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## Analysis of work stoppages, 1959

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**Analysis of**  
**WORK STOPPAGES**  
**1959**

**Bulletin No.1278**

September 1960

UNITED STATES DEPARTMENT OF LABOR  
James P. Mitchell, Secretary

BUREAU OF LABOR STATISTICS  
Ewan Clague, Commissioner



## Preface

This bulletin presents a detailed statistical analysis of work stoppages in 1959, continuing an annual feature of the Bureau of Labor Statistics' program in the field of industrial relations. Preliminary monthly estimates of the level of strike (or lockout) activity for the United States as a whole are issued about 30 days after the end of the month of reference and are available upon request. Preliminary estimates for the entire year are available at the year's end; selected final tabulations are issued in April of the following year.

A chronology of the 1959 steel strike, which was ended after 116 days by a court injunction, and tables showing the industrial and geographical scope of this strike are presented in appendix B.

Appendix C contains a chronology of the Atlantic and Gulf Coast longshore stoppage in which the emergency provisions of the Taft-Hartley Act were also invoked by the President.

The methods used in preparing work stoppage statistics are described in appendix D.

The Bureau wished to acknowledge the cooperation of employers and employer associations, labor unions, the Federal Mediation and Conciliation Service, and various State agencies in furnishing information on work stoppages.

This report was prepared in the Bureau's Division of Wages and Industrial Relations by Joseph W. Bloch, assisted by Loretto R. Nolan. Julian Malnak prepared the chronologies which appear in appendices B and C.

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# Analysis of Work Stoppages, 1959

## Summary

The 1959 steel strike, which idled 519,000 workers for 116 days before an injunction terminated the strike, raised the year's total strike<sup>1</sup> idleness to 69 million man-days, second only to 1946 in the postwar period. Otherwise, by postwar standards, the volume of strike activity during the year, as measured in number of stoppages (3,708) and workers involved (1,880,000), was not high.

However, there was a significant increase in the duration of stoppages which averaged 24.6 days.

The 245 stoppages involving 1,000 or more workers were fewer than in 1958 and in most postwar years.

Continuing a differential prevailing since 1949 (except for 1954), all measures of strike activity were higher for manufacturing than for nonmanufacturing industries.

The steel strike involved workers in 32 States—in 10 of these States more than 10,000 workers. As in the case of the steel strike, the emergency provisions of the Taft-Hartley Act were invoked to end a longshoremen's strike at East and Gulf Coast ports.

## Trends in Work Stoppages

A total of 3,708 work stoppages resulting from labor-management disputes, involving six or more workers, and lasting a full day or shift or longer began in 1959 (table 1). These stoppages directly involved 1,880,000 workers. All stoppages in effect during the year resulted in 69,000,000 man-days of idleness, or 0.61 percent of the estimated working time of all workers in non-agricultural establishments.<sup>2</sup> In the year's total, the 116-day steel strike accounted for

1 stoppage, 519,000 workers, and 41,900,000 man-days of idleness (table B-1).

The number of stoppages recorded during the year remained at approximately the same level as in 1958<sup>3</sup> and 1957, substantially below the high postwar level reached in 1946 and in a 4-year period beginning in 1950, and less than 10 percent above the low postwar mark of 1948 (chart 1). Despite the steel strike, fewer workers were involved in 1959 stoppages than in any postwar year except 1954 and 1957. Yet, total man-days of idleness, reflecting the impact of the largest idleness-producing strike in the Nation's history, reached a level second only to 1946 (but only about three-fifths of that level).<sup>4</sup>

Thus, largely because of the length of the steel strike, 1959 may become a historic year in the annals of labor-management relations. Other measures of strike activity during the year were not high, by postwar standards, but there was a significant increase in the duration of stoppages (discussed later in this report) which also contributed to the 1959 rise in man-days of idleness.

For purposes of illustrating how 1959, without its major strike, compares with other years, without their major strikes, chart 2 shows workers involved and man-days of idleness since 1945, less the amounts contributed by all stoppages in the basic steel, motor

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<sup>2</sup> In computing percent of estimated working time of all workers, government employment is excluded. (See appendix D, p. 59.) For those interested in comparing strike idleness in the United States with other countries, the estimate of percent of working time lost, including government, amounted to 0.52 in 1959.

<sup>3</sup> For detailed data on 1958, see Analysis of Work Stoppages, 1958, BLS Bull. 1258 (1959).

<sup>4</sup> The Bureau of Labor Statistics began computing man-days of idleness in 1927. It is probable that 1919 was the only year prior to 1927 when man-days of idleness may have reached a level in the range of 1946 or 1959. In 1919, over 4 million workers were involved in stoppages.

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<sup>1</sup> The terms "work stoppage" and "strike" are used interchangeably in this bulletin. Strikes, in this special use, would thus include lockouts.

vehicles, and bituminous coal industries.<sup>5</sup> During the 15-year period covered by this chart, these three industries accounted for approximately a third of total man-days of idleness and workers involved.

The national emergency provisions of the Labor-Management Relations (Taft-Hartley) Act of 1947 were invoked by the President twice during 1959, first in the East and Gulf Coast longshore strike and second in the steel

stoppage.<sup>6</sup> An 80-day injunction sent the longshoremens back to work on the 8th day of the strike; steelworkers were ordered to return to work on the 116th day of their strike. In both instances, the disputes were settled before the expiration of the 80-day injunctions. (Chronologies of important developments in the steel and longshore stoppages are presented in appendices B and C, respectively.)

### Size of Stoppages

<sup>5</sup> Individual large strikes have so great an impact on work stoppage statistics that it is often difficult to see trends in a framework applicable to labor-management relations in general. It is, however, unrealistic to attempt to recreate a picture of 1959 strike activity, to compare with prior years, assuming there had been no big steel strike. In the first place, the steel strike began in mid-year, and the 116-day strike and the negotiations during the subsequent period of the 80-day Taft-Hartley injunction dominated the labor-management scene for the rest of the year. The influence of this extended key dispute upon other bargaining situations and upon other stoppages cannot be traced; moreover, it is reasonable to expect that a peaceful settlement in steel, on terms satisfactory to both parties, would have had a significant effect throughout the economy. Secondly, the assumption "if there had been no steel strike in 1959" is obviously only one of an almost infinite series of "ifs" by which the history of strikes in the United States can be rewritten. For example, how would 1959, if there had been no steel strike, compare with 1958, if there had been no auto strikes?

Chart 2 takes account, in part at least, of the second point; there is no way of measuring, even roughly the influence of major stoppages on the entire collective bargaining scene.

For this chart, the yearly totals of workers and man-days of idleness for all stoppages (not only the major ones) for 3 specifically defined industries, as recorded each year by the Bureau of Labor Statistics, were combined. Basic steel is represented by blast furnaces, steel works, and rolling and finishing mills; automobiles by motor vehicles and motor-vehicle equipment; bituminous coal

Of the 3,708 stoppages in 1959, 245 (including the steel strike), or 6.6 percent, involved 1,000 or more workers (table 10). In absolute and relative terms, this reflected a significant decline in the number of large stoppages compared with 1958 (332 stoppages, or 9.1 percent). The 245 stoppages involving 1,000 workers or more recorded for 1959 represented the smallest number in this category since 1948 and only slightly more than half of the postwar high reached in 1952, a year noted for a 59-day steel strike.

Twenty stoppages involved 10,000 or more workers in 1959, as against 21 in 1958, and 13 in 1957 (tables 2 and 12). Leading the 20 in numbers of workers involved was the steel strike (519,000), followed by the East and Gulf Coast longshore stoppage (52,000). The remaining 18 fell within the range of 10,000 to 25,000 workers. Altogether, these 20 stoppages accounted for 45 percent of the total number of workers involved in 1959 stoppages and, with the steel strike contributing the bulk, almost three-fourths of strike idleness.

Stoppages involving 6 but fewer than 20 workers continued to account for a substantial proportion of all stoppages (17.8 percent) but less than one-half of 1 percent of total workers involved and man-days of idleness.<sup>7</sup> Another 39 percent of all stoppages involved 20 but fewer than 100 workers (table 10). The prevalence of small stoppages has not changed materially in recent years.

Approximately one out of four stoppages involved two or more establishments, a proportion that has not changed significantly in more than a decade (table 11). Eleven or more establishments were involved in 277 stoppages, accounting for 54 percent of the workers involved in all stoppages. Corresponding figures for 1958 were 308 stoppages affecting 49 percent of the workers. Roughly 1 out of 10 multiestablishment stoppages (2 or more establishments) crossed State lines.

### Duration

The duration of work stoppages increased significantly during 1959. Whether or not the long steel strike influenced the duration of other stoppages, it was, at any rate, symptomatic of a general lengthening of strikes. Since a substantial increase in strike durations may reflect significant changes in the climate or structure of labor-management relations, it seems appropriate to examine the evidence in more than the usual detail.

The average duration of stoppages (in calendar days), in the computation of which the steel strike received no more weight than any other stoppage, amounted to 24.6 days in 1959 (table 1). This was approximately 5 days longer than the 1958 and 1957 averages, and the highest yearly average since 1947. Eliminating the days when work would normally not have been scheduled, and reflecting the magnitude of the man-days of idleness attributed to the steel strike, workers involved in 1959 stoppages were idled for an average of 36.7 days, the highest average in more than 30 years. Even if the 1959 steel strike were omitted, the average number of days of idleness per worker involved (approximately 20) would exceed the levels of all postwar years except 1946.

As shown in table 13, 466 stoppages lasted for 1 month but less than 2 months; 211, for 2 months but less than 3 months; and 221, for 3 months or more. These 898 stoppages amounted to 24 percent of the total number of stoppages. In absolute numbers, there were more long stoppages in 1946, 1947, 1952, and 1953, and almost as many in 1950, but as a proportion of all stoppages, the 1959 figure exceeded all years after 1947, as shown in the following column.

The 221 stoppages in 1959 that lasted 3 months or longer not only represented a high point in the years after 1946, but the total was particularly significant in comparison, with recent years. For example, there were 133 stoppages of that duration in 1958, 124 in 1957, 132 in 1956, and 137 in 1955.

	Number of stoppages lasting 1 month or more	Percent of all stoppages
1946 -----	1,209	24.2
1947 -----	964	25.6
1948 -----	777	22.9
1949 -----	773	21.5
1950 -----	879	18.3
1951 -----	735	15.4
1952 -----	976	19.2
1953 -----	1,045	20.5
1954 -----	759	21.6
1955 -----	768	17.8
1956 -----	698	18.3
1957 -----	723	19.7
1958 -----	735	20.2
1959 -----	898	24.0

Long durations were more prevalent among large than among small strikes. Eighty-one, or a third of the stoppages involving 1,000 or more workers, lasted for a month or more. In contrast, in each of the smaller size intervals shown in table 10, the proportion of stoppages lasting for a month or more was approximately at or slightly below the proportion for all stoppages (24 percent). Of particular note is the fact that more than half of the 20 major stoppages (described in table 12) lasted for a month or more and 4 lasted for 3 or more months. In the latter category were the steel strike, the three-State bituminous coal stoppage, the New York bakery strike, and the Kennecott Copper strike (the only one of the nonferrous metal mining stoppages to involve 10,000 or more workers).

A higher proportion of the stoppages in manufacturing (31 percent) than in nonmanufacturing industries (18 percent) lasted for a month or longer. Of the 21 industry groups in which 50 or more stoppages were recorded in 1959 (table 5), the following 8 had at least 30 percent of its stoppages last for a month or more: Printing and publishing, machinery (except electrical), chemicals, lumber, electrical machinery, fabricated metal products, wholesale and retail trade, and transportation equipment.

Approximately 38 percent of the year's stoppages that lasted for a full day or shift or more were settled within a week.<sup>8</sup> These stoppages affected slightly more than a fifth of the workers involved in all stoppages, and

<sup>8</sup> Stoppages lasting for less than a full day or shift are not accounted for in these statistics.

accounted for only 1.4 percent of the total man-days of idleness. Both the number of workers involved and man-days of idleness were below 1958 levels (table 13).

### Major Issues

Disagreement over economic terms—wages, hours, and supplementary benefits—was the principal issue in half of 1959 stoppages, reflecting no change in relative importance over 1958 (table 4) and little change over the preceding 4 years. About three out of five stoppages affecting 1,000 or more workers and most of the major stoppages identified in table 12, including steel, were in this category, although other issues (as in the steel stoppage)<sup>9</sup> also were prominent in many stoppages.

Union recognition or other matters involving the security of the union was a major issue in 664 stoppages; in over half of these, economic issues were also important. Although the union organization stoppage was more frequent in 1959 than in 1958, the level continued low by postwar experience.

The number of stoppages in which a dispute over work rules and other working conditions was the only or major issue declined from 876 in 1958 to 761 in 1959. Of these, 78 involved 1,000 or more workers (about 1 out of 3 stoppages of this magnitude). In terms of number of stoppages and workers involved, the 1959 record in this issue category was relatively low by postwar standards. However, the prominence of this type of issue in other stoppages must also be taken into account.

Stoppages caused by interunion or intra-union issues, mainly jurisdictional disputes, continued to increase in number, whereas the number of workers involved declined. The 350 stoppages recorded in this category in 1959 was the highest number reached in the postwar period. On the other hand, fewer workers were involved (32,000) than in any other year, with the exception of 1947.

Stoppages involving union organization issues tended to last longer than other types, followed by economic issues, as shown in the following column.

Approximately 60 percent of the stoppages involving other working conditions, and 53 percent of the stoppages over interunion

Issue	All stoppages ending in 1959		Stoppages lasting 1 month or longer
	Number	Number	Percent
All stoppages -----	3,747	898	24
Wages, hours, and supplementary benefits -----	1,888	515	27
Union organization, wages, hours, and supplementary benefits -----	368	141	38
Union organization -----	319	91	29
Other working conditions -----	758	111	15
Interunion or intraunion matters -----	353	31	9
Not reported -----	61	9	15

matters, were settled within a week.<sup>10</sup> The ratio for all stoppages was approximately 38 percent (table 13).

### Industries Affected

Continuing a differential prevailing since 1949 (except for 1954), all measures of strike activity were higher for manufacturing than for nonmanufacturing industries (table 5). The number of stoppages in manufacturing was up slightly over the 1958 level, but the number of workers involved was down by more than 200,000 despite the steel strike. However, man-days of idleness, at 55.5 million, was second only to the 1946 peak. In nonmanufacturing, the number of stoppages was at a postwar low; the number of workers involved increased slightly over 1958, but was still at a relatively low postwar level; but man-days of idleness, reflecting a sharp increase in lost time in mining, reached its highest level since 1952.

In addition to the basic steel industry, the steel strike directly involved substantial numbers of workers and man-days of idleness in mining (iron and bituminous coal) and fabricated metal products (particularly structural steel), and lesser numbers in transportation (water), nonelectrical machinery, furniture (metal), and trade (see appendix table B-1). Despite the long steel shutdown, the number of stoppages in primary metal industries increased by approximately 40 percent over the 1958 level. Strike

<sup>9</sup> See appendix B.

<sup>10</sup> Note should be taken, particularly with regard to these categories, that stoppages lasting for less than a day or full shift are omitted from this data.



activity in the transportation equipment industry was substantially below 1958 (marked by large automobile stoppages); the number of workers involved in 1959 strikes reached a postwar low, while the level of strike idleness was lower than all postwar years except 1954 and 1957. With major stoppages in three of the four large tire companies, the rubber products industry recorded a new postwar high for man-days of idleness. With a long stoppage at Swift and Co., man-days of idleness also increased substantially in food industries, reaching the highest level since 1948. The number of workers and man-days of idleness in textile stoppages were substantially higher than 1958 levels. On the other hand, the apparel industry, which experienced a long dress strike in 1958, recorded a marked decline in number of workers and man-days of idleness.

Among nonmanufacturing industries, man-days of idleness in mining, reflecting the long stoppages in iron, coal, and copper mining, reached its highest mark since 1950. All measures of strike activity in construction were lower than in 1958, but wholesale and retail trade, with large New York and Los Angeles strikes, saw an increase in workers involved and man-days idle over 1958 levels.

#### Stoppages by Location

Regions.—Man-days of idleness rose in 1959 in all regions, particularly in those affected by the steel strike (table 6 and appendix table B-2). The Mountain States had the largest relative increase (not primarily due to the steel strike) where idleness as a percentage of estimated working time rose from 0.19 percent in 1958 to 1.32 percent in 1959. Other significant regional changes include a substantial decline in workers involved in the East North Central region (1958 auto strikes involved more workers than the 1959 steel strike) and a more than 50 percent increase in workers involved in the East South Central region.

States.—The steel strike involved workers in 32 States (appendix table B-2). More than 10,000 workers and more than a million man-days of idleness were attributed to the following 10 States: Alabama, California, Illinois, Indiana, Maryland, Michigan, Minnesota, New York, Ohio, and Pennsylvania. The latter two were most largely affected—161,000 workers in Pennsylvania and 87,800 in Ohio.

Leading the States in number of stoppages were New York (470), Pennsylvania (454), Ohio (391), California (260), New Jersey (249), and Illinois (231) (table 7). In all of

these States except New Jersey, more than 100,000 workers were involved in stoppages. In addition, Indiana had more than 100,000 workers affected. The highest man-day losses were registered in Pennsylvania, Ohio, and Indiana, but in terms of man-days as a percentage of all working time in non-agricultural employment, Montana (2.47 percent), Utah (2.37), and Arizona (2.33) led all others.

Metropolitan Areas.—More than 100 stoppages were recorded for five metropolitan areas—Chicago, Los Angeles—Long Beach, New York—Northeastern New Jersey (high with 460 stoppages), Philadelphia, and Pittsburgh (table 8). In three of these areas—Chicago, New York, and Pittsburgh—the number of workers involved exceeded 100,000. In addition to these major areas, man-days of idleness were at high levels in areas affected by the steel stoppage.

More than 5,000 workers were involved in the steel stoppage in each of 19 metropolitan areas (appendix table B-3). Most strongly affected were Pittsburgh (92,900 workers), Chicago (82,000), and Youngstown, Ohio (43,000).

#### Monthly Trends

For each of the first 7 months of 1959, the number of stoppages was substantially higher than in the corresponding month of 1958; for the remaining 5 months, the number was lower (table 3). On the other hand, the monthly pattern of strike activity for 1959, measured in terms of new stoppages, closely resembled that for 1957. Hence, there is no evidence in these data that the steel stoppage had an appreciable impact on the volume of strike activity.

