly increased supplemental unemployment benefit (SUB) plan, and other benefits ended a nationwide walkout at Ford Motor Co. which idled 160,000 auto workers for 7 weeks. Costs of the settlement were estimated at 90 cents an hour. Similar settlements were subsequently reached at General Motors and Chrysler without major shutdowns.

In its biennial convention in December, the AFL-CIO called for continued improvement in civil rights, increased consumer protection, and expanded public aid to education. The Federation explicitly rejected the application of guidepost formulas to collective bargaining and reiterated its support of double time as reimbursement for overtime. Earlier in the year, Auto Workers' president Walter P. Reuther and other top UAW officials resigned most of their AFL-CIO posts, protesting the "complacency" of the Federation's leadership.

1968 In January, the social security amendments of 1967 became effective, increasing benefits at least 13 percent and raising the payroll tax base from \$6,600 to \$7,800. Taxes were scheduled to rise to 4.8 percent in 1969, and by steps to 5.9 percent in 1987.

On June 12, the Age Discrimination in Employment Act (Public Law 90-202), signed by President Lyndon B. Johnson the previous December, went into effect. The act makes it illegal for employers, unions, and employment agencies in interstate commerce to discharge, refuse to hire, or otherwise discriminate against persons aged 40 to 65. On November 27, the Secretary of Labor, in response to a requirement under the statute, recommended that no changes be made in these age limits.

Congress passed Public Law 90-491 which gives Reservists and National Guardsmen new protection against discrimination in employment because of their military obligations or membership in the Reserves or National Guard.

Provisions restricting wage garnishment—the practice of attaching portions of a debtor's salary or wage for satisfaction of his creditors—are part of the Consumer Credit Protection ("Truth in Lending") Act of 1968. The anti-garnishment provisions were scheduled to go into effect July 1, 1970.

A major Fair Labor Standards Act case was decided by the Supreme Court in *Maryland v. Wirtz*. The Court held that coverage of employees of State and local government hospitals and schools was a valid exercise by the Congress of article 1, sec. 8 (the Commerce Clause) of the Constitution.

Union efforts to end racial discrimination and help the disadvantaged continued. The AFL-CIO created a new department to coordinate its urban rehabilitation programs, and pledged cooperation with business and government in placing the hard-core unemployed in jobs. The Federation's Building and Construction Trades Department announced a new program to facilitate non-white entry into trades apprenticeships. A number of AFL-CIO affiliated and independent unions also announced programs to aid underprivileged groups.

The United Mine Workers of America expelled its affiliate, District 50, in April, in a dispute over the latter's endorsement of atomic energy.

The Mine Workers also initiated legal action to recover money loaned District 50, and to prevent use of the UMW name. The UMW and the Oil, Chemical and Atomic Workers later announced a plan for closer cooperation, stemming from recent oil company expansion into the coal industry.

In July, the Amalgamated Meat Cutters and Butcher Workmen of America and the United Packinghouse, Food and Allied Workers, with a combined membership of about 500,000, completed a merger. Another merger of the 60,000 member National Association of Post Office Mail Handlers, Watchmen, Messengers, and Group Leaders, and the 550,000 member Laborers' International Union of North America, was announced in April, but later difficulties and dissension within the Mailers' union created doubt regarding the finality of the action.

On June 14, I. W. Abel, president of the Steelworkers, was chosen president of the 5-million member Industrial Union Department (AFL-CIO) at a special meeting of the Department's Executive Board. He replaced Walter P. Reuther of the Auto Workers (UAW) who left the post after his union had been suspended by the AFL-CIO for dues delinquency.

Following a long series of policy disputes and an earlier suspension, the United Automobile Workers formally disaffiliated from the AFL-CIO in July. The event marked the first major schism in the labor movement since 1957, when the AFL-CIO expelled the Teamsters and two other unions, charging corrupt practices. Shortly thereafter, the UAW and Teamsters formed the Alliance for Labor Action, to coordinate their efforts toward organizing, bargaining, community, and political goals. When other labor organizations were invited to join the new group, the AFL-CIO charged the two unions with attempting to set up a rival federation, and warned its affiliated unions that supporting or joining the ALA would be grounds for suspension. In November, following charges and counter charges of raiding, the ALA stated that it would be willing to enter into negotiations for a no-raiding pact with the Federation.