There is evidence, however, that stoppages tended to be longer in the second half of 1959 than in the first half (the steel strike began in mid-July). For stoppages involving fewer than 1,000 workers, the number of days of idleness per worker was about 50 percent higher in the second half than in the first half of the year. Among larger stoppages (excluding steel), a similar, but smaller, difference was also noted.

The seasonal influences implicit in the monthly changes in the number of stoppages were also reflected in the frequency of larger

stoppages. The following tabulation shows the number of new stoppages affecting more than 1,000 workers, by month, for 1959:

January-----	14
February-----	13
March-----	21
April-----	21
May-----	35
June-----	34
July-----	34
August-----	26
September-----	16
October-----	14
November-----	11
December-----	6

As previously noted, the total number of stoppages affecting 1,000 or more workers was exceptionally low in 1959.

### Unions Involved

As in 1958, approximately three-fourths of the stoppages involved affiliates of the AFL-CIO (table 9). Despite the steel strike, there was a decline in the number of AFL-CIO members on strike; on the other hand, workers involved in stoppages of unaffiliated unions (e.g., the United Mine Workers, the Teamsters, and the Mine, Mill and Smelter Workers) was higher in 1959 than in 1958. Although man-days of idleness in unaffiliated union stoppages almost doubled, idleness in AFL-CIO stoppages, accounting for 90 percent of the total, was about three times higher than in 1958, the difference being attributable to the steel stoppage.

### Methods of Terminating Stoppages

The steel and longshore stoppages, ended by Taft-Hartley injunctions, were but 2 of 514 stoppages terminated in 1959 without a formal settlement (table 14). In 1,392, or almost half of the stoppages resulting in a settlement, the assistance of Federal or State mediators was reported by the parties. Aid of non-Government mediators or agencies was indicated in 173 stoppages, reflecting a small but continued growth in private mediation.

### Disposition of Issues<sup>11</sup>

The settlements that ended 318 stoppages, but which did not resolve all important issues, included agreement between the parties on a method of disposing of these issues after the resumption of work. Direct negotiation was the principal method. Arbitration was agreed upon in 70 situations, reflecting no appreciable change in the prevalence of this use of arbitration as compared with 1958 but somewhat less than in earlier years.

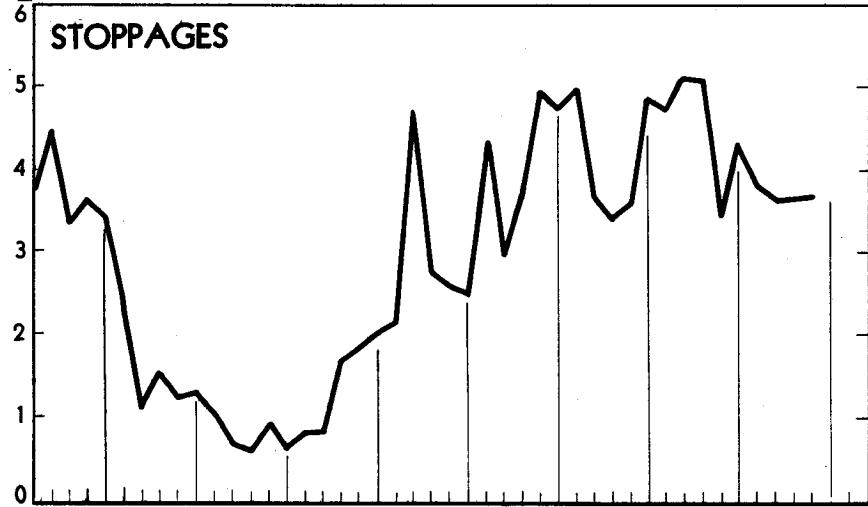
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<sup>11</sup> Since the steel and longshore stoppages were ended without settlements, they were included, for purposes of table 15, in the category of stoppages with "issues settled or disposed of at termination of stoppage." Although the wording of this phrase does not quite fit stoppages ended by injunction, the inclusion of steel and longshore stoppages in this category conforms to previous Bureau practice. The purpose of this table is to spotlight methods by which employers and unions may terminate stoppages by agreement, without necessarily settling all issues in dispute.

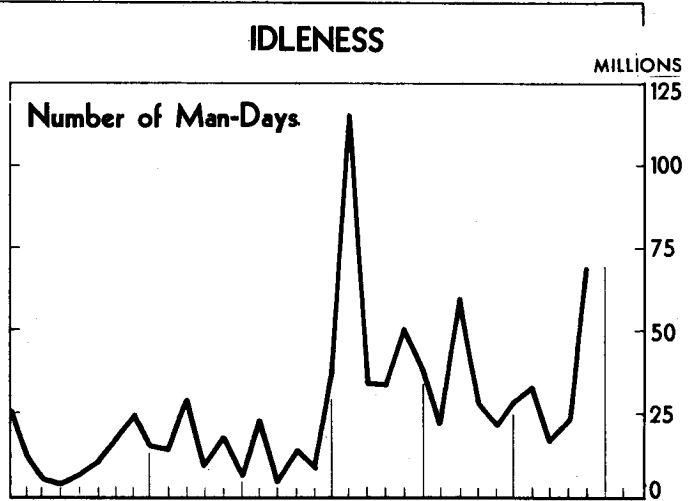
Chart 1.

# TRENDS IN WORK STOPPAGES

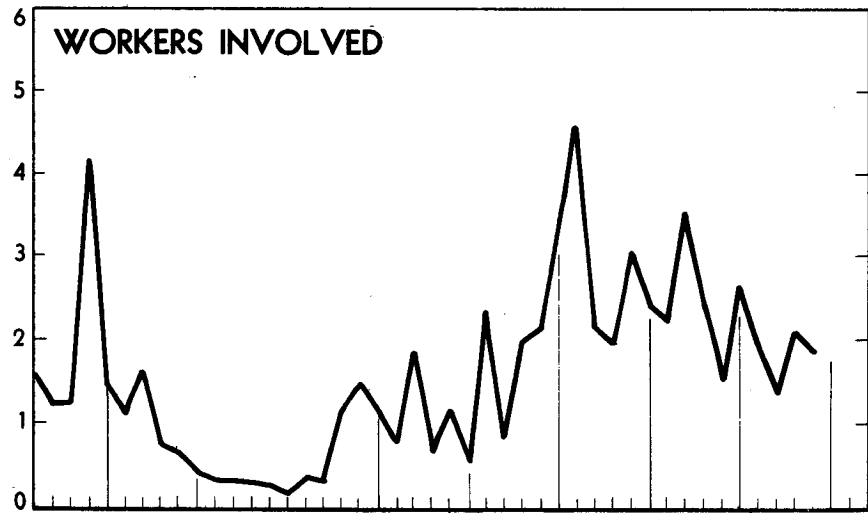
THOUSANDS



MILLIONS



MILLIONS



PERCENT

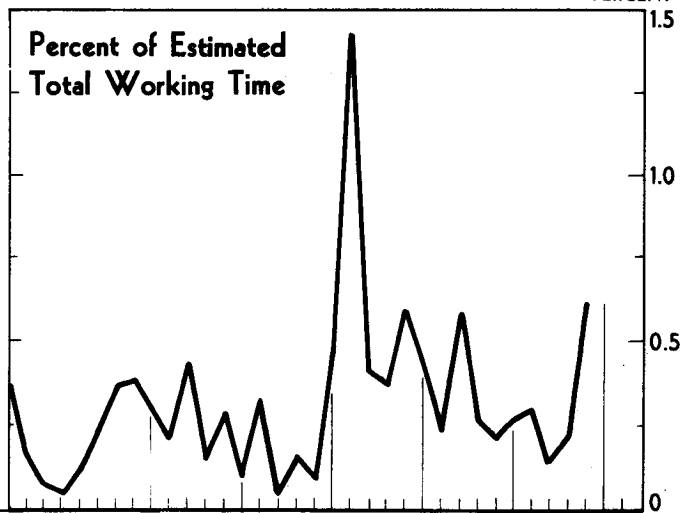


Fig.

Chart 2.

## WORKERS INVOLVED AND IDLENESS IN WORK STOPPAGES, EXCLUSIVE OF BASIC STEEL, MOTOR VEHICLES, AND BITUMINOUS COAL, 1945-59

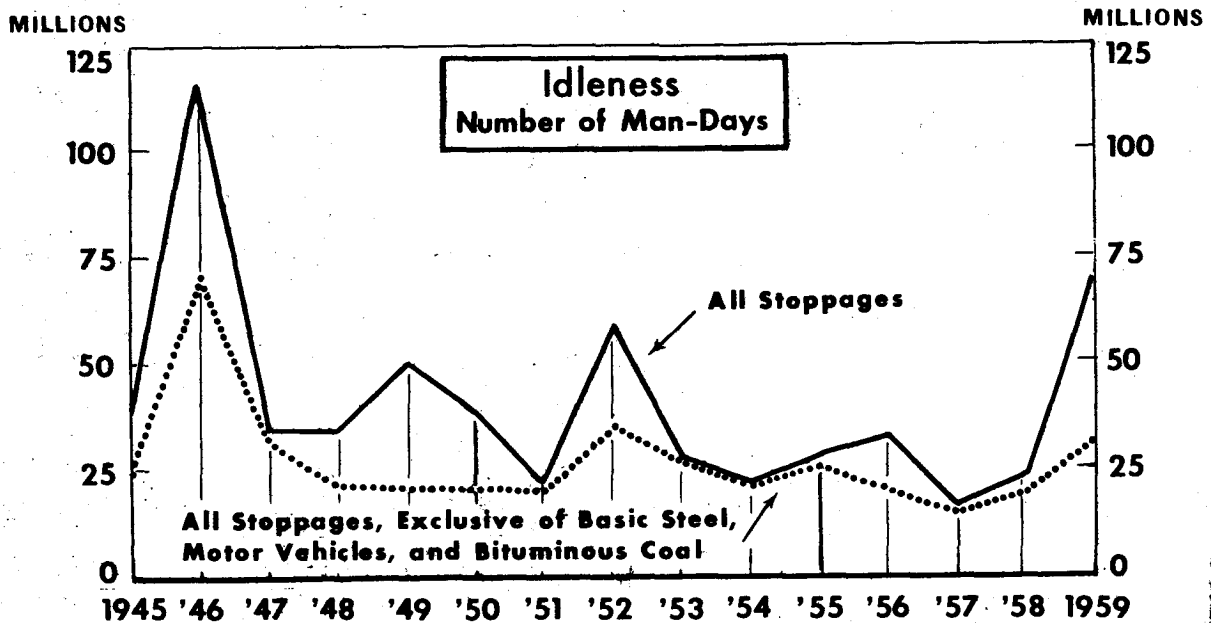
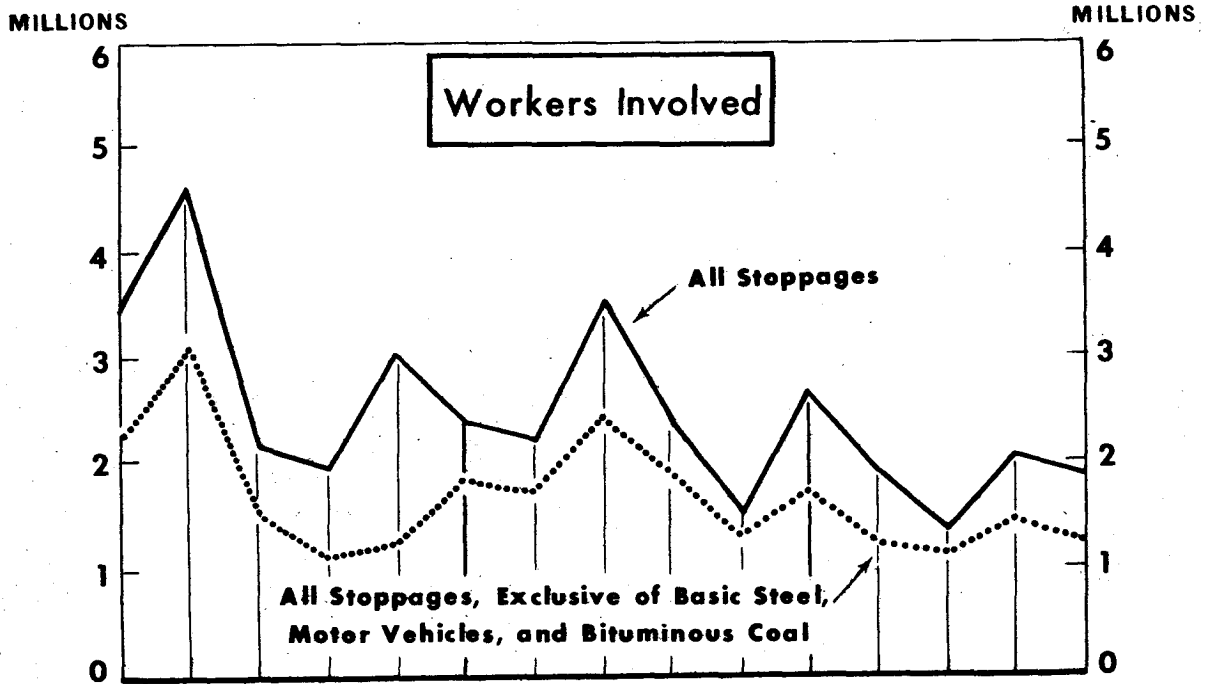


TABLE 1. WORK STOPPAGES IN THE UNITED STATES, 1927-59<sup>1</sup>

Year	Work stoppages		Workers involved <sup>2</sup>		Man-days idle during year		
	Number	Average duration (calendar days) <sup>3</sup>	Number (thousands)	Percent of total employed	Number (thousands)	Percent of estimated working time of all workers	Per worker involved
1927	707	26.5	330	1.4	26,200	0.37	79.5
1928	604	27.6	314	1.3	12,600	.17	40.2
1929	921	22.6	289	1.2	5,350	.07	18.5
1930	637	22.3	183	.8	3,320	.05	18.1
1931	810	18.8	342	1.6	6,890	.11	20.2
1932	841	19.6	324	1.8	10,500	.23	32.4
1933	1,695	16.9	1,170	6.3	16,900	.36	14.4
1934	1,856	19.5	1,470	7.2	19,600	.38	13.4
1935	2,014	23.8	1,120	5.2	15,500	.29	13.8
1936	2,172	23.3	789	3.1	13,900	.21	17.6
1937	4,740	20.3	1,860	7.2	28,400	.43	15.3
1938	2,772	23.6	688	2.8	9,150	.15	13.3
1939	2,613	23.4	1,170	4.7	17,800	.28	15.2
1940	2,508	20.9	577	2.3	6,700	.10	11.6
1941	4,288	18.3	2,360	8.4	23,000	.32	9.8
1942	2,968	11.7	840	2.8	4,180	.05	5.0
1943	3,752	5.0	1,980	6.9	13,500	.15	6.8
1944	4,956	5.6	2,120	7.0	8,720	.09	4.1
1945	4,750	9.9	3,470	12.2	38,000	.47	11.0
1946	4,985	24.2	4,600	14.5	116,000	1.43	25.2
1947	3,693	25.6	2,170	6.5	34,600	.41	15.9
1948	3,419	21.8	1,960	5.5	34,100	.37	17.4
1949	3,606	22.5	3,030	9.0	50,500	.59	16.7
1950	4,843	19.2	2,410	6.9	38,800	.44	16.1
1951	4,737	17.4	2,220	5.5	22,900	.23	10.3
1952	5,117	19.6	3,540	8.8	59,100	.57	16.7
1953	5,091	20.3	2,400	5.6	28,300	.26	11.8
1954	3,468	22.5	1,530	3.7	22,600	.21	14.7
1955	4,320	18.5	2,650	6.2	28,200	.26	10.7
1956	3,825	18.9	1,900	4.3	33,100	.29	17.4
1957	3,673	19.2	1,390	3.1	16,500	.14	11.4
1958	3,694	19.7	2,060	4.8	23,900	.22	11.6
1959	3,708	24.6	1,880	4.3	69,000	.61	36.7

<sup>1</sup> The number of stoppages and workers relate to those beginning in the year; average duration, to those ending in the year. Man-days of idleness include all stoppages in effect.

Available information for earlier periods appears in the Handbook of Labor Statistics (BLS Bull. 1016), table E-2. For a discussion of the procedures involved in the collection and compilation of work stoppage statistics, see Techniques of Preparing Major BLS Statistical Series (BLS Bull. 1168), ch. 12.

<sup>2</sup> Workers are counted more than once if they were involved in more than 1 stoppage during the year.

<sup>3</sup> Figures are simple averages; each stoppage is given equal weight regardless of its size.

TABLE 2. WORK STOPPAGES INVOLVING 10,000 OR MORE WORKERS, SELECTED PERIODS

Period	Stoppages involving 10,000 or more workers				
	Number	Workers involved		Man-days idle	
		Number (thousands)	Percent of total for period	Number (thousands) <sup>1</sup>	Percent of total for period
1935-39 average -----	11	365	32.4	5,290	31.2
1947-49 average -----	18	1,270	53.4	23,800	59.9
1945 -----	42	1,350	38.9	19,300	50.7
1946 -----	31	2,920	63.6	66,400	57.2
1947 -----	15	1,030	47.5	17,700	51.2
1948 -----	20	870	44.5	18,900	55.3
1949 -----	18	1,920	63.2	34,900	69.0
1950 -----	22	738	30.7	21,700	56.0
1951 -----	19	457	20.6	5,680	24.8
1952 -----	35	1,690	47.8	36,900	62.6
1953 -----	28	650	27.1	7,270	25.7
1954 -----	18	437	28.5	7,520	33.3
1955 -----	26	1,210	45.6	12,300	43.4
1956 -----	12	758	39.9	19,600	59.1
1957 -----	13	283	20.4	3,050	18.5
1958 -----	21	823	40.0	10,600	44.2
1959 -----	20	845	45.0	50,800	73.7

<sup>1</sup> Includes idleness in stoppages beginning in earlier years.

TABLE 3. WORK STOPPAGES BY MONTH, 1958-59

Month	Number of stoppages		Workers involved in stoppages			Man-days idle during month	
	Beginning in month	In effect during month	Beginning in month (thousands)	In effect during month		Number (thousands)	Percent of estimated total working time
				Number (thousands)	Percent of total employed		
1958							
January -----	208	307	83	98	0.23	595	0.06
February -----	159	262	36	52	.12	404	.05
March -----	195	309	159	182	.43	1,240	.14
April -----	293	411	82	122	.29	1,100	.12
May -----	360	519	156	200	.48	1,940	.22
June -----	374	552	156	247	.58	1,850	.21
July -----	399	596	159	238	.56	2,160	.23
August -----	403	638	162	288	.67	2,160	.24
September -----	471	712	324	414	.96	2,400	.26
October -----	391	637	463	531	1.23	5,420	.55
November -----	305	497	224	296	.68	2,210	.27
December -----	136	357	58	169	.39	2,430	.25
1959							
January -----	217	378	76	168	.39	1,800	.20
February -----	206	347	74	130	.31	1,360	.16
March -----	305	462	103	159	.37	1,270	.13
April -----	406	593	149	233	.54	2,380	.25
May -----	442	688	167	294	.67	3,010	.33
June -----	460	722	183	330	.74	2,890	.29
July -----	420	681	668	787	1.78	9,230	.95
August -----	380	636	161	757	1.71	13,400	1.44
September -----	322	624	109	781	1.76	13,800	1.48
October -----	277	548	125	775	1.75	14,100	1.45
November -----	161	402	41	652	1.47	4,300	.48
December -----	112	285	23	101	.22	1,430	.14

TABLE 4. MAJOR ISSUES INVOLVED IN WORK STOPPAGES, 1959

Major issues	Stoppages beginning in 1959				Man-days idle during 1959 (all stoppages)	
	Number	Percent of total	Workers involved		Number	Percent of total
			Number	Percent of total		
All issues -----	3,708	100.0	1,880,000	100.0	69,000,000	100.0
Wages, hours, and supplementary benefits -----	1,872	50.5	1,320,000	70.5	61,200,000	88.6
Wage increase <sup>1</sup> -----	1,209	32.6	924,000	49.2	49,100,000	71.1
Wage decrease -----	14	.4	1,650	.1	86,100	.1
Wage increase, hour decrease -----	51	1.4	33,600	1.8	695,000	1.0
Wage decrease, hour increase -----	2	.1	2,510	.1	44,300	.1
Wage increase, pension, and/or social insurance benefits -----	280	7.6	167,000	8.9	7,030,000	10.2
Pension and/or social insurance benefits -----	27	.7	63,200	3.4	1,880,000	2.7
Other <sup>2</sup> -----	289	7.8	134,000	7.1	2,390,000	3.5
Union organization, wages, hours, and supplementary benefits -----	361	9.7	95,500	5.1	2,470,000	3.6
Recognition, wages, and/or hours -----	261	7.0	17,900	1.0	411,000	.6
Strengthening bargaining position, wages, and/or hours -----	17	.5	2,280	.1	39,000	.1
Union security, wages, and/or hours -----	83	2.2	75,300	4.0	2,020,000	2.9
Union organization -----	303	8.2	58,400	3.1	1,700,000	2.5
Recognition -----	204	5.5	14,100	.8	251,000	.4
Strengthening bargaining position -----	19	.5	25,100	1.3	1,190,000	1.7
Union security -----	55	1.5	11,800	.6	226,000	.3
Discrimination -----	5	.1	2,560	.1	5,140	( <sup>3</sup> )
Other -----	20	.5	4,880	.3	27,000	( <sup>3</sup> )
Other working conditions -----	761	20.5	362,000	19.3	3,400,000	4.9
Job security -----	388	10.5	212,000	11.3	2,210,000	3.2
Shop conditions and policies -----	324	8.7	134,000	7.1	908,000	1.3
Workload -----	38	1.0	12,800	.7	224,000	.3
Other -----	11	.3	2,790	.1	53,400	.1
Interunion or intraunion matters -----	350	9.4	32,000	1.7	222,000	.3
Sympathy -----	53	1.4	8,990	.5	64,600	.1
Union rivalry <sup>4</sup> -----	38	1.0	5,590	.3	42,400	.1
Jurisdiction <sup>5</sup> -----	257	6.9	17,400	.9	111,000	( <sup>2</sup> )
Union administration <sup>6</sup> -----	2	.1	90	( <sup>3</sup> )	210	( <sup>3</sup> )
Not reported -----	61	1.6	5,760	.3	30,500	( <sup>3</sup> )

<sup>1</sup> This group includes the nationwide steel stoppage. In addition to the unions' demand for wage and/or fringe benefit increases, the issues in the steel strike also included company proposals for changes in working rules.

<sup>2</sup> Issues such as retroactivity, holidays, vacations, job classification, piece rates, incentive standards, or other related matters unaccompanied by proposals to effect general changes in wage rates are included in this category. Slightly less than a third of the stoppages in this group occurred over piece rates or incentive standards.

<sup>3</sup> Less than 0.05 percent.

<sup>4</sup> Includes disputes between unions of different affiliation such as those between unions affiliated with the AFL-CIO and nonaffiliates.

<sup>5</sup> Includes disputes between unions of the same affiliation.

<sup>6</sup> Includes disputes within a union over the administration of union affairs or regulations.

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

TABLE 5. WORK STOPPAGES BY INDUSTRY GROUP, 1959

Industry group	Stoppages beginning in 1959		Man-days idle during 1959 (all stoppages)	
	Number	Workers involved	Number	Percent of estimated total working time <sup>1</sup>
All industries -----	<sup>2</sup> 3,708	1,880,000	69,000,000	0.61
Manufacturing -----	<sup>2</sup> 2,043	1,280,000	55,500,000	1.34
Primary metal industries -----	236	575,000	39,000,000	13.77
Fabricated metal products, except ordnance, machinery, and transportation equipment -----	276	100,000	3,150,000	1.14
Ordnance and accessories -----	13	8,290	125,000	.34
Electrical machinery, equipment, and supplies -----	96	48,100	820,000	.25
Machinery, except electrical -----	217	82,700	2,820,000	.68
Transportation equipment -----	108	76,500	1,390,000	.32
Lumber and wood products, except furniture -----	58	14,100	210,000	.12
Furniture and fixtures -----	101	16,000	422,000	.43
Stone, clay, and glass products -----	165	50,800	1,230,000	.87
Textile mill products -----	70	23,500	229,000	.09
Apparel and other finished products made from fabrics and similar materials -----	122	19,100	253,000	.08
Leather and leather products -----	38	5,570	53,300	.05
Food and kindred products -----	169	80,000	1,720,000	.45
Tobacco manufactures -----	1	900	6,300	.02
Paper and allied products -----	59	18,700	442,000	.30
Printing, publishing, and allied industries -----	58	24,400	352,000	.15
Chemicals and allied products -----	97	19,600	422,000	.19
Petroleum refining and related industries -----	18	18,000	550,000	.92
Rubber and miscellaneous plastics products -----	62	76,800	1,930,000	2.90
Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks -----	26	8,680	158,000	.18
Miscellaneous manufacturing industries -----	68	11,300	179,000	.14
Nonmanufacturing -----	<sup>2</sup> 1,672	600,000	13,500,000	<sup>3</sup> .19
Agriculture, forestry, and fisheries -----	10	2,230	65,700	( <sup>4</sup> )
Mining -----	187	120,000	5,650,000	3.26
Contract construction -----	771	251,000	4,120,000	.58
Wholesale and retail trade -----	311	72,200	1,570,000	.05
Finance, insurance, and real estate -----	11	770	4,310	( <sup>4</sup> )
Transportation, communication, electric, gas, and sanitary services -----	233	140,000	1,910,000	.19
Services -----	128	12,700	190,000	( <sup>4</sup> )
Government -----	25	2,050	10,500	( <sup>4</sup> )

<sup>1</sup> Man-days of employment in the primary metal industries group during the steel strike have been computed on the basis of average employment throughout the affected months, rather than on the usual basis of employment in the pay period ending nearest the fifteenth of each month. In July, employment in primary metals was 1,266,000 in the pay period ending the fifteenth, and was presumed to be 778,000 during the second half of the month. In November, employment was 1,196,000 in the pay period ending nearest the fifteenth, and was presumed to hold at this level in the last 3 weeks of the month, but was reduced by 476,000 in the first week of the month, during which time the steel strike was in progress.

If the percentage of time lost were calculated on the basis of ratio of time lost to time worked plus time lost, the percentages would have been 12.12 in primary metal industries and 1.33 in the manufacturing group.

<sup>2</sup> Stoppages extending into 2 or more industry groups have been counted in each industry group affected; workers involved and man-days idle were allocated to the respective groups.

<sup>3</sup> Excludes government.

<sup>4</sup> Not available.

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



TABLE 6. WORK STOPPAGES BY REGION,<sup>1</sup> 1959 and 1958

Region	Stoppages beginning in—		Workers involved in stoppages beginning in—		Man-days idle during (all stoppages)		Percent of estimated total working time	
	1959	1958	1959	1958	1959	1958	1959	1958
United States -----	<sup>2</sup> 3,708	<sup>2</sup> 3,694	1,880,000	2,060,000	69,000,000	23,900,000	0.61	0.22
New England -----	264	282	73,200	78,600	1,460,000	856,000	0.18	0.11
Middle Atlantic -----	1,173	1,127	587,000	510,000	21,300,000	5,190,000	.82	.20
East North Central -----	1,008	1,050	572,000	928,000	23,000,000	9,530,000	.91	.39
West North Central -----	303	322	105,000	99,600	3,610,000	1,440,000	.42	.17
South Atlantic -----	356	411	134,000	128,000	4,200,000	1,500,000	.29	.11
East South Central -----	228	207	102,000	66,800	4,180,000	837,000	.76	.16
West South Central -----	156	197	57,400	66,300	1,860,000	1,370,000	.21	.16
Mountain -----	140	141	97,400	36,300	4,640,000	622,000	1.32	.19
Pacific <sup>3</sup> -----	369	330	150,000	146,000	4,740,000	2,550,000	.38	.21

<sup>1</sup> The regions used in this study include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—New Jersey, New York, and Pennsylvania; East North Central—Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central—Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; South Atlantic—Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central—Alabama, Kentucky, Mississippi, and Tennessee; West South Central—Arkansas, Louisiana, Oklahoma, and Texas; Mountain—Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific—Alaska, California, Oregon, and Washington.

<sup>2</sup> Stoppages extending across State lines have been counted in each State affected; workers involved and man-days idle were allocated among the States.

<sup>3</sup> Data prior to 1959 excludes Alaska.

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

TABLE 7. WORK STOPPAGES BY STATE, 1959

State	Stoppages beginning in 1959		Man-days idle during 1959 (all stoppages)	
	Number	Workers involved	Number	Percent of estimated total working time
United States -----	<sup>1</sup> 3,708	1,880,000	69,000,000	0.61
Alabama -----	73	51,300	2,480,000	1.64
Alaska -----	10	4,900	262,000	( <sup>2</sup> )
Arizona -----	28	30,600	1,430,000	2.33
Arkansas -----	25	3,170	71,000	.09
California -----	260	102,000	3,340,000	.34
Colorado -----	30	22,400	750,000	.76
Connecticut -----	68	20,500	384,000	.18
Delaware -----	7	2,500	154,000	.45
District of Columbia -----	11	5,900	50,300	.07
Florida -----	99	27,100	276,000	.10
Georgia -----	22	3,660	112,000	.05
Idaho -----	17	3,420	22,400	.07
Illinois -----	231	112,000	4,390,000	.57
Indiana -----	153	117,000	5,620,000	1.83
Iowa -----	63	24,600	541,000	.38
Kansas -----	26	6,440	64,700	.05
Kentucky -----	83	30,200	1,220,000	.91
Louisiana -----	36	17,500	286,000	.17
Maine -----	19	1,280	12,500	.02
Maryland -----	38	38,300	2,440,000	1.30
Massachusetts -----	134	43,000	909,000	.21
Michigan -----	172	83,500	2,680,000	.53
Minnesota -----	73	39,100	1,870,000	.94
Mississippi -----	12	1,900	17,100	.02
Missouri -----	105	24,600	935,000	.32
Montana -----	17	12,400	780,000	2.47
Nebraska -----	25	8,710	173,000	.23
Nevada -----	16	5,000	215,000	1.10
New Hampshire -----	14	1,250	14,900	.03
New Jersey -----	249	97,200	1,980,000	.44
New Mexico -----	12	5,280	212,000	.48
New York -----	470	158,000	4,520,000	.33
North Carolina -----	13	1,430	104,000	.04
North Dakota -----	8	1,200	8,720	.03
Ohio -----	391	238,000	9,630,000	1.40
Oklahoma -----	20	6,350	195,000	.17
Oregon -----	41	9,060	230,000	.22
Pennsylvania -----	454	332,000	14,800,000	1.82
Rhode Island -----	20	5,430	112,000	.18
South Carolina -----	9	1,460	23,300	.01
South Dakota -----	3	430	13,200	.05
Tennessee -----	60	18,700	462,000	.24
Texas -----	75	30,400	1,310,000	.24
Utah -----	12	14,900	1,170,000	2.37
Vermont -----	9	1,640	25,000	.10
Virginia -----	53	15,000	113,000	.05
Washington -----	58	33,900	911,000	.55
West Virginia -----	104	38,600	924,000	.91
Wisconsin -----	61	20,900	699,000	.27
Wyoming -----	8	3,460	57,500	.32

<sup>1</sup> Stoppages extending across State lines have been counted in each State affected; workers involved and man-days idle were allocated among the States.

<sup>2</sup> Not available.

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

TABLE 8. WORK STOPPAGES BY METROPOLITAN AREA, 1959<sup>1</sup>

Metropolitan area	Stoppages beginning in 1959		Man-days idle during 1959 (all stoppages)	Metropolitan area	Stoppages beginning in 1959		Man-days idle during 1959 (all stoppages)
	Number	Workers involved			Number	Workers involved	
Akron, Ohio	41	37,000	779,000	Lawrence, Mass.	6	900	4,500
Albany-Schenectady-Troy, N. Y.	23	6,070	156,000	Lima, Ohio	5	1,920	54,300
Allentown-Bethlehem-Easton, Pa.	48	36,300	1,920,000	Lincoln, Nebr.	5	470	1,070
Atlanta, Ga.	17	2,220	85,600	Little Rock-North Little Rock, Ark.	8	940	4,300
Atlantic City, N. J.	5	260	2,420	Lorain-Elyria, Ohio	9	12,000	775,000
Baltimore, Md.	29	34,600	2,390,000	Los Angeles-Long Beach, Calif.	106	52,700	1,530,000
Bay City, Mich.	15	2,040	24,500	Louisville, Ky.	24	4,070	167,000
Beaumont-Port Arthur, Tex.	6	5,750	147,000	Madison, Wis.	6	470	4,590
Birmingham, Ala.	30	27,400	1,590,000	Memphis, Tenn.	15	4,890	177,000
Boston, Mass.	57	13,800	136,000	Miami, Fla.	29	5,300	66,300
Bridgeport, Conn.	20	8,250	83,000	Milwaukee, Wis.	25	12,900	498,000
Buffalo, N. Y.	49	32,200	1,920,000	Minneapolis-St. Paul, Minn.	38	16,100	358,000
Canton, Ohio	21	14,600	791,000	Mobile, Ala.	11	3,490	17,500
Cedar Rapids, Iowa	8	5,090	137,000	Muncie, Ind.	7	560	8,180
Charleston, W. Va.	8	1,190	32,700	Muskegon-Muskegon Heights, Mich.	6	1,960	13,700
Charlotte, N. C.	5	260	8,470	Nashville, Tenn.	7	3,380	30,000
Chattanooga, Tenn.	10	460	10,300	New Bedford, Mass.	5	1,300	84,600
Chicago, Ill.	104	121,000	7,520,000	New Britain			
Cincinnati, Ohio	45	15,500	356,000	Bristol, Conn.	5	500	28,100
Cleveland, Ohio	59	42,700	1,990,000	New Haven, Conn.	6	2,060	85,400
Columbus, Ohio	23	6,980	72,100	New Orleans, La.	17	14,500	250,000
Dallas, Tex.	13	1,680	53,000	New York-North-eastern New Jersey	460	159,000	2,500,000
Davenport, Iowa-Rock Island-Moline, Ill.	13	1,870	86,700	Omaha, Nebr.	13	7,690	148,000
Dayton, Ohio	15	2,680	30,400	Paducah, Ky.	5	480	2,240
Decatur, Ill.	10	630	2,640	Pensacola, Fla.	5	980	13,600
Denver, Colo.	16	13,000	98,800	Peoria, Ill.	18	4,590	151,000
Des Moines, Iowa	12	9,340	229,000	Philadelphia, Pa.	131	71,000	1,640,000
Detroit, Mich.	75	49,200	1,680,000	Phoenix, Ariz.	13	11,200	264,000
Dubuque, Iowa	6	630	8,920	Pittsburgh, Pa.	132	151,000	8,040,000
Duluth, Minn.-Superior, Wis.	13	4,200	261,000	Portland, Oreg.	20	4,250	126,000
Erie, Pa.	6	1,160	33,200	Providence, R. I.	15	4,280	96,800
Evansville, Ind.	13	5,950	66,000	Pueblo, Colo.	6	8,120	608,000
Fall River, Mass.	9	1,860	60,800	Reading, Pa.	6	500	15,800
Flint, Mich.	7	2,600	21,500	Richmond, Va.	7	740	6,390
Fort Wayne, Ind.	7	2,050	63,600	Rochester, N. Y.	15	1,860	6,660
Fresno, Calif.	7	820	11,000	Rockford, Ill.	12	7,160	116,000
Gadsden, Ala.	7	7,900	497,000	Sacramento, Calif.	11	980	9,810
Galveston, Tex.	7	2,900	175,000	Saginaw, Mich.	9	1,510	16,300
Grand Rapids, Mich.	8	2,310	33,300	St. Louis, Mo.-East St. Louis, Ill.	88	26,400	519,000
Great Falls, Mont.	7	1,900	136,000	Salt Lake City, Utah	6	7,430	656,000
Hamilton-Middletown, Ohio	6	2,090	14,700	San Bernardino-Riverside-Ontario, Calif.	14	8,890	609,000
Harrisburg, Pa.	7	7,560	420,000	San Diego, Calif.	14	2,820	19,100
Hartford, Conn.	5	520	8,820	San Francisco-Oakland, Calif.	75	30,400	945,000
Houston, Tex.	24	8,620	382,000	San Jose, Calif.	8	1,110	56,100
Huntington, W. Va.-Ashland, Ky.	15	7,800	351,000	Scranton, Pa.	20	3,260	62,700
Indianapolis, Ind.	27	6,690	159,000	Seattle, Wash.	20	9,250	467,000
Jackson, Mich.	6	2,230	36,000	Sioux City, Iowa	9	2,930	72,900
Jacksonville, Fla.	13	660	8,850	South Bend, Ind.	12	10,600	95,500
Johnstown, Pa.	6	14,600	1,140,000	Springfield, Ill.	16	5,390	218,000
Kalamazoo, Mich.	7	1,880	46,300	Springfield, Ohio	6	710	77,400
Kansas City, Mo.	29	8,990	453,000	Springfield-Holyoke, Mass.	7	2,500	28,300
Kingston-Newburgh-Poughkeepsie, N. Y.	11	870	18,300				
Knoxville, Tenn.	13	2,890	8,910				
Lancaster, Pa.	5	280	4,520				

See footnote at end of table.