A bargaining settlement involving 400,000 Steelworkers and 11 major steel companies was reached in July, without a work stoppage or Federal intervention. In contrast, a 2-week nationwide telephone strike, the first in 20 years, occurred when the Communications Workers rejected company offers under a wage reopener clause. The long copper strike, which had begun the previous July, was settled on a company-by-company basis, with the bulk of the workers finally returning to their jobs in late March, when the unions and larger copper producers came to terms.

Labor unrest among public employees, particularly in New York City, continued to mount. The city managed to avert a threatened transit strike, and to reach peaceful agreement with its non-uniformed em-

ployees (other than teachers), but experienced a 9-day garbage collectors' strike in February, a shorter strike by incinerator workers, and a bitter and prolonged walkout, beginning September 9, of its public school teachers over the issues of job security and school decentralization. The city and its teachers reached an uneasy truce on November 17. Teacher strikes also took place in Pittsburgh, Albuquerque, San Francisco, Hartford, and other cities. A 9-week garbage collectors' strike in Memphis ended shortly after the tragic death of Dr. Martin Luther King.

Leadership changes occurred in a number of national and international unions. A. Philip Randolph, long-time president of the Brotherhood of Sleeping Car Porters and outstanding spokesman for Negro civil rights, retired and was succeeded by C. L. Dellums. Charles Pillard became president of the International Brotherhood of Electrical Workers, replacing the retiring Gordon Freeman. James A. Suffridge, president of the Retail Clerks International Association also retired and was succeeded by James T. Housewright. Thomas E. Boyle replaced the late Walter L. Mitchell as head of the International Chemical Workers Union. David Selden was elected president of the American Federation of Teachers, replacing Charles Cogen.

George P. Shultz, dean of Chicago University's Graduate School of Business and a former professor of industrial relations, was designated Secretary of Labor on December 11 (sworn in on January 22, 1969).

**1969** Effective January 1, 1969, four railroad brotherhoods—the Brotherhood of Railroad Trainmen, the Brotherhood of Locomotive Firemen and Enginemen, the Switchmen's Union of North America, and the Order of Railway Conductors and Brakemen—merged to form the United Transportation Union (AFL-CIO), having a combined membership of over 200,000. Charles Luna of the Trainmen became president of the new union. On the same date, the 2,500 member Railway Patrolmen's International Union merged with the 270,000 member Brotherhood of Railway, Airline, and Steamship Clerks. Later in the year, the 2,000 member Railroad Yardmasters of North America (Ind.) merged with the 4,000 member Railroad Yardmasters of America (AFL-CIO). The latter's name and affiliation were retained.

The 8th biennial convention of the AFL-CIO, meeting in Atlantic City, N.J., October 2-8, expanded the number of vice presidents on the Executive Council from 27 to 33. The delegates also voted to expel the 90,000 member Chemical Workers Union, which had joined the Alliance for Labor Action (considered by the AFL-CIO to be a rival federation) despite AFL-CIO warnings.

In December, the Bakery and Confectionery Workers, expelled from the AFL-CIO in 1957, returned to the Federation by merging with the American Bakery and Confectionery Workers' International Union (AFL-CIO).

The UAW-Teamster sponsored Alliance for Labor Action held its first convention in Washington, D.C., May 26-27. The nearly 500 delegates adopted a constitution and elected an executive committee, naming Walter P. Reuther and Frank E. Fitzsimmons as co-chairmen. The ALA resolved to "revitalize the labor movement," organize the unorganized, campaign for social and political action, tax reform, national health insurance, urban renewal, and cuts in military spending. Mr. Fitzsimmons was named chairman of the ALA Organizing Committee. Work of the ALA was to be financed by a 10-cent levy from the monthly dues of 2,000,000 Teamsters and 1,600,000 UAW members.