TABLE 8. WORK STOPPAGES BY METROPOLITAN AREA, 1959<sup>1</sup>—Continued

Metropolitan area	Stoppages beginning in 1959		Man-days idle during 1959 (all stoppages)	Metropolitan area	Stoppages beginning in 1959		Man-days idle during 1959 (all stoppages)
	Number	Workers involved			Number	Workers involved	
Stamford-Norwalk, Conn. -----	6	1,360	11,900	Tulsa, Okla. -----	8	3,510	62,400
Stockton, Calif. -----	6	450	14,300	Utica-Rome, N. Y. -----	11	3,500	40,600
Syracuse, N. Y. -----	10	3,450	207,000	Washington, D. C. -----	15	11,300	90,600
Tacoma, Wash. -----	7	1,800	118,000	Wheeling, W. Va.— Steubenville, Ohio -----	33	23,200	1,190,000
Tampa-St. Petersburg, Fla. -----	18	5,600	42,400	Wilkes-Barre— Hazleton, Pa. -----	24	2,040	13,800
Terre Haute, Ind. -----	9	2,990	98,600	Wilmington, Del. -----	9	2,570	156,000
Toledo, Ohio -----	19	5,070	83,300	Worcester, Mass. -----	14	3,840	216,000
Topeka, Kans. -----	7	2,060	7,670	York, Pa. -----	11	860	17,600
Trenton, N. J. -----	21	7,790	264,000	Youngstown, Ohio -----	65	68,500	3,650,000
Tucson, Ariz. -----	6	4,280	105,000				

<sup>1</sup> The table includes data for each of the metropolitan areas that had 5 or more stoppages in 1959.

Some metropolitan areas include counties in more than 1 State, and hence, an area total may equal or exceed the total for the State in which the major city is located.

Stoppages in the mining and logging industries are excluded from this table.

Intermetropolitan area stoppages are counted separately in each area affected; the workers involved and man-days idle were allocated to the respective areas.

In 4 strikes, the Bureau could not secure the information necessary to make such allocations—3 stoppages in the construction industry involving approximately 15,000 workers in western Washington in May, about 900 workers in eastern Michigan in June, and 2,500 workers in 4 New England States in July, and a stoppage of about 2,000 barge line employees in States bordering the Mississippi and Ohio rivers in July.

TABLE 9. WORK STOPPAGES BY AFFILIATION OF UNIONS INVOLVED, 1959<sup>1</sup>

Affiliation	Stoppages beginning in 1959				Man-days idle during 1959 (all stoppages)	
	Number	Percent of total	Workers involved		Number	Percent of total
			Number	Percent of total		
Total -----	3,708	100.0	1,880,000	100.0	69,000,000	100.0
AFL-CIO -----	2,803	75.6	1,560,000	82.8	62,400,000	90.4
Unaffiliated unions -----	794	21.4	264,000	14.1	4,760,000	6.9
Single firm unions -----	7	.2	3,350	.2	25,900	( <sup>1</sup> )
Different affiliations <sup>2</sup> -----	73	2.0	54,000	2.9	1,810,000	2.6
No union involved -----	25	.7	1,410	.1	7,180	( <sup>1</sup> )
Not reported -----	6	.2	390	( <sup>1</sup> )	3,230	( <sup>1</sup> )

<sup>1</sup> Less than 0.05 percent.

<sup>2</sup> Includes work stoppages involving unions of different affiliations—either 1 or more affiliated with AFL-CIO and 1 or more unaffiliated unions, or 2 or more unaffiliated unions.

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

TABLE 10. WORK STOPPAGES BY SIZE OF STOPPAGE, 1959

Size of stoppage (number of workers involved)	Stoppages beginning in 1959				Man-days idle during 1959 (all stoppages)	
	Number	Percent of total	Workers involved		Number	Percent of total
			Number	Percent of total		
All sizes -----	3,708	100.0	1,880,000	100.0	69,000,000	100.0
6 and under 20 -----	660	17.8	7,550	0.4	131,000	0.2
20 and under 100 -----	1,443	38.9	69,200	3.7	1,290,000	1.9
100 and under 250 -----	728	19.6	115,000	6.1	1,970,000	2.9
250 and under 500 -----	380	10.2	130,000	6.9	1,930,000	2.8
500 and under 1,000 -----	252	6.8	175,000	9.3	2,790,000	4.0
1,000 and under 5,000 -----	207	5.6	418,000	22.3	8,140,000	11.8
5,000 and under 10,000 -----	18	.5	118,000	6.3	1,910,000	2.8
10,000 and over -----	20	.5	845,000	45.0	50,800,000	73.7

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

TABLE 11. WORK STOPPAGES BY NUMBER OF ESTABLISHMENTS INVOLVED, 1959

Number of establishments involved <sup>1</sup>	Stoppages beginning in 1959				Man-days idle during 1959 (all stoppages)	
	Number	Percent of total	Workers involved		Number	Percent of total
			Number	Percent of total		
Total -----	3,708	100.0	1,880,000	100.0	69,000,000	100.0
1 establishment -----	2,822	76.1	550,000	29.3	7,680,000	11.1
2 to 5 establishments -----	457	12.3	195,000	10.4	4,630,000	6.7
6 to 10 establishments -----	137	3.7	99,200	5.3	3,170,000	4.6
11 establishments or more -----	277	7.5	1,020,000	54.3	52,400,000	76.0
11 to 49 establishments -----	155	4.2	130,000	6.9	3,150,000	4.6
50 to 99 establishments -----	20	.5	73,300	3.9	1,780,000	2.6
100 establishments or more -----	30	.8	709,000	37.7	45,900,000	66.5
Exact number not known <sup>2</sup> -----	72	1.9	108,000	5.7	1,650,000	2.4
Not reported -----	15	.4	14,600	.8	1,090,000	1.6

<sup>1</sup> An establishment is defined as a single physical location where business is conducted or where services or industrial operations are performed; for example, a factory, mill, store, mine, or farm. A stoppage may involve 1, 2, or more establishments of a single employer or it may involve different employers.

<sup>2</sup> Information available indicates more than 11 establishments involved in each of these stoppages.

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

TABLE 12. WORK STOPPAGES BEGINNING IN 1959 INVOLVING 10,000 OR MORE WORKERS

Beginning date	Approximate duration (calendar days) <sup>1</sup>	Establishment(s) and location	Union(s) involved <sup>2</sup>	Approximate number of workers involved <sup>2</sup>	Major terms of settlement <sup>3</sup>
January 1	28	Food employers council, Inc., Los Angeles County, Calif.	Retail Clerks International Association.	20,000	5-year agreement providing wage increases of 15 cents an hour effective January 1, 1959 (in the Los Angeles area), and April 1959 (in other locations); 11½ cents in 1960; 7½ cents in 1961, 1962, and 1963; revisions in premium rates for night and Sunday work; unemployment and disability benefits plan established with company payment of 1 cent an hour effective January 1, 1960, and 1 cent January 1961, to provide 65 percent of straight-time earnings for eligible laid-off employees and 80 percent for disabled employees (both benefits include State payments); additional company payment of 0.5 cent an hour to pension fund effective January 1, 1961; semi-annual adjustment of pensions beginning July 1, 1959, based on percent of increase in Los Angeles BLS CPI above November 1958 index, with no reduction below current benefit levels; effective January 1960, additional ½ cent an hour company payment to welfare fund to extend coverage to disabled and retired employees; 6 days' paid sick leave a year effective January 1, 1960; companies to assume any increase in costs of medical benefit; supplemental jury-duty pay.
February 1	102	Wholesale and retail bakeries, New York City and Westchester County, New York.	American Bakery and Confectionery Workers' International Union; Bakery and Confectionery Workers' International Union of America; Retail Clerks International Association.	12,000	<p><b>Retail bakeries:</b> 3-year contract providing wage increase of 50 cents to \$1.65 a day; minimum 50 cents a day increase in Manhattan bakeries and \$1 in others effective February 1, 1959; additional 25 cents to \$1 a day increase in minimum rates effective February 1, 1960, and additional increases up to \$1.50 effective February 1, 1961; uniform starting rates to be established by February 1, 1961; escalator clause providing 2-percent adjustment for each 2-percent change in New York City CPI effective February 1, 1961; time and one-half after 7½-hour day extended to all shops; companies pay \$1 a day to pension fund (was 75 cents); 3 days' paid funeral leave; all shops to supply laundry (previously in Manhattan shops only).</p> <p><b>Wholesale bread shops:</b> 3-year contract providing wage increases of 64 cents to \$3.27 a day effective February 1, 1959; additional increases to \$1.56 a day in minimum rates effective both February 1, 1960, and February 1, 1961; uniform starting rates to be established by February 1, 1961; several classifications established in local wholesale shops; escalator clause providing 2-percent adjustment for each 2-percent change in New York City CPI effective February 1, 1961; time and one-half after 35 hours a week and 7 hours a day by August 1,</p>

See footnotes at end of table.

TABLE 12. WORK STOPPAGES BEGINNING IN 1959 INVOLVING 10,000 OR MORE WORKERS—Continued

Beginning date	Approximate duration (calendar days) <sup>1</sup>	Establishment(s) and location	Union(s) involved <sup>2</sup>	Approximate number of workers involved <sup>2</sup>	Major terms of settlement <sup>3</sup>
February 1— Continued					<p>1960, for bakers and by February 1, 1961, for miscellaneous employees in all shops; 3 weeks' vacation after 1 year (was 5) extended to miscellaneous employees in local wholesale shops; companies pay \$1 a day to pension fund (was 75 cents); all shops to supply laundry.</p> <p><u>Wholesale cake bakeries:</u> 3-year contract providing wage increase of 50 cents to \$1.80 a day to employees above starting and below maximum rate effective February 1, 1959; additional increases up to \$1.80 a day in minimum rates effective February 1, 1960, and to \$1.95 effective February 1, 1961; uniform starting rates to be established by February 1, 1961; packing foremen and assistants, mechanics, and helpers receive unspecified increase up to rate established February 1, 1961; escalator clause providing 2-percent adjustment for each 2-percent change in New York City CPI effective February 1, 1961; 10 cents night differential (was 5 cents) effective October 1, 1961; eighth paid holiday, Columbus Day; companies pay \$1 a day to pension fund (was 75 cents); 1 week's severance pay, including unemployment compensation, for each year's service (maximum 10) for employees laid off when plant location changes; 3 days' paid funeral leave.</p>
February 2	84	Allis-Chalmers Manufacturing Company, 7 States: Alabama, Illinois, Indiana, Iowa, Missouri, Pennsylvania, and Wisconsin.	United Automobile Workers; United Steelworkers.	14,000	<p>2½-year agreement, supplemented by local agreements, providing wage-rate increases of 2½ percent (minimum 6 cents an hour) retroactive to September 1, 1958; additional 2½ percent (minimum 6 cents) annual improvement increase September 14, 1959, and October 3, 1960; up to 8 cents an hour increase to employees in higher labor grades; 15 cents of current 24 cents cost-of-living allowance incorporated into base rates and escalator clause continued; 14-cent night-shift differential (was 12 cents); fourth week vacation after 25 years; unemployment benefits improved to provide 65 percent of take-home pay plus 1 percent for each dependent up to a maximum of 70 percent (including State unemployment compensation) for a maximum of 39 weeks (was 65 percent for 26 weeks); \$50 per week maximum payment from fund (was \$25 plus \$2 for each dependent up to 4); supplementary benefits for short workweek and separation pay of 40 hours after 2 years to 1,200 hours after 30 years' service for employees laid off at least 1 year; pension benefit increase from \$2.25 to \$2.50 a month for each year's service—</p>

See footnotes at end of table.

TABLE 12. WORK STOPPAGES BEGINNING IN 1959 INVOLVING 10,000 OR MORE WORKERS—Continued

Beginning date	Approximate duration (calendar days) <sup>1</sup>	Establishment(s) and location	Union(s) involved <sup>2</sup>	Approximate number of workers involved <sup>2</sup>	Major terms of settlement <sup>3</sup>
February 2— Continued					present and future retirees; contribution to health and welfare benefits schedule revised to add 2 new wage brackets—maximum \$7,200 life insurance (was \$6,000) and maximum of \$79 a week sick and accident benefits (was \$65), maximum of \$16 a day hospitalization (was \$12)—company to pay any future increase in insurance costs; workmen's compensation supplemented up to 65 percent of gross earnings.
March 9	(4)	Bituminous coal mines, 3 States: Kentucky, Tennessee, and West Virginia.	United Mine Workers.	18,000	Agreements concluded with the majority of companies by mid-July providing \$2 daily wage increase and health and welfare payments.
April 10	22	United States Rubber Co., 11 States: California, Connecticut, Illinois, Indiana, Massachusetts, Michigan, New Jersey, Ohio, Pennsylvania, Rhode Island, and Wisconsin.	United Rubber Workers.	25,000	2-year master agreement with 60-day wage reopening clause providing continuation of company payments of 3 cents an hour to unemployment fund with maximum weekly benefit increase to \$30 plus continuation of \$2 weekly for each dependent up to 4 for a maximum of 39 weeks; improvement of pensions and insurance agreement effective July 1, 1959, extended to July 1, 1964—pension plan funded; normal retirement at age 65 after 10 years with minimum pension benefits increased from \$1.80 to \$2.10 a month for each year's service up to 30, and to a minimum of \$2 a month for each year for employees retired since July 1, 1950; employee retains option of pension computed on earnings in highest 120 consecutive months less one-half social security benefit; minimum \$100 per month disability pension benefit (was \$80); vesting at age 40 after 10 years with option of service award (severance pay) or deferred pension with benefits computed on service after age 30; survivor option; workmen's compensation supplemented up to \$30 weekly for women and \$40 weekly for men; other insurance improvements.
April 16	55	The B. F. Goodrich Co., 7 States: Alabama, California, New Jersey, Ohio, Oklahoma, Penn- sylvania, and Tennessee.	United Rubber Workers.	13,000	2-year master agreement providing liberalized incentive system; continuation of company payment of 3 cents an hour to unemployment fund, with optional changes; improvement of pension agreement and extension to July 1, 1964—\$2.40 monthly normal pension benefits (excluding social security) for each year's service prior to January 1, 1959, and \$2.50 a month thereafter (former minimum, \$1.80 a month for each year up to 30 with benefits other than minimum reduced by one-half social security benefit) company to pay difference if new benefit is less than under old formula; minimum of \$2.25 monthly for each year's service for employees retired since 1949; early retirement at company option and disability retirement at double the new

See footnotes at end of table.



TABLE 12. WORK STOPPAGES BEGINNING IN 1959 INVOLVING 10,000 OR MORE WORKERS—Continued

Beginning date	Approximate duration (calendar days) <sup>1</sup>	Establishments(s) and location	Union(s) involved <sup>2</sup>	Approximate number of workers involved <sup>2</sup>	Major terms of settlement <sup>3</sup>
April 16— Continued					normal benefit reverting to normal pension at age 65 (disability retirement was minimum of \$80 or one-twelfth of 1 percent of total earnings reduced by one-half social security disability benefits); upward adjustment for present retirees on early or disability retirement; improved insurance benefits for employees and those retired at age 65 since 1949.
April 16	60	Firestone Tire and Rubber Co., 7 States: California, Indiana, Iowa, Massachusetts, Ohio, Pennsylvania, and Tennessee.	United Rubber Workers.	19,000	2-year master agreement providing new method of computing classified average earnings; improved holiday pay computation, vacation eligibility, supplemental jury-duty pay and funeral leave; improved unemployment plan; pension agreement extended to April 30, 1964, with improvement in normal and disability pension similar to B. F. Goodrich; eligibility for normal pension benefits at age 65 after 10 years, vesting and survivor option added; \$27 a month minimum pension for 10 but less than 15 years' service; company payment of sick and accident benefit from first day of occupational injury and difference between workmen's compensation and insurance benefits beginning with second week; improved insurance including liberalized sick and accident benefits for employees over age 60.
May 11	24	Construction industry, Seattle and Tacoma, Washington, and western Washington.	Operating Engineers; International Brotherhood of Teamsters.	15,000	<u>Operating Engineers:</u> 2-year agreement providing across-the-board 30-cent hourly increase retroactive to June 1, 1959, and additional 25 cents effective June 1, 1960; modified exclusive hiring hall clause.  <u>Teamsters:</u> 2-year agreement providing 28 cents an hour increase retroactive to June 1, 1959; 2½ cents additional for the health and welfare plan, and an additional 25 cents effective June 1, 1960; hiring hall provisions similar to Operating Engineers.
May 12	9	Construction industry, Washington, D. C. area.	International Hod Carriers', Building and Common Laborers' Union; Operating Engineers.	10,000	<u>Operating Engineers:</u> 2-year agreement providing immediate pay increase of 10 cents an hour; 8 cents an hour to be paid into a pension fund beginning November 1, 1959, 7-cent wage increase May 1, 1960, and 10 cents November 1, 1960; additional 5-cent hourly increase for bulldozer operators on May 1, 1960; hiring hall; joint labor-management committee to administer pension fund.  <u>Laborers:</u> 2-year contract providing immediate hourly increase of 12½ cents; 7½ cents on May 1, 1960; 10 cents on November 1, 1960.

See footnotes at end of table.

TABLE 12. WORK STOPPAGES BEGINNING IN 1959 INVOLVING 10,000 OR MORE WORKERS—Continued

Beginning date	Approximate duration (calendar days) <sup>1</sup>	Establishment(s) and location	Union(s) involved <sup>2</sup>	Approximate number of workers involved <sup>2</sup>	Major terms of settlement <sup>3</sup>
June 3	54	Construction industry, Statewide; Arizona.	Operating Engineers.	17,000	3-year contract providing a 7½-percent wage increase in each year; 7½ cents contribution to health and welfare funds.
June 15	43	The Great Atlantic and Pacific Tea Company, Greater New York City, Nassau, Suffolk, Westchester, and Rockland Counties, New York.	International Brotherhood of Teamsters.	14,000	2-year contract providing weekly wage increase of \$6 for men, \$3 for women; additional \$2 effective in 1960; double time for work on Sunday night; severance pay plan providing 1 week's pay for each 2 years' service to a maximum of 12 weeks, if department is eliminated or warehouse is moved or closed.
July 1	1	Jones and Laughlin Steel Corporation, Aliquippa, Pennsylvania.	United Steelworkers.	13,000	Workers returned to work on order of union officials.
July 6	8	Construction industry, Denver, Colorado.	Brotherhood of Carpenters and Joiners.	10,000	2-year contract providing immediate wage increase of 16 cents an hour; 10 cents, July 1, 1960; 5 cents, January 1, 1961; union shop, upon certification of employees; rights to negotiate separate contracts with millwrights (responsible for moving and installing heavy machinery); and agreement that union may negotiate separate contracts with other employers such as homebuilders.
July 15	116	Steel industry, Nationwide.	United Steelworkers.	519,000	Memorandum of agreement (January 5, 1960) with 11 basic steel companies (production and maintenance employees). Wage increase deferred until December 1, 1960, to average 9.4 cents an hour including estimated effect on incentive pay (average 8.3 cents in hourly rates—7 cents general increase plus 0.2 cents increase in increments between 31 job classes, with top job class receiving 13 cents); effective October 1, 1961, additional average 8.6 cents including estimated effect on incentive pay (average 7.6 cents increase in hourly rates—7 cents general increase plus 0.1 cent increase in increments between job classes, with top class receiving 10 cents); escalator clause revised to retain current 17 cents cost-of-living allowance, provide two cost-of-living reviews and limit maximum additional adjustment to 6 cents effective October 1, 1961, of which maximum 3 cents cost-of-living adjustment effective December 1, 1960, to be reduced by 0.1 cent for each full 18 cents increase in insurance cost over base average monthly net insurance cost of \$20.16 per employee; minimum \$2.50 a month pension for each year's service prior to January 1, 1960, and \$2.60 a month for each year thereafter for a maximum of 35 years (was \$2.40 a month for service prior to November 1, 1957, and \$2.50 thereafter for a maximum of 30 years) or additional \$5 a month for future retirees when applying alternate

See footnotes at end of table.

TABLE 12. WORK STOPPAGES BEGINNING IN 1959 INVOLVING 10,000 OR MORE WORKERS—Continued

Beginning date	Approximate duration (calendar days) <sup>1</sup>	Establishment(s) and location	Union(s) involved <sup>2</sup>	Approximate number of workers involved <sup>2</sup>	Major terms of settlement <sup>3</sup>
July 15— Continued					1-percent formula in computing pension benefits; 13 weeks' vacation pay (less vacation pay during year) on retirement with regular pension beginning fourth month; early retirement (by mutual agreement) at full benefit at age 60 after 15 years' service (was at reduced benefits), or at age 55 after 20 years' service if terminated by reason of permanent shutdown, layoff, or sickness resulting in break in service provided employee has attained age 53 and 18 years' service on date he ceases work; \$100 a month future minimum disability benefit (was \$90); companies also increased existing pensions by \$5 a month; companies to assume full cost of insurance program (was 50-50 contribution) and program improvement to provide \$4,000 to \$6,500 life insurance (was \$3,500 to \$6,000 at most companies), life insurance retained during first 2 years of lay-off with employee paying 60 cents per \$1,000 after first 6 months; \$53 to \$68 weekly sick and accident benefit (was \$42 to \$57 at most companies), and 6-month retention of hospital, surgical, and related coverages for laid-off employees with 2 years' service; higher existing benefits continued for employees already on payroll at Allegheny Ludlum, Armco, Inland, and Wheeling, and existing hospital and surgical unemployment program at Inland continued for all employees; previous plan extended with companies paying 3 cents cash and 2 cents contingent liability (the contingent liability which had been canceled in accordance with prior agreement was restored).
August 3	<sup>5</sup> 45	Construction industry, southern Illinois.	International Hod Carriers, Building and Common Laborers Union.	24,000	2-year agreement with Southern Illinois Contractors Association providing retention of hiring hall and 15 cents an hour increase August 1, 1959, and August 1, 1960. 1-year agreement with the Southern Illinois Builders Association providing retention of hiring hall.
August 10	( <sup>6</sup> )	Kennecott Copper Corporation, 4 States: Arizona, Nevada, New Mexico, and Utah.	International Union of Mine, Mill and Smelter Workers; United Steelworkers. <sup>7</sup>	11,000	18-month agreement reached with Mine, Mill and Smelter Workers providing 7 cents to 10.6 cents (average 8.5 cents) including 7 cents general wage increase plus average 1.5 cents for increase in increments effective July 1, 1960; additional increase in Arizona and New Mexico effective 1959 and 1960 to reduce Southwest difference; double time after 12 hours' work (was after 16 hours) seventh paid holiday; double time and one-half for holiday work (was double time) \$100 severance pay for each year's service if layoff is due to permanent plant or department shutdown, automation, or technological change; \$15 a

See footnotes at end of table.

TABLE 12. WORK STOPPAGES BEGINNING IN 1959 INVOLVING 10,000 OR MORE WORKERS—Continued

Beginning date	Approximate duration (calendar days) <sup>1</sup>	Establishment(s) and location	Union(s) involved <sup>2</sup>	Approximate number of workers involved <sup>2</sup>	Major terms of settlement <sup>3</sup>
August 10— Continued					<p>day hospitalization for employees and dependents (was \$13); \$300 supplemental accident benefits extended to dependents; jury-duty pay; "package" estimated at 22.3 cents.</p> <p>20-month agreement with United Steelworkers providing average 8.7 cents an hour, (union estimate)—includes 7 cents general increase plus average 1.7 cents increase in increments between job classes; additional average 8.7 cents effective August 1, 1960; additional 0.6 cents increase in rates at Arizona location to reduce geographical differential, effective both November 1959 and August 1960; double time after 12-hour shift; double time and one-half for holiday work extended to Ray and Hayden, Ariz. (was double time); seventh paid holiday effective 1960; establishment of severance pay progression; improved insurance; jury-duty pay extended to Ray and Hayden, Ariz., units; union estimate 22.3 cents package.</p>
August 24	59	Pacific Coast Shipyards, 3 States: California, Oregon, and Washington.	International Association of Machinists; United Brotherhood of Carpenters and Joiners; Pacific Coast Metal Trades Council.	10,000	<p>3-year agreement providing 10 cents an hour increase, including 8 cents retroactive to July 1, 1959; additional 8 cents effective July 1, 1960, and 9 cents effective July 1, 1961; first-class mechanics' rate increased to \$2.83; 9 cents an hour toward pay for holidays (was 7 cents) effective November 1, 1961; companies to pay 5 cents to pension or severance pay fund effective April 1, 1960, and increase to 10 cents effective April 1, 1961.</p>
September 4	51	Swift and Company, 31 States.	Amalgamated Meat Cutters and Butcher Workmen; United Packinghouse Workers.	18,000	<p>2-year contract providing 8½ cents and hour increase effective September 1, 1959, including 2 cents advance cost-of-living adjustment—14 cents current cost-of-living allowance incorporated into base rates and escalator clause continued with automatic adjustment only if CPI rises enough to offset the 2-cent advance; additional 6½ cents effective September 1, 1960; 25 percent Saturday and 50 percent Sunday premium on continuous shifts (were 15 percent and 30 percent, respectively); 12 cents night differential (was 10 cents); full day's premium for ½ day's work in freezer; revised holiday provisions including Monday or Friday observance of Veterans Day or Washington's Birthday; improved vacation eligibility and 3 weeks' vacation after 10 years (was 15) effective December 31, 1959; improved hospital and medical benefits and severance pay provisions and other benefits. Master agreement covers both northern and southern plants; differences were only in the wage increases which reestablished or raised the North-South differential.</p>

See footnotes at end of table.

TABLE 12. WORK STOPPAGES BEGINNING IN 1959 INVOLVING 10,000 OR MORE WORKERS—Continued

Beginning date	Approximate duration (calendar days) <sup>1</sup>	Establishment(s) and location	Union(s) involved <sup>2</sup>	Approximate number of workers involved <sup>2</sup>	Major terms of settlement <sup>3</sup>
September 4— Continued					Plants in Georgia, Florida, Alabama, Mississippi, and Louisiana received increase of 5 cents, additional 3½ cents effective September 1, 1960; Nashville, Tenn., plant received 8½ cents increase, no increase in 1960.
October 1	9 <sup>8</sup>	Longshoring industry, East and Gulf Coast ports.	International Longshoremen's Association.	52,000	<p>Memorandum of settlement on a new 3-year contract with New York Shipping Association (December 1, 1959) providing 12 cents an hour increase retroactive to October 1, 1959, additional 5 cents effective October 1, 1960, and 5 cents effective October 1, 1961; sixth, seventh, and eighth paid holidays added in first, second, and third contract year, respectively; qualifying time for 2 and 3 weeks' vacation pay reduced to 1,100 and 1,300 hours per year, respectively (were 1,200 and 1,500 hours); 14 cents an hour company payment to pension fund (was 7 cents); 21 cents an hour company payment to welfare fund (was 14 cents), including 3 cents for medical clinics.</p> <p>Mechanization issue—employers agreed not to reduce the size of the standard 20-man work gang and to use ILA members to load or reload containers when work is done at the pier. A 3-man arbitration board was named to work out royalties for port workers displaced by container shipping.</p> <p>Settlement reached at other Atlantic and Gulf ports during December. Benefits similar to agreement with New York Shipping Association, except for local work rules.</p>
October 5	4	Silk and rayon dyeing, finishing, and printing companies, 3 States: New York, New Jersey, and Pennsylvania.	Textile Workers Union.	12,000	2-year agreement providing 13 cents an hour effective October 1959; 5 cents an hour, effective 1960; ninth paid "floating" holiday; companies to pay \$7 a month to pension fund (was \$6).

<sup>1</sup> Includes nonworkdays, such as Saturdays, Sundays, and established holidays.

<sup>2</sup> The unions listed are those directly involved in the dispute, but the number of workers involved may include members of other unions or nonunion workers idled by disputes in the same establishments.

Workers involved in the maximum number made idle for 1 shift or longer in establishments directly involved in a stoppage. This figure does not measure the indirect or secondary effects on other establishments or industries whose employees are made idle as a result of material or service shortages.

<sup>3</sup> Adapted largely from Current Wage Developments, published monthly by the Bureau of Labor Statistics.

<sup>4</sup> Agreements reached by mid-July covering most workers.

<sup>5</sup> Some workers returned about August 24 when approximately 100 contractors signed individual contracts.

<sup>6</sup> Settlement reached with United Steelworkers November 22; operations resumed at Utah smelters and refineries November 23 until December 1, when 2 railroad unions established picket lines which the Steelworkers refused to cross; operations resumed December 26, when the railroad unions' differences were settled. Operations resumed December 29 on a limited scale in Arizona, New Mexico, and Nevada, following agreement with the Mine, Mill and Smelter Workers, December 16 on a master 18-month contract and on local issues December 23. In Utah, operations resumed January 29, 1960.

<sup>7</sup> Major unions; other unions involved: International Association of Machinists; Brotherhood of Locomotive Firemen and Enginemen; Brotherhood of Railway Carmen; International Brotherhood of Electrical Workers; Operating Engineers; Office Employees; Order of Railway Conductors and Brakemen.

<sup>8</sup> Most companies settled October 14, except in Washington where about 2,500 workers were idle until October 21.

<sup>9</sup> Workers at all ports returned to their jobs October 9, after a United States District Court issued a 10-day restraining order under provisions of the Labor-Management Relations (Taft-Hartley) Act.

TABLE 13. DURATION OF WORK STOPPAGES ENDING IN 1959<sup>1</sup>

Duration (calendar days)	Stoppages		Workers involved		Man-days idle	
	Number	Percent of total	Number	Percent of total	Number	Percent of total
All periods -----	3,747	100.0	1,910,000	100.0	67,400,000	100.0
1 day -----	369	9.8	109,000	5.7	109,000	0.2
2 and less than 4 days -----	537	14.3	135,000	7.1	274,000	.4
4 and less than 7 days -----	514	13.7	167,000	8.7	565,000	.8
7 and less than 15 days -----	806	21.5	262,000	13.7	1,620,000	2.4
15 and less than 30 days -----	623	16.6	250,000	13.1	3,490,000	5.2
30 and less than 60 days -----	466	12.4	255,000	13.3	7,230,000	10.7
60 and less than 90 days -----	211	5.6	124,000	6.5	5,850,000	8.7
90 days and over -----	221	5.9	609,000	31.9	48,200,000	71.6

<sup>1</sup> The totals in this table differ from those in the other tables because these relate to stoppages ending during the year, including any 1958 idleness in these strikes.

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

TABLE 14. METHOD OF TERMINATING WORK STOPPAGES ENDING IN 1959<sup>1</sup>

Method of termination	Stoppages		Workers involved		Man-days idle	
	Number	Percent of total	Number	Percent of total	Number	Percent of total
All methods -----	3,747	100.0	1,910,000	100.0	67,400,000	100.0
Agreement of parties reached:						
Directly -----	1,541	41.1	493,000	25.8	6,580,000	9.8
With assistance of government agencies -----	1,392	37.1	687,000	36.0	14,800,000	21.9
With assistance of nongovernment mediators or agencies -----	173	4.6	15,500	.8	341,000	.5
With combined assistance of government and nongovernment mediators or agencies -----	6	.2	50,600	2.6	2,180,000	3.2
Terminated without formal settlement -----	514	13.7	658,000	34.4	43,200,000	64.1
Employers discontinued business -----	53	1.4	4,550	.2	250,000	.4
Not reported -----	68	1.8	2,710	.1	64,000	.1

<sup>1</sup> See footnote 1, table 13.

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

TABLE 15. DISPOSITION OF ISSUES IN WORK STOPPAGES ENDING IN 1959<sup>1</sup>

Disposition of issues	Stoppages		Workers involved		Man-days idle	
	Number	Percent of total	Number	Percent of total	Number	Percent of total
All issues -----	3,747	100.0	1,910,000	100.0	67,400,000	100.0
Issues settled or disposed of at termination of stoppage <sup>2</sup> -----	3,361	89.7	1,820,000	95.4	66,600,000	98.8
Some or all issues to be adjusted after resump- tion of work:						
By direct negotiation between employer(s) and union -----	153	4.1	46,500	2.4	459,000	.7
By negotiation with the aid of government agencies -----	3	.1	145	( <sup>3</sup> )	1,050	( <sup>3</sup> )
By arbitration -----	70	1.9	23,900	1.2	120,000	.2
By other means <sup>4</sup> -----	92	2.5	15,000	.8	139,000	.2
Not reported -----	68	1.8	2,710	.1	64,000	.1

<sup>1</sup> See footnote 1, table 13.<sup>2</sup> Includes (a) those strikes in which a settlement was reached on the issues prior to return to work, (b) those in which the parties agreed to utilize the company's grievance procedure, and (c) any strikes in which the workers returned without formal agreement or settlement.<sup>3</sup> Less than 0.05 percent.<sup>4</sup> Included in this group are the cases referred to the National or State labor relations boards or other agencies for decisions or elections.