The AFL-CIO established a Labor Studies Center, the first educational institution sponsored by the Federation, to train union leaders in job-related technical skills and in the social sciences and the humanities. The Teamsters also announced establishment of a Labor Institute to train its local union officers and business agents.

In February, the AFL-CIO withdrew from the International Confederation of Free Trade Unions (ICFTU), in disapproval of ICFTU attitudes toward Soviet bloc nations and for ICFTU failure to comply with AFL-CIO demands to reject admission of the United Auto Workers to the world labor organization.

John L. Lewis, president emeritus of the United Mine Workers, who was instrumental in founding the Congress of Industrial Organizations and who for many years was prominent in the American labor movement, died June 11, at age 89.

Effective February 1, an additional 1.5 million workers in the retail, service, hotel and motel industries came under the Fair Labor Standards Act; their minimum pay was set at \$1.30 an hour, to be increased to \$1.60 in 1971.

After expiration of an 80-day Taft-Hartley injunction on December 20, 1968, east coast dockworkers shut down major Atlantic and Gulf ports in a dispute over wages and benefits; "containerization" was a key issue. Settlement was reached in New York City, in mid-January, and strikes at other ports ended shortly afterward.

On October 27, the International Union of Electrical Workers (IUE), United Electrical Workers (UE), and 12 other unions began a nationwide strike of General Electric plants. Agreement was reached January 26, 1970, with most of the 147,000 strikers returning to work in February.

The Department of Labor initiated systematic surveys of job openings in major cities, and proposed to establish computer job placement centers to facilitate placement of hard-core unemployed. The AFL-CIO announced strong 1968 gains in the apprenticing of minority members. A new USDL drive to open construction jobs to minorities began and focused first on the Philadelphia area. Builders were asked to submit

specific minority hiring goals. The joint Department of Labor-National Alliance of Businessmen JOBS program announced expansion from 50 to 125 cities. The NAB reported in early 1969 that firms participating in JOBS had hired 120,000 hard-core unemployed. The program's goal was to hire 600,000.

On October 29, President Nixon issued Executive Order 11491, Labor-Management Relations in the Federal Service, which replaced Executive Order 10988, Employee-Management Cooperation in the Federal Service, issued by President Kennedy in January 1962. Changes made by the new order include the establishment of a Federal Labor Relations Council to administer the program, and a Federal Service Impasse Panel to resolve disputes over new contract terms.

**1970** The first mass work stoppage in the 195-year history of the Post Office Department began March 18 with a walkout of letter carriers in Brooklyn and Manhattan, and soon involved nearly 210,000 of the Nation's 750,000 postal employees, virtually paralyzing mail service in New York, Detroit, and Philadelphia, and affecting service in other major cities. Agreement was reached after 2 weeks, but not before President Nixon declared a state of national emergency, assigned military units to New York City post offices, and promised to begin discussions of all issues including pay.

The President signed a bill in August establishing the United States Postal Service as an independent nonprofit corporation, replacing the Post Office Department. The new agency is directed by a board of governors with authority to raise capital, establish salaries and mail rates, and engage in collective bargaining with the postal unions. Strikes are prohibited, with compulsory arbitration offered as an alternative.

In the following month, the Letter Carriers, Postal Clerks, and five smaller organizations of postal employees established the Council of American Postal Employees (CAPE) for greater cooperation in bargaining with the new Postal Service. A major goal of CAPE will be the eventual merger of all postal employee organizations into a single union.

In March, the Department of Labor filed suit to have the December reelection of United Mine Workers President W. A. (Tony) Boyle and other UMW officials set aside, charging the union with failure to provide adequate safeguards to insure a fair election. Mr. Boyle was subsequently indicted by a Federal grand jury for alleged misuse of UMW funds. The defeated candidate for the union presidency, Joseph A. (Jock) Yablonski, was found murdered January 5, 1970, together with his wife and daughter, in their Clarksville, Pa., home.