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

## Appendix A: Tables—Work Stoppages

TABLE A-1. WORK STOPPAGES BY INDUSTRY, 1959

Industry	Stoppages beginning in 1959		Man-days idle, 1959 (all stoppages)	Industry	Stoppages beginning in 1959		Man-days idle, 1959 (all stoppages)
	Number	Workers involved			Number	Workers involved	
All industries	13,708	1,880,000	69,000,000	<b>Manufacturing—Continued</b>			
<b>Manufacturing</b>	12,043	1,280,000	55,500,000	Transportation equipment	108	76,500	1,390,000
Primary metal industries	1236	575,000	39,000,000	Motor vehicles and motor vehicle equipment	54	31,500	367,000
Blast furnaces, steel works, and rolling and finishing mills	82	514,000	36,600,000	Aircraft and parts	26	21,700	312,000
Iron and steel foundries	63	16,100	590,000	Ship and boat building and repairing	17	16,000	512,000
Primary smelting and refining of nonferrous metals	12	18,200	1,170,000	Railroad equipment	6	6,390	171,000
Secondary smelting and refining of nonferrous metals and alloys	5	1,940	137,000	Motorcycles, bicycles, and parts	2	600	3,480
Rolling, drawing and extruding of nonferrous metals	33	17,100	286,000	Miscellaneous transportation equipment	5	320	21,500
Nonferrous foundries	19	2,620	22,000	Lumber and wood products, except furniture	58	14,100	210,000
Miscellaneous primary metal industries	28	5,640	180,000	Logging camps and logging contractors	5	280	4,520
Fabricated metal products, except ordnance, machinery, and transportation equipment	1276	100,000	3,150,000	Sawmills and planing mills	16	9,160	137,000
Metal cans	11	7,310	43,400	Millwork, veneer, plywood, and prefabricated structural wood products	22	3,930	52,800
Cutlery, handtools, and general hardware	26	6,470	91,800	Wooden containers	8	410	10,800
Heating apparatus (except electric) and plumbing fixtures	17	4,280	140,000	Miscellaneous wood products	7	340	4,590
Fabricated structural metal products	107	39,200	1,650,000	Furniture and fixtures	101	16,000	422,000
Screw machine products, and bolts, nuts, screws, rivets and washers	11	3,740	265,000	Household furniture	76	9,150	164,000
Metal stampings	39	21,000	247,000	Office furniture	5	2,900	79,700
Coating, engraving, and allied services	17	930	21,200	Public building and related furniture	6	530	11,900
Miscellaneous fabricated wire products	18	4,610	161,000	Partitions, shelving, lockers, and office and store fixtures	10	2,840	162,000
Miscellaneous fabricated metal products	34	12,900	523,000	Miscellaneous furniture and fixtures	4	580	4,670
Ordnance and accessories	13	8,290	125,000	Stone, clay, and glass products	165	50,800	1,230,000
Guns, howitzers, mortars, and related equipment	1	20	1,710	Flat glass	3	1,900	353,000
Ammunition, except for small arms	6	1,920	14,700	Glass and glassware, pressed or blown	11	13,700	151,000
Sighting and fire control equipment	3	2,100	52,700	Glass products, made of purchased glass	6	430	12,300
Small arms	1	460	14,700	Cement, hydraulic	8	2,910	74,800
Ordnance and accessories, not elsewhere classified	2	3,800	40,800	Structural clay products	41	10,100	213,000
Electrical machinery, equipment, and supplies	96	48,100	820,000	Pottery and related products	16	9,520	125,000
Electric transmission and distribution equipment	18	20,500	169,000	Concrete, gypsum, and plaster products	56	7,360	166,000
Electrical industrial apparatus	12	2,380	81,200	Cut stone and stone products	5	570	15,900
Household appliances	9	9,930	88,800	Abrasive, asbestos, and miscellaneous nonmetallic mineral products	19	4,350	120,000
Electric lighting and wiring equipment	15	2,090	107,000	Textile mill products	70	23,500	229,000
Radio and television receiving sets, except communication types	9	1,640	44,400	Broadwoven fabric mills, cotton	1	40	120
Communication equipment	12	5,650	171,000	Broadwoven fabric mills, man-made fiber and silk	2	730	3,490
Electronic components and accessories	12	2,240	42,600	Broadwoven fabric mills, wool: including dyeing and finishing	7	2,820	54,200
Miscellaneous electrical machinery, equipment, and supplies	9	3,700	116,000	Narrow fabrics and other small-ware mills: Cotton, wool, silk, and man-made fiber	1	30	400
Machinery, except electrical	1217	82,700	2,820,000	Knitting mills	21	1,370	21,000
Engines and turbines	8	11,400	146,000	Dyeing and finishing textiles, except wool fabrics and knit goods	21	15,400	53,900
Farm machinery and equipment	17	19,100	1,050,000	Floor covering mills	3	520	5,620
Construction, mining, and materials handling machinery and equipment	38	9,070	386,000	Yarn and thread mills	3	650	66,900
Metalworking machinery and equipment	29	5,090	245,000	Miscellaneous textile goods	11	2,000	23,800
Special industry machinery, except metalworking machinery	25	3,600	105,000	Apparel and other finished products made from fabrics and similar materials	122	19,100	253,000
General industrial machinery and equipment	53	22,100	487,000	Men's, youths', and boys' suits, coats, and overcoats	2	400	1,540
Office, computing, and accounting machines	4	3,300	114,000	Men's, youths', and boys' furnishings, work clothing, and allied garments	16	3,570	50,900
Service industry machines	22	4,050	86,900	Women's, misses', and juniors' outerwear	58	11,000	147,000
Miscellaneous machinery, except electrical	25	5,060	200,000	Women's, misses', children's, and infants' under garments	11	2,110	21,300
				Hats, caps, and millinery	4	230	850
				Girls', children's, and infants' outerwear	5	310	7,650
				Fur goods	3	60	1,200
				Miscellaneous apparel and accessories	8	660	10,900
				Miscellaneous fabricated textile products	15	790	12,100

See footnote at end of table.



TABLE A-1. WORK STOPPAGES BY INDUSTRY, 1959—Continued

Industry	Stoppages beginning in 1959		Man-days idle, 1959 (all stoppages)	Industry	Stoppages beginning in 1959		Man-days idle, 1959 (all stoppages)
	Number	Workers involved			Number	Workers involved	
<b>Manufacturing—Continued</b>				<b>Manufacturing—Continued</b>			
Leather and leather products	38	5,570	53,300	Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks	26	8,680	158,000
Leather tanning and finishing	6	420	3,490	Engineering, laboratory, and scientific and research instruments and associated equipment	5	400	16,500
Industrial leather belting and packing	1	10	130	Instruments for measuring, controlling, and indicating physical characteristics	7	5,540	99,600
Boot and shoe cut stock and findings	2	80	1,930	Optical instruments and lenses	2	170	5,440
Footwear, except rubber	21	4,730	43,900	Surgical, medical, and dental instruments and supplies	7	1,470	25,700
Luggage	4	170	3,240	Ophthalmic goods	2	750	6,380
Handbags and other personal leather goods	2	110	510	Photographic equipment and supplies	3	340	4,460
Leather goods, not elsewhere classified	2	40	110	Miscellaneous manufacturing industries	68	11,300	179,000
Food and kindred products	169	80,000	1,720,000	Jewelry, silverware, and plated ware	5	400	5,470
Meat products	28	33,000	994,000	Musical instruments and parts	6	2,010	56,600
Dairy products	16	3,180	13,500	Toys, amusement, sporting and athletic goods	25	5,650	71,900
Canning and preserving fruits, vegetables, and sea foods	17	6,520	52,000	Pens, pencils, and other office and artists' materials	3	310	2,250
Grain mill products	13	2,740	55,700	Costume jewelry, costume novelties, buttons, and miscellaneous notions, except precious metal	9	490	5,050
Bakery products	45	24,200	450,000	Miscellaneous manufacturing industries	20	2,400	37,500
Sugar	2	510	2,050				
Confectionery and related products	2	1,020	2,780	Nonmanufacturing	1,672	600,000	13,500,000
Beverage industries	30	7,440	139,000	Agriculture, forestry, and fisheries	10	2,230	65,700
Miscellaneous food preparations and kindred products	16	1,390	14,400	Mining	187	120,000	5,650,000
Tobacco manufactures	1	900	6,300	Metal	26	52,800	3,950,000
Cigars	1	900	6,300	Anthracite	1	400	1,200
Paper and allied products	59	18,700	442,000	Bituminous coal and lignite	146	64,000	1,560,000
Paper mills, except building paper mills	17	10,200	241,000	Mining and quarrying of nonmetallic minerals, except fuels	16	2,570	135,000
Paperboard mills	4	2,230	106,000	Contract construction	771	251,000	4,120,000
Converted paper and paperboard products, except containers and boxes	20	2,500	29,400	Transportation, communication, electric, gas, and sanitary services	233	140,000	1,910,000
Paperboard containers and boxes	14	2,740	58,800	Railroad transportation	10	7,780	69,400
Building paper and building board mills	4	1,010	6,360	Local and suburban transit and interurban passenger transportation	52	8,480	326,000
Printing, publishing, and allied industries	58	24,400	352,000	Motor freight transportation and warehousing	82	15,500	196,000
Newspapers: Publishing, publishing and printing	25	20,200	273,000	Water transportation	40	76,800	877,000
Periodicals: Publishing, publishing and printing	2	100	490	Transportation by air	6	5,290	115,000
Commercial printing	22	3,820	71,400	Transportation services	6	480	7,770
Manifold business forms manufacturing	2	50	3,590	Communication	15	11,500	62,400
Bookbinding and related industries	3	50	1,040	Electric, gas, and sanitary services	23	13,900	258,000
Service industries for the printing trade	4	200	2,240	Wholesale and retail trade	311	72,200	1,570,000
Chemicals and allied products	97	19,600	422,000	Wholesale trade	168	14,500	314,000
Industrial inorganic and organic chemicals	30	6,160	95,000	Retail trade	143	57,600	1,260,000
Plastics materials and synthetic resins, synthetic rubber, synthetic and other man-made fibers, except glass	18	4,400	44,300	Finance, insurance, and real estate	11	770	4,310
Drugs	7	3,130	91,100	Finance	1	50	430
Soap, detergents and cleaning preparations, perfumes, cosmetics, and other toilet preparations	5	1,110	10,000	Insurance	2	260	1,780
Paints, varnishes, lacquers, enamels, and allied products	16	2,780	129,000	Real estate	8	460	2,100
Gum and wood chemicals	2	390	2,010	Services	128	12,700	190,000
Agricultural chemicals	7	580	21,700	Hotels, rooming houses, camps, and other lodging places	13	1,900	22,200
Miscellaneous chemical products	12	1,100	28,800	Personal services	26	2,010	16,200
Petroleum refining and related industries	18	18,000	550,000	Miscellaneous business services	32	3,940	41,100
Petroleum refining	13	17,400	543,000	Automobile repair, automobile services, and garages	19	510	9,810
Paving and roofing materials	4	190	4,410	Miscellaneous repair services	7	220	6,340
Miscellaneous products of petroleum and coal	1	390	2,330	Motion pictures	8	520	4,660
Rubber and miscellaneous plastics products	62	76,800	1,930,000	Amusement and recreation services, except motion pictures	6	290	7,470
Tires and inner tubes	22	53,700	1,490,000	Medical and other health services	9	2,480	61,600
Rubber footwear	6	6,590	94,200	Educational services	3	240	1,470
Reclaimed rubber	1	10	30	Nonprofit membership organizations	4	430	17,000
Fabricated rubber products, not elsewhere classified	15	14,200	321,000	Miscellaneous services	1	130	1,940
Miscellaneous plastics products	23	2,240	28,200	Government	25	2,050	10,500
				State government	4	410	1,650
				Local government	21	1,640	8,860

<sup>1</sup> Stoppages extending into 2 or more industries or industry groups have been counted in each industry or industry group affected; workers involved and man-days idle were allocated to the respective industries.

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

TABLE A-2. WORK STOPPAGES BY INDUSTRY

S. I. C. code (group or division)	Industry group	Total			Wages, hours, and supplementary benefits			Union organization, wages, hours, and supplementary benefits		
		Stoppages beginning in 1959		Man-days idle, 1959 (all stoppages)	Stoppages beginning in 1959		Man-days idle, 1959 (all stoppages)	Stoppages beginning in 1959		Man-days idle, 1959 (all stoppages)
		Number	Workers involved		Number	Workers involved		Number	Workers involved	
Total	All industries	<sup>1</sup> 3,708	1,880,000	69,000,000	<sup>1</sup> 1,872	1,320,000	61,200,000	361	95,500	2,470,000
Mfg.	Manufacturing	<sup>1</sup> 2,043	1,280,000	55,500,000	<sup>1</sup> 1,187	993,000	51,100,000	199	15,300	369,000
19	Ordnance and accessories	13	8,290	125,000	9	4,990	26,700	1	460	14,700
20	Food and kindred products	169	80,000	1,720,000	93	61,300	1,540,000	18	840	30,900
21	Tobacco manufactures	1	900	6,300	-	-	-	1	900	6,300
22	Textile mill products	70	23,500	229,000	36	20,000	133,000	3	130	2,210
23	Apparel, etc. <sup>2</sup>	122	19,100	253,000	54	8,910	69,000	25	1,060	39,000
24	Lumber and wood products, except furniture	58	14,100	210,000	37	5,500	116,000	6	110	920
25	Furniture and fixtures	101	16,000	422,000	71	12,900	372,000	13	1,230	30,200
26	Paper and allied products	59	18,700	442,000	31	8,210	209,000	5	170	6,850
27	Printing, publishing, and allied industries	58	24,400	352,000	19	11,100	215,000	15	460	24,700
28	Chemicals and allied products	97	19,600	422,000	59	12,600	348,000	6	240	8,890
29	Petroleum refining and related industries	18	18,000	550,000	9	10,900	218,000	2	400	2,360
30	Rubber and miscellaneous plastics products	62	76,800	1,930,000	40	71,600	1,900,000	5	100	1,050
31	Leather and leather products	38	5,570	53,300	26	3,710	35,700	4	240	4,240
32	Stone, clay, and glass products	165	50,800	1,230,000	98	35,800	874,000	14	1,210	65,600
33	Primary metal industries	236	575,000	39,000,000	128	540,000	38,700,000	17	2,420	26,500
34	Fabricated metal products <sup>3</sup>	276	100,000	3,150,000	182	61,900	2,920,000	19	1,210	37,000
35	Machinery, except electrical	217	82,700	2,820,000	141	43,500	1,700,000	22	2,100	29,100
36	Electrical machinery, equipment, and supplies	96	48,100	820,000	54	25,900	385,000	9	730	21,300
37	Transportation equipment	108	76,500	1,390,000	55	39,500	1,080,000	9	1,170	15,800
38	Instruments, etc. <sup>4</sup>	26	8,680	158,000	14	6,420	136,000	1	10	160
39	Miscellaneous manufacturing industries	68	11,300	179,000	44	8,210	144,000	4	140	1,680
Non-mfg.	Nonmanufacturing	<sup>1</sup> 1,672	600,000	13,500,000	<sup>1</sup> 691	330,000	10,100,000	162	80,200	2,100,000
A	Agriculture, forestry, and fisheries	10	2,230	65,700	6	1,020	41,800	2	680	23,300
B	Mining	187	120,000	5,650,000	37	58,300	4,710,000	13	20,500	803,000
C	Contract construction	771	251,000	4,120,000	307	157,000	2,670,000	47	52,100	1,110,000
E	Transportation, communication, electric, gas, and sanitary services	233	140,000	1,910,000	95	41,400	1,140,000	24	1,270	12,700
F	Wholesale and retail trade	311	72,200	1,570,000	177	66,500	1,450,000	48	2,390	73,100
G	Finance, insurance, and real estate	11	770	4,310	3	360	1,340	3	100	660
H	Services	128	12,700	190,000	62	6,230	79,400	23	3,140	72,100
I	Government	25	2,050	10,500	7	950	2,640	2	40	400

<sup>1</sup> Stoppages affecting more than 1 industry group have been counted in each industry group affected; workers involved and man-days idle were allocated to the respective groups.

<sup>2</sup> Includes other finished products made from fabrics and similar materials.

<sup>3</sup> Excludes ordnance, machinery, and transportation equipment.

<sup>4</sup> Includes professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks.

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

## GROUP AND MAJOR ISSUES, 1959

Union organization			Other working conditions			Interunion or intraunion matters			Not reported			S. I. C. code (group or division)
Stoppages beginning in 1959		Man-days idle, 1959 (all stoppages)	Stoppages beginning in 1959		Man-days idle, 1959 (all stoppages)	Stoppages beginning in 1959		Man-days idle, 1959 (all stoppages)	Stoppages beginning in 1959		Man-days idle, 1959 (all stoppages)	
Number	Workers involved		Number	Workers involved		Number	Workers involved		Number	Workers involved		
303	58,400	1,700,000	<sup>1</sup> 761	362,000	3,400,000	350	32,000	222,000	61	5,760	30,500	Total
<sup>1</sup> 136	38,100	1,460,000	444	226,000	2,480,000	42	4,490	56,700	35	2,150	18,900	Mfg.
-	-	-	3	2,840	83,300	-	-	-	-	-	-	19
11	320	7,070	38	16,900	142,000	4	360	2,320	5	260	1,230	20
-	-	-	-	-	-	-	-	-	-	-	-	21
12	1,270	81,400	12	1,520	7,950	2	230	2,030	5	370	2,870	22
24	6,950	99,700	10	1,770	39,500	4	170	1,370	5	220	4,520	23
3	130	1,070	6	7,840	90,900	5	520	1,450	1	20	110	24
2	40	1,160	13	1,740	16,700	2	100	1,270	-	-	-	25
2	630	42,200	20	9,510	171,000	1	150	13,600	-	-	-	26
12	5,490	17,500	11	7,250	93,900	1	90	1,040	-	-	-	27
7	180	2,840	25	6,660	62,300	-	-	-	-	-	-	28
1	760	94,200	5	5,850	235,000	1	110	110	-	-	-	29
5	240	4,170	12	4,840	22,700	-	-	-	-	-	-	30
-	-	-	6	1,450	11,800	1	90	170	1	80	1,360	31
9	1,656	79,500	38	11,500	210,000	1	10	60	5	590	1,750	32
5	550	11,700	77	30,900	290,000	7	1,290	16,000	2	70	270	33
10	2,790	11,500	53	33,900	171,000	7	500	6,440	5	220	4,860	34
11	13,100	821,000	43	24,000	269,000	-	-	-	-	-	-	35
6	1,300	64,300	22	20,000	345,000	2	70	3,170	3	170	1,070	36
6	2,080	102,000	35	33,000	187,000	2	750	5,050	1	20	370	37
7	480	10,900	4	1,770	11,300	-	-	-	-	-	-	38
5	150	4,670	11	2,570	25,800	2	60	2,530	2	130	510	39
167	20,300	241,000	318	136,000	911,000	<sup>1</sup> 308	27,600	165,000	26	3,610	11,500	Non-mfg.
-	-	-	-	-	-	1	510	510	1	20	100	A
7	1,880	2,920	116	32,000	115,000	9	4,640	12,700	5	2,500	4,450	B
64	12,300	148,000	77	8,180	45,100	269	20,100	139,000	7	570	760	C
32	3,860	55,300	69	91,200	701,000	11	1,660	4,010	2	300	1,540	E
31	700	15,700	35	2,190	23,800	12	240	7,770	8	180	4,590	F
3	60	540	2	260	1,770	-	-	-	-	-	-	G
24	940	16,000	11	1,960	20,600	5	370	1,430	3	40	100	H
6	590	3,230	8	430	4,060	2	40	180	-	-	-	I







TABLE A-3. WORK STOPPAGES IN STATES HAVING 25 OR MORE STOPPAGES BY INDUSTRY GROUP, 1959<sup>1</sup>—Continued

Industry group	Nebraska			New Jersey			New York		
	Stoppages beginning in 1959		Man-days idle during 1959 (all stoppages)	Stoppages beginning in 1959		Man-days idle during 1959 (all stoppages)	Stoppages beginning in 1959		Man-days idle during 1959 (all stoppages)
	Number	Workers involved		Number	Workers involved		Number	Workers involved	
All industries	25	8,710	173,000	249	97,200	1,980,000	470	158,000	4,520,000
Manufacturing	10	7,220	147,000	166	67,400	1,540,000	304	95,400	3,560,000
Primary metal industries	1	200	15,600	16	7,910	500,000	12	30,000	2,380,000
Fabricated metal products, except ordnance, machinery, and transportation equipment	-	-	-	18	3,880	193,000	29	5,070	88,800
Ordnance and accessories	-	-	-	-	-	-	-	-	-
Electrical machinery, equipment, and supplies	-	-	-	13	9,720	129,000	17	1,580	39,100
Machinery, except electrical	-	-	-	15	10,900	316,000	30	7,780	129,000
Transportation equipment	1	30	120	2	4,010	5,210	13	9,460	143,000
Lumber and wood products, except furniture	1	20	130	1	20	200	6	190	900
Furniture and fixtures	-	-	-	6	300	2,150	21	4,020	130,000
Stone, clay, and glass products	-	-	-	12	2,270	39,700	18	4,040	71,700
Textile mill products	-	-	-	16	8,810	33,800	15	5,050	24,800
Apparel and other finished products made from fabrics and similar materials	-	-	-	9	380	6,540	39	2,420	19,100
Leather and leather products	-	-	-	1	10	130	6	290	7,650
Food and kindred products	7	6,970	131,000	9	4,480	76,500	24	15,300	320,000
Tobacco manufactures	-	-	-	-	-	-	-	-	-
Paper and allied products	-	-	-	8	3,030	68,100	12	2,240	99,800
Printing, publishing, and allied industries	-	-	-	4	310	5,190	2	20	310
Chemicals and allied products	-	-	-	16	4,230	82,700	9	1,520	35,000
Petroleum refining and related industries	-	-	-	2	710	2,130	2	500	2,450
Rubber and miscellaneous plastics products	-	-	-	10	4,240	59,800	7	470	12,800
Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks	-	-	-	2	40	3,660	9	3,170	36,200
Miscellaneous manufacturing industries	-	-	-	7	2,120	11,700	33	2,280	16,100
Nonmanufacturing	15	1,490	26,200	84	29,800	446,000	168	62,900	956,000
Agriculture, forestry, and fisheries	-	-	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	4	2,400	153,000
Contract construction	14	1,410	4,490	30	9,240	135,000	43	5,400	47,300
Wholesale and retail trade	1	80	1,460	26	4,880	95,300	56	20,000	467,000
Finance, insurance, and real estate	-	-	-	3	70	590	3	340	1,050
Transportation, communication, electric, gas, and sanitary services	-	-	20,200	17	14,800	211,000	36	31,300	223,000
Services	-	-	-	6	360	2,010	25	2,960	62,400
Government	-	-	-	2	400	1,490	2	550	1,810
	Ohio			Oregon			Pennsylvania		
All industries	391	238,000	9,630,000	41	9,060	230,000	454	332,000	14,800,000
Manufacturing	266	204,000	8,990,000	20	7,290	200,000	286	277,000	13,900,000
Primary metal industries	51	106,000	6,550,000	1	100	7,590	47	190,000	12,000,000
Fabricated metal products, except ordnance, machinery, and transportation equipment	43	22,200	549,000	2	380	5,770	53	17,300	584,000
Ordnance and accessories	2	950	19,400	-	-	-	3	610	14,900
Electrical machinery, equipment, and supplies	9	3,890	161,000	-	-	-	16	11,300	154,000
Machinery, except electrical	34	11,200	335,000	1	130	2,730	29	15,800	289,000
Transportation equipment	15	7,310	91,500	2	1,100	41,100	7	5,030	33,800
Lumber and wood products, except furniture	3	210	2,820	6	3,490	66,300	4	1,230	4,160
Furniture and fixtures	4	2,770	149,000	-	-	-	18	2,050	34,600
Stone, clay, and glass products	38	13,100	210,000	2	270	11,900	22	5,930	276,000
Textile mill products	-	-	-	-	-	-	11	1,960	14,700
Apparel and other finished products made from fabrics and similar materials	5	1,180	6,020	1	50	3,350	29	11,600	115,000
Leather and leather products	1	180	180	-	-	-	4	580	8,750
Food and kindred products	15	4,570	86,000	4	490	15,200	14	3,120	85,200
Tobacco manufactures	-	-	-	-	-	-	1	900	6,300
Paper and allied products	1	150	8,360	-	-	-	4	310	7,830
Printing, publishing, and allied industries	6	1,050	9,910	1	1,280	45,900	4	700	3,680
Chemicals and allied products	11	3,050	39,500	-	-	-	10	890	25,800
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	21	22,700	698,000	-	-	-	8	4,430	147,000
Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks	4	880	3,890	-	-	-	3	2,980	75,500
Miscellaneous manufacturing industries	6	2,390	71,400	-	-	-	2	150	3,270
Nonmanufacturing	126	34,100	633,000	21	1,770	30,200	169	55,000	874,000
Agriculture, forestry, and fisheries	1	510	510	-	-	-	-	-	-
Mining	5	1,100	1,580	1	40	880	28	14,800	407,000
Contract construction	49	18,000	240,000	12	1,090	20,600	56	11,100	206,000
Wholesale and retail trade	34	6,130	84,900	2	70	870	42	1,860	44,600
Finance, insurance, and real estate	-	-	-	-	-	-	2	50	470
Transportation, communication, electric, gas, and sanitary services	18	6,040	291,000	5	520	6,390	33	25,800	201,000
Services	18	2,270	13,800	1	50	1,450	8	1,270	15,100
Government	2	40	120	-	-	-	2	200	450

See footnotes at end of table.

TABLE A-3. WORK STOPPAGES IN STATES HAVING 25 OR MORE STOPPAGES BY INDUSTRY GROUP, 1959<sup>1</sup>—Continued

Industry group	Tennessee			Texas			Virginia		
	Stoppages beginning in 1959		Man-days idle during 1959 (all stoppages)	Stoppages beginning in 1959		Man-days idle during 1959 (all stoppages)	Stoppages beginning in 1959		Man-days idle during 1959 (all stoppages)
	Number	Workers involved		Number	Workers involved		Number	Workers involved	
All industries	60	18,700	462,000	75	30,400	1,310,000	53	15,000	113,000
Manufacturing	30	12,200	266,000	31	15,100	900,000	18	3,860	51,700
Primary metal industries	4	2,850	34,400	7	4,650	381,000	3	860	4,220
Fabricated metal products, except ordnance, machinery, and transportation equipment	3	620	21,000	2	660	42,600	3	520	33,100
Ordnance and accessories	-	-	-	-	-	-	-	-	-
Electrical machinery, equipment, and supplies	1	190	4,370	1	30	590	1	550	550
Machinery, except electrical	4	280	14,500	8	1,190	89,800	-	-	-
Transportation equipment	2	340	2,030	-	-	6,260	-	-	-
Lumber and wood products, except furniture	1	60	1,760	-	-	-	-	-	-
Furniture and fixtures	-	-	-	2	130	7,210	-	-	-
Stone, clay, and glass products	5	1,760	9,180	2	240	2,500	-	-	-
Textile mill products	1	750	3,000	-	-	-	2	130	1,350
Apparel and other finished products made from fabrics and similar materials	-	-	-	1	160	32,300	3	300	1,850
Leather and leather products	-	-	-	1	590	1,180	1	130	1,040
Food and kindred products	3	1,270	41,700	4	1,140	38,600	1	120	480
Tobacco manufactures	-	-	-	-	-	-	-	-	-
Paper and allied products	1	20	740	2	300	6,330	-	-	-
Printing, publishing, and allied industries	-	-	-	-	-	-	3	50	3,090
Chemicals and allied products	2	710	3,720	-	-	-	1	1,210	6,050
Petroleum refining and related industries	-	-	-	2	6,000	292,000	-	-	-
Rubber and miscellaneous plastics products	2	3,090	129,000	-	-	-	-	-	-
Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	240	480	1	20	580	-	-	-
Nonmanufacturing	31	6,570	196,000	45	15,300	411,000	35	11,200	61,800
Agriculture, forestry, and fisheries	-	-	-	-	-	-	-	-	-
Mining	5	5,030	178,000	4	470	11,600	19	5,150	14,700
Contract construction	19	1,270	3,990	24	9,000	327,000	10	3,350	25,500
Wholesale and retail trade	3	130	5,900	11	350	11,900	2	30	250
Finance, insurance, and real estate	-	-	-	-	-	-	-	-	-
Transportation, communication, electric, gas, and sanitary services	3	120	8,560	6	5,430	60,400	4	2,640	21,400
Services	1	20	80	-	-	-	-	-	-
Government	-	-	-	-	-	-	-	-	-
	Washington			West Virginia			Wisconsin		
All industries	58	33,900	911,000	104	38,600	924,000	61	20,900	699,000
Manufacturing	21	15,800	635,000	35	17,300	491,000	37	16,200	585,000
Primary metal industries	5	3,090	221,000	6	5,530	230,000	4	630	7,730
Fabricated metal products, except ordnance, machinery, and transportation equipment	1	960	59,500	8	2,810	77,800	6	890	26,700
Ordnance and accessories	-	-	-	-	-	-	-	-	-
Electrical machinery, equipment, and supplies	-	-	-	-	-	-	1	60	10,300
Machinery, except electrical	2	1,300	67,800	1	50	2,810	4	8,110	419,000
Transportation equipment	2	4,830	235,000	1	140	6,210	2	120	5,290
Lumber and wood products, except furniture	8	5,000	39,000	-	-	-	1	160	650
Furniture and fixtures	-	-	-	1	270	820	3	150	3,480
Stone, clay, and glass products	2	480	7,680	10	5,820	119,000	1	10	500
Textile mill products	-	-	-	-	-	-	-	-	-
Apparel and other finished products made from fabrics and similar materials	-	-	-	-	-	-	-	-	-
Leather and leather products	-	-	-	1	370	3,830	1	200	11,800
Food and kindred products	3	120	3,530	1	140	1,380	5	1,490	34,800
Tobacco manufactures	-	-	-	-	-	-	-	-	-
Paper and allied products	-	-	-	-	-	-	2	540	3,150
Printing, publishing, and allied industries	-	-	-	-	-	-	2	910	9,230
Chemicals and allied products	-	-	-	6	1,280	31,000	-	-	-
Petroleum refining and related industries	1	30	660	-	-	-	-	-	-
Rubber and miscellaneous plastics products	-	-	-	-	-	-	-	-	-
Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks	-	-	-	-	-	-	3	2,750	41,200
Miscellaneous manufacturing industries	-	-	-	1	860	18,900	1	120	10,100
Nonmanufacturing	37	18,100	276,000	70	21,300	432,000	24	4,780	115,000
Agriculture, forestry, and fisheries	-	-	-	-	-	-	-	-	-
Mining	-	-	-	49	15,000	318,000	1	840	68,800
Contract construction	19	16,800	258,000	14	5,920	89,500	8	3,060	33,100
Wholesale and retail trade	5	340	1,960	2	60	9,290	9	480	10,200
Finance, insurance, and real estate	-	-	-	-	-	-	-	-	-
Transportation, communication, electric, gas, and sanitary services	9	850	16,000	4	340	14,900	6	310	2,320
Services	2	110	220	1	20	1,120	1	90	310
Government	2	40	180	-	-	-	-	-	-

<sup>1</sup> No work stoppages were recorded for 1959 for the industry groups for which no data are presented.

<sup>2</sup> Idleness in 1959 resulting from stoppages that began in 1958. In some other cases, the man-days of idleness may refer to more stoppages than are shown for the State and industry group since the man-day figures refer to all strikes in effect, whereas the number of stoppages and workers refers only to stoppages beginning in the year.

NOTE: Stoppages extending into 2 or more industry groups have been counted in each industry group affected; workers involved and man-days idle were allocated among the respective groups. Because of rounding, sums of individual items may not equal totals.



## Appendix B: The 1959 Steel Strike

Three-year contracts in the basic steel industry, negotiated by the United Steelworkers of America (AFL-CIO) in 1956 after a 36-day strike, were scheduled to expire on June 30, 1959. The negotiation of new contracts was accomplished after the largest strike, measured in terms of size and duration, in the history of the United States. The strike directly involved 519,000 workers and resulted in 41.9 million man-days of idleness, a volume of idleness exceeded by the total for all stoppages in only 3 of the past 30 years. Secondary idleness in industries dependent on steel operations is not accounted for in these figures.

The purpose of this appendix is not to present an analysis of the strike but rather to provide a record of the strike's more significant developments and its industrial and geographical dimensions. The first part, a chronology, was drawn principally from newspaper accounts and the public reports issued by the Board of Inquiry appointed by the President. The second part, consisting of three tables which have not heretofore been published, was constructed from the data collected by the Bureau of Labor Statistics for this annual report.

### Part I. The Strike Chronology

#### Prenegotiation sparring

#### January-February-March

Indications of an impending dispute over new contract terms became evident early in 1959. Preliminary tactics were confined to general statements, tending to show how far apart industry and union were likely to be in their initial contacts. Company spokesmen expressed their opposition to "inflationary" wage boosts. Steel production rose as consumers built up inventories. Foreign competition, which was to be cited many times in the looming dispute, was introduced by producers as a factor to be considered in negotiations.

President Eisenhower, in a February press conference, stated that "I have always urged that wage increases should be measured by increase of productivity, and I think there would be no inflationary effect if they were measured by that criterion."

#### April 1

Kaiser Steel Corp., replacing Pittsburgh Steel Co., joined the "big twelve" companies who were to participate in negotiations scheduled to begin May 18.<sup>12</sup> Individual company meetings with representatives of the United Steelworkers of America were scheduled for the week of May 18, after which talks would be recessed until June 1. At that time, negotiations were to be resumed, to be handled for the industry by representatives from three of the companies—United States Steel, Republic Steel, and Bethlehem Steel—instead of by the 12 major producers. Representatives from the same three top producers also handled the 1956 negotiations.

R. Conrad Cooper, of U. S. Steel, was to lead the industry's bargaining group, which also included R. Heath Larry, of U. S. Steel, H. C. Lumb, counsel for Republic Steel, and John H. Morse, counsel for Bethlehem Steel. David J. McDonald was to head the union negotiators, assisted by Howard R. Hague, union vice president, I. W. Abel, secretary, and Arthur J. Goldberg, general counsel.

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<sup>12</sup> United States Steel Corp., Bethlehem Steel Corp., Republic Steel Corp., Jones and Laughlin Steel Corp., Youngstown Sheet and Tube Co., Inland Steel Co., Armco Steel Corp., Great Lakes Steel Corp., Kaiser Steel Corp., Colorado Fuel and Iron Corp., Wheeling Steel Corp., and Allegheny Ludlum Steel Corp.

April 10

A 1-year extension of current wages and other benefits was proposed in a letter sent by the 12 companies to the union president. It was also proposed that cost-of-living escalator clauses contained in current agreements be eliminated. Mr. McDonald promptly rejected the proposals.

April 13

In a letter to the steel producers, the union head proposed: (1) That negotiations begin May 4 instead of May 18, (2) no price increases during the life of any new agreement reached, and (3) that any settlement should protect real wages and provide increases in wages and other benefits justified by increased output and industry profits.

April 15

In reply to Mr. McDonald, industry spokesmen agreed to earlier bargaining sessions, but rejected or refused to discuss the other parts of the union proposal.

April 20

Industry and union agreed to start contract talks in New York on May 5.

April 30-May 1

United Steelworkers' wage policy committee drew up a "comprehensive" bargaining program calling for "substantial" wage increases, cost-of-living adjustments, improved insurance and pensions, increased weekend pay, shorter workweeks, improved supplemental unemployment benefits, additional paid holidays and greater vacation benefits, revised grievance procedures, and improved contract terms covering many other issues.

Negotiations beginMay 5

As negotiations got underway, industry reiterated its request for a 1-year contract extension which drew a second rejection from Mr. McDonald.

In the course of a press conference, President Eisenhower called on both sides for a display of "good sense, wisdom, and business-labor statesmanship," adding that the country could not, in the long run, stand still and do nothing in the absence of such voluntary restraint. However, he did emphasize his reluctance to have the government take a direct hand in collective bargaining, and his opposition to legal ceilings on profits, prices, and wages.

May 6

Industry spokesmen stated that two proposed moves were under consideration should the union depart from its usual procedure of striking the entire industry at the expiration of contracts. One was a form of mutual assistance, or strike insurance, where profits of the operating concerns are used to aid those struck. The second step, a voluntary industrywide shutdown, was provided for by sending contract termination notices to the union, a legal formality under the Taft-Hartley Act, which would allow the plants to close after June 30 should the union attempt a divide-and-conquer technique. This marked the second time in the post Taft-Hartley history of steel negotiations (the first time was in 1956) that company termination notices on an industrywide move, had been sent.

May 11

Since negotiations between executives from the 12 steel companies and union representatives conducted during the previous week failed to produce any significant developments, 4-man committees from industry and labor began a second phase of contract talks.

May 27

Leaders of the steel industry, gathered for the 67th annual meeting of the American Iron and Steel Institute, declared their opposition to any wage increases. It was disclosed that the union was being asked to allow revisions in "local practice" clauses<sup>13</sup> to allow management more control over employee placement. The elimination of restrictive practices was also mentioned.

June 9

Mr. McDonald notified industry negotiators that the union wished to resume company-by-company meetings the following week (16th). Mr. Cooper made clear that while escalation clauses would be eliminated under the industry's proposal, the steelworkers would keep the 17-cent cost-of-living allowances added to wages over the past 3 years—but only on an "add on" basis rather than as part of the basic wage.

Mr. Cooper indicated that the sessions were stalled on industry demands for revision of local practice clauses. Negotiations had reached a stalemate over what both groups termed the inflexible position of the opposite party. However, both Mr. McDonald and Mr. Cooper, in separate press conferences, agreed that the union had not put a specific dollars and cents tag on its demands.

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<sup>13</sup> The so-called section 2-B clauses in the U. S. Steel agreement, also found in other, but not all, major steel agreements, and which figured prominently in later discussions of "local practices" read as follows:

Local Working Conditions. The term "local working conditions" as used herein means specific practices or customs which reflect detailed application of the subject matter within the scope of wages, hours of work, or other conditions of employment and included local agreements, written or oral, on such matters. It is recognized that it is impracticable to set forth in this agreement all of these working conditions, which are of a local nature only, or to state specifically in this agreement which of these matters should be changed or eliminated. The following provisions provide general principles and procedures which explain the status of these matters and furnish necessary guideposts for the parties hereto and the Board of Arbitration.

1. It is recognized that an employee does not have the right to have a local working condition established, in any given situation or plant where such condition has not existed, during the term of this agreement or to have an existing local working condition changed or eliminated, except to the extent necessary to require the application of a specific provision of this agreement.