Walter P. Reuther, 62, president of the 1.6 million member United Auto Workers Union since 1946, and one-time CIO president, was killed in a plane crash May 9, just 2 weeks after his reelection to a 13th consecutive term as president of the UAW. Leonard Woodcock,

former head of the union's General Motors department, was elected the new UAW president. Four months later, Mr. Woodcock authorized a strike against General Motors Corporation. The strike, lasting 67 days and involving 320,000 UAW members, was ended November 11 when a 3-year national agreement was reached.

Secretary of Labor George P. Shultz was named director of the new Office of Management and Budget by President Nixon on June 10. The President named Under Secretary of Labor J. D. Hodgson to succeed Mr. Shultz.

On June 30, Governor John A. Burns signed a bill making Hawaii the first State to allow State and local government employees the right to strike. Strikes are permitted only if efforts to reach an agreement fail and if the public health will not be endangered. A similar law was signed into law in Pennsylvania, July 23.

During the summer, after a 4½-year boycott of California table grapes, the United Farm Workers Organizing Committee (AFL-CIO) reached agreement with most major producers. In August, the UFWOC and Teamsters signed a no-raiding pact giving the UFWOC jurisdiction over all field workers, while the Teamsters retained the right to organize food processing and cannery workers.

Delegates to the October convention of the 20,000 member United Stone and Allied Products Workers of America approved a merger with the 1.2 million member United Steelworkers of America, effective January 1, 1971. The Stone Workers union was founded in 1903 as the Quarry Workers International.

In December, following expiration of an emergency strike ban, a nationwide rail strike—the fourth since World War II—was called by four rail unions. The strike was ended after 1 day by issuance of a Federal injunction, and Congress hastily voted to extend the strike ban until March 1, 1971, and to increase retroactive pay by 13.5 percent.

On December 29, President Nixon signed the Williams-Steiger Occupational Safety and Health Act, which authorizes the Secretary of Labor to establish occupational safety and health standards for 57 million employees in over 4 million workplaces. Under provisions of this law, effective April 28, 1971, the Secretary and an independent review commission appointed by the President have authority to impose civil penalties and fines. Criminal action is permitted in cases of willful violations that result in death and in certain other cases. The review commission will hear appeals of citations and of proposed penalties for alleged violations. The party losing the appeal may seek further review by a U.S. court of appeals. The law also provides for State development and enforcement of occupational safety and health standards, subject to approval by the Secretary of Labor.

1971\* On January 14, most of New York City's 25,000 patrolmen began a work stoppage which they termed a "job action." The police action

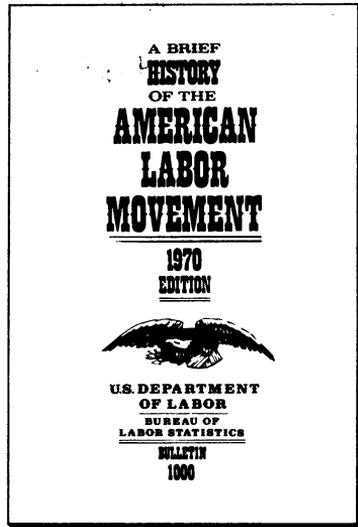
\* Through March.

started when a court decision delayed their efforts to achieve a retro-active pay increase in line with one earlier achieved by the city's police sergeants. The work stoppage ended January 20, when the patrolmen voted to return to work following appeals by their president. On February 5, State Supreme Court Justice Irving H. Saypol ruled in favor of the patrolmen on the wage issue. The city moved to appeal the decision.

In February 1971, the presidents of one independent and four AFL-CIO postal unions agreed to merge their organizations into a single unit, subject to referendum approval by the membership of each union. The five unions, with a combined membership of close to 300,000, are the United Federation of Postal Clerks, National Association of Post Office and General Services Maintenance Employees, National Federation of Post Office Motor Vehicle Employees, National Association of Special Delivery Messengers, and the National Postal Union (Ind.), the largest unaffiliated postal union. The new organization will be called the American Postal Workers Union (AFL-CIO).

The final step in the latest Federal minimum wage increase was reached on February 1, 1971. The minimum wage was increased to \$1.60 an hour for those workers brought under coverage by the 1966 amendments to the Fair Labor Standards Act.

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