2. In no case shall local working conditions be effective to deprive any employee of rights under this agreement. Should any employee believe that a local working condition is depriving him of the benefits of this agreement, he shall have recourse to the grievance procedure and arbitration, if necessary, to require that the local working condition be changed or eliminated to provide the benefits established by this agreement.

3. Should there be any local working conditions in effect which provide benefits that are in excess of or in addition to the benefits established by this agreement, they shall remain in effect for the term of this agreement, except as they are changed or eliminated by mutual agreement or in accordance with paragraph 4 below.

4. The company shall have the right to change or eliminate any local working condition if, as the result of action taken by management under Section 3—Management, the basis for the existence of the local working condition is changed or eliminated, thereby making it unnecessary to continue such local working condition; provided, however, that when such a change or elimination is made by the company any affected employee shall have recourse to the grievance procedure and arbitration, if necessary to have the company justify its action.

5. No local working condition shall hereafter be established or agreed to which changes or modifies any of the provisions of this agreement. In the event such a local working condition is established or agreed to, it shall not be enforceable to the extent that it is inconsistent with or goes beyond the provisions of this agreement, except as it is approved by an international officer of the union and the industrial relations executive of the company.

June 10

A shift in the industry's position was indicated in a letter from Mr. Cooper to the union president containing an eight-point program for broad contract changes which dealt with local working conditions; provisions against "wildcat" strikes, slowdowns, and picketing; management's right to develop incentives and standards; clarification of companies' right to change work schedules; vacation requirements; elimination of overlapping or duplication of benefits; simplification of procedures for establishing seniority units; and clarification of contract language. The companies stated that agreement by the union on language changes relating to this eight-point program was a prerequisite to agreement by them or a package composed of a "modest" wage increase and certain fringe benefit improvements. Also, the companies stated that they would continue to be represented by the four-man team. The union rejected the proposals.

June 11

Negotiations reached a deadlock over the question of the form of negotiations, that is, whether bargaining should be conducted on an industrywide (four-man committee) or on a company-by-company basis (which the union demanded) or a combination of both. Mr. McDonald served notice that the full 435-member union negotiating committee would be on hand June 16.

June 19

After 2 days of meetings between larger company-union committees, industry and union top-level teams resumed talks with the procedural dispute apparently settled.

June 22

Industry negotiators maintained that the union had yet to come up with a reasonable basis for a new contract. This was in response to an undisclosed union proposal offered on June 19 as a substitute for its original list of 250 individual items (submitted during the early stages of negotiations) on which it wished to bargain. Industry stated, in response to informal suggestions for a rise in pensions and welfare benefits, that such adjustments would be just as inflationary as higher wages. Mr. Cooper met in Washington with Joseph F. Finnegan, director of the Federal Mediation and Conciliation Service. Mr. McDonald had met with Mr. Finnegan during the previous week.

June 24-25

Indefinite extension of contracts beyond the expiration date, cancelable on 10 days' notice, was proposed by the industry. The union's counterproposal offered contract extension until July 15. In addition, the union wage policy committee, while sanctioning the 15-day extension, stipulated that any settlement negotiated should be retroactive to July 1. This retroactivity, the companies replied, was unacceptable.

June 27

President Eisenhower, in a letter to Mr. McDonald, urged both sides to "bargain without interruption of production until all terms and conditions of a new contract are agreed upon." This was in reply to a letter sent to the White House on June 25 by Mr. McDonald, requesting the establishment of a factfinding board to exercise issues such as wages, profits, and productivity in the steel industry. The President rejected the suggestion, asserting that Congress had specifically limited the use of Presidential boards of inquiry to national emergencies.

Contracts extended until July 15June 28

Agreement was reached on extending contracts for 2 weeks, without any commitment on retroactivity.

July 7

Meeting with Vice President Richard M. Nixon in Pittsburgh, Mr. McDonald informed him that the union would not agree to another strike delay. On the following day, the steelworkers rejected a renewed plea by President Eisenhower for an indefinite extension of the 2-week truce. Mr. McDonald said he was sure the President "does not intend that we negotiate forever." Industry's negotiators seconded the President's plea for an indefinite extension.

July 10

Leaders on both sides exchanged ideas on revised contract clauses governing working rules and changes in operating practices. In a press release, the industry indicated its willingness to negotiate a 2-year contract with an increase in insurance and pension benefits during the first year and a modest wage raise during the second year, if the union would accept contractual changes proposed by the industry (see June 10).

July 12

Talks broke down over company "local practice" demands and proposals to tighten provisions against wildcat strikes. The union agreed to continue discussing wage issues while referring the other points to a joint committee for study during the term of a new contract. Industry offered either a straight 1-year extension of current contracts or an indefinite extension, cancelable on 5 day's notice, while talks continued. The union rejected both.

July 13

A plea from President Eisenhower for a revival of talks again brought both sides together in an attempt to break the stalemate. Mills made preparations for shutting down to protect furnaces and equipment for the second time in 2 weeks.

July 14

President Eisenhower recommended that management and labor representatives call on Federal mediators for assistance in reaching agreement. A last minute exchange of letters between the parties failed to break the impasse, although the union proposed a concession by changing contract language of "local working practice clauses" in all steel contracts to read: "The provisions of this section are not intended to prevent the company from continuing to make progress." This provision was in the 1956 Bethlehem Steel Corp. contract. However, industry turned down the offer.

The strike beginsJuly 15

The steel strike began at 12:01 a.m., July 15. Joseph Finnegan, Director of the Federal Mediation and Conciliation Service, with a staff of three, consisting of Robert H. Moore, deputy director; Walter A. Maggiolo, director of Mediation Activity; and Robert W. Donnahoo, regional director, Region Two, arrived in New York for conferences with each side. Following 3 hours of separate talks with industry and union leaders, Mr. Finnegan reported that the strike was not susceptible to easy or early solution. Earlier, the union called for the appointment of a three-man factfinding board—one from industry, one from labor, and a neutral member selected by Supreme Court Chief Justice Earl Warren. The producers rejected the proposal, asserting that both sides already knew the facts. Mr. McDonald urged the top executives of the big steel companies to participate directly in negotiations; this was rejected by producers on the ground that the negotiating team had ample authority.

In his news conference, President Eisenhower said the conditions were not yet present to justify seeking a Taft-Hartley injunction to keep the workers on the job. He also rejected the need for a factfinding board, and reaffirmed his belief that collective bargaining should continue without government intervention, but aided by the Mediation and Conciliation service.

#### July 20

Federal mediators continued their separate talks with the parties. Mr. Finnegan reasserted his previous conclusion that there would be no easy or early solution to the stoppage. Since the 14th there had been no face-to-face sessions between industry and union representatives.

#### July 21

Secretary of Labor James P. Mitchell announced that he was formally taking on the function of government factfinder and would report to the President periodically. Assistance would be sought from Secretary of Commerce Frederick H. Mueller; Chairman of the President's Council of Economic Advisors Raymond J. Saulnier, and other appropriate officials of the Federal government. Both of industry and labor assured the Secretary of their cooperation.

#### July 27

The Mediation Service called the first joint meeting with the parties in New York City, the first to take place since the strike began. There was no change in position on the part of the parties.

#### July 28

United States Steel reported that its net profits in the first half of the year had set a record. Mr. McDonald termed these earnings and those of other major companies "astronomical."

#### August 1

Secretary Mitchell criticized labor and management for not making a serious effort to settle the strike and appealed to both sides to hold daily talks.

#### August 3

After separate meetings with the parties on July 28, 29, 30 and 31, the Mediators called a joint meeting in New York City with the full bargaining teams from both sides present. It was agreed that technicians be brought in from both sides to work with the committee and that a general review of the contract clauses in disagreement be made.

Following the joint meetings, an exchange of charges was made, each side blaming the other for the prolongation of the strike. The eruption indicated that attitudes had hardened since the strike began and that the parties viewed the government's role in the dispute quite differently. Several times the union had asked for government factfinding. Industry leaders insisted that the government should stay out of the strike, contending that governmental interference in the past had always resulted in "inflationary" settlements.

#### August 12

In a news conference, the President held to his position of keeping Federal interference to a minimum. The union again called for the appointment of a special factfinding board to recommend settlement terms.

#### August 17

Talks proceeded without Mr. McDonald, who had indicated he would not attend the talks until industry replaced the four-man negotiating team with top ranking officials. Further joint sessions were scheduled to consider minor contract changes.

August 19

Secretary Mitchell released the Department's presentation of background facts on some of the economic questions related to the steel strike—wages, productivity, prices, and profits.<sup>14</sup> No conclusions were drawn. Each side hailed the report as supporting its position.

August 26

Mr. McDonald returned to the bargaining sessions after an absence of almost 3 weeks. No headway toward a settlement was reported.

August 29

A survey of 31 industrial areas conducted by the Department of Labor found that, by August 15, there had been 71,000 "secondary" layoffs as a result of the strike. This was interpreted to mean that, after 1 month, the strike had relatively little impact on the 31 steel producing and consuming areas studied.

September 2

Steelworkers received "a first down payment" of \$1 million in aid from other unions (later repaid). Plans were made for raising additional funds at the biennial AFL-CIO convention beginning on September 17.

September 6

Secretary Mitchell announced that if shortages appeared and further unemployment resulted and the strike took on the aspects of an emergency affecting the national health and safety, he would recommend that the President consider invocation of the emergency provisions of the Taft-Hartley Act.

September 17-18

The AFL-CIO convention, meeting in San Francisco, devoted considerable attention to the steel strike. A resolution called upon President Eisenhower to convene a White House meeting of responsible union and industry representatives. If this failed to produce a settlement, the resolution then urged the appointment of a public factfinding board to make recommendations. The Federation's General Board recommended the establishment of a Steelworkers Defense Fund. Secretary Mitchell, addressing the convention, restated his position on Government intervention and on the invocation of Taft-Hartley procedures should national health and safety be affected.

September 25

The steelworkers ended 3 weeks of negotiations with Mr. McDonald declaring, "We are going home. This farcical filibuster that has gone on since May 5 has ended." He indicated that the talks should be moved from New York City to another location, either Washington or Pittsburgh.

September 30

Representatives of industry and labor met separately with the President. At the conclusion of the talks, the President said he hoped that an agreement would be reached before he returned from a scheduled trip to California on October 8. Following this, Mr. McDonald met with Roger M. Blough, Chairman of the Board, United States Steel Corp., and four other industry leaders. A joint communique issued at the end of the session said that talks would be resumed the following day in Pittsburgh.

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<sup>14</sup> Background Statistics Bearing on the Steel Disputes, United States Department of Labor, August 1959.

#### October 4

The steelworkers' executive board rejected industry's first economic offer<sup>15</sup> in the 82-day old dispute, subject to action by the union's wage policy committee. Included in the companies' offer were improvements in the pension, insurance, and supplemental unemployment benefit programs in the first year of a 2-year agreement, and increased wage rates at the beginning of the second year, the increases ranging from 6 cents for the lowest job class to 12 cents for the highest. Over the 2-year period, the total package would increase "employment costs" by 15 cents per man-hour worked, or about 2 percent a year, according to company estimates. As a part of this offer, amendments to the basic labor agreements with the following stated objectives were sought: (1) Continue payment of the 17-cent-per-hour cost-of-living allowance in effect at the expiration of the previous agreements, but eliminate provisions for future escalator changes in either direction; (2) enable management to take reasonable steps to eliminate waste and improve efficiency, but protect the rights of employees to resort to grievance and arbitration procedure; (3) permit flexibility in scheduling of work; and (4) deter wildcat strikes by permitting the discharge of any employee engaging in such action.

The steelworkers rejected the proposal, replying that it would reduce workers' take home pay during the first year because of an increase in insurance costs, and evaluated the worth of the 2-year package at less than the companies' figure. Furthermore, the conditions regarding contract changes attached to the offer were unacceptable to the union.

#### October 6

Top industry executives and union officials conferred in an effort to break the deadlock but the talks broke off in a fresh stalemate. No further talks were scheduled. Company officials stood firmly behind their offer, which the union continued to reject as "totally inadequate."

#### October 7

Mr. McDonald stated that the union would fight a Taft-Hartley injunction in the courts but pledged that, failing to upset the injunction, the union would "obey the law of the land." He again called for a public factfinding board to sift the strike issues and recommend a settlement.

#### October 8

Secretary Mitchell met with union leaders to ascertain the bargaining situation, after which he was expected to report to President Eisenhower whether there was any hope for a voluntary accord.

#### Taft-Hartley Act provisions invoked; board of inquiry established

#### October 9

Following a statement wherein he concluded that the strike, if permitted to continue, would imperil the national health and safety, President Eisenhower issued an Executive order<sup>16</sup> creating a board of inquiry consisting of George W. Taylor of Pennsylvania, Chairman, John Perkins of Delaware, and Paul N. Lehoczky of Ohio. The board was to report to the President, in accordance with Section 206 of the Taft-Hartley Act, on or before October 16, 1959.

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<sup>15</sup> Contract proposals were handed to the union on October 1 and were restated and clarified on October 3.

<sup>16</sup> Executive Order 10843.



October 12

After meeting on October 11 separately with industry and union officials in "exploratory" talks aimed at defining and narrowing disputed issues, the board of inquiry began its public hearings.

Arthur Goldberg told the board that the union's objective was a "package" improvement worth 15 cents an hour, in a 1-, 2-, or 3-year contract.

October 13

Dr. Taylor declared that the board's mediatory efforts were being impeded by difficulty in defining the issues, and that he might ask for an extension of the deadline for the board's report.

October 14

President Eisenhower, by Executive Order 10848, extended the date for submission of the board's report to October 19. The board had requested an extension of time and Secretary Mitchell obtained the President's assent.

October 15

A sizable cut in its money demands in a 2-year contract was proposed by the steelworkers. This served as a prelude to the resumption of negotiations scheduled for the following day.

Included in the "package" offer were first year improvements confined to insurance, pensions, and supplemental unemployment benefits valued by the union at about 10 cents an hour over a 2-year period. In the second year, wages would be raised about 10½ cents an hour, of which 7 cents would be a general rate increase. A maximum cost-of-living adjustment of 3 cents an hour in the second year was also proposed. It was made known later that the union proposed that each steel company provide for the appointment of a nine-member committee—three from industry, three from labor, and three experts of high standing—to recommend for consideration a long-range formula for equitable sharing between the stockholders, the employees, and the public, of the fruits of the company's progress.

October 17

Mr. Cooper offered a counterproposal which called for a 3-year contract with improved benefits the first year, followed by wage increases during the next 2 years and other contract improvements. The companies suggested the establishment of a Human Relations Research Committee to plan and oversee studies and recommend solutions in such areas as: Guides for the determination of wages and benefits; employment problems; job classification; wage incentives; and seniority.

October 18

Mr. Cooper proposed that the issue of revision of work rules be resolved by submitting to a three-man arbitration board (one company, one union, and one selected by the two) the following question: "What, if any, changes should be made in the local working conditions provisions to enable the companies to take reasonable steps to improve efficiency and eliminate waste with due regard for the welfare of the employees?" The union rejected the modifications as "ridiculous" and "phony."

Edgar Kaiser, chairman of the board of Kaiser Steel Corp., agreed to halt his separate talks with the union.

October 19

In submitting its report to the President, the board stated that "the parties have failed to reach an agreement and we see no prospects for an early cessation of the strike. The board cannot point to a single issue of any consequence whatsoever upon which the parties are in agreement." Although there were many issues in the dispute, the major roadblocks were in the broad areas of "economics" and "work rules."<sup>17</sup> Upon receiving the report, the President instructed the Attorney General to seek an injunction, as provided for in the Taft-Hartley Act.

Legal battle over injunction begins

October 20

The U.S. Department of Justice petitioned the Federal District Court in Pittsburgh for an 80-day injunction under the Taft-Hartley Act,<sup>18</sup> emphasizing the importance of the industry, levels of steel supplies, defense needs, and unemployment. The government asserted that, unless the strike was enjoined, the country would suffer immediate and irreparable injury. The court was asked to find that the strike, if continued, would "imperil the national health and safety."

Mr. Goldberg, union counsel, contested the petition, maintaining that the strike did not imperil the country's health or safety in a strict and literal sense. The language and legislative history of the statute, he maintained, make clear that the national emergency provisions would apply to this strike only if, in some way, it directly and immediately threatened the physical health or safety of the Nation. Mr. Goldberg said the union intended to show that the strike posed no such threat, in that sufficient quantities of steel were being produced by companies not on strike. It was further stated that the injunction provisions were unconstitutional, as they conferred on the courts duties which are not judicial and are not connected with any case or controversy.

October 21

Federal District Judge Herbert P. Sorg in Pittsburgh ordered the injunction against the steelworkers, upholding the government's contention that the prolongation of the dispute would imperil the national health and safety, causing irreparable damage to the country. The court made no decision regarding retroactivity of any subsequent agreement. Also left unsettled was the applicability of any cost-of-living adjustment required under the terms of the expired contracts during the injunction period. Mr. Goldberg requested the Judge to defer his order long enough to permit an appeal to Judge Austin L. Staley of the U.S. Court of Appeals for the Third Circuit, which was granted. Judge Staley extended the stay until 10 a.m. the following day in order to preserve the status quo until a full court could pass on Mr. Goldberg's appeal.

October 22

Following a hearing, the U.S. Third Circuit Court of Appeals put off until the following week a decision on the steelworkers' appeal, at the same time granting a further stay of the injunction pending a decision on the appeal.

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<sup>17</sup> Report to the President, The 1959 Labor Dispute in the Steel Industry, submitted by the Board of Inquiry under Executive Orders 10843 and 10848, Oct. 19, 1959.

<sup>18</sup> Title II, Section 208. The government and union agreed to proceed directly to the injunction question which, if granted, would be final for the entire 80-day period, with an immediate full hearing for the union. Customarily, the government asks for a temporary restraining order (limited to 10 days) in which only its arguments need be heard.

October 26

Kaiser Steel Corp. and the union agreed on a new 20-month contract providing package increases evaluated by the company at 22½ cents an hour over the 20-month period, including a possible 3-cent cost-of-living adjustment. Work rules issues were referred to a labor-management committee with authority to resolve problems by mutual agreement. Also set up was a tripartite committee to develop a long-range plan for an "equitable sharing of economic progress."<sup>19</sup>

October 27

By a 2 to 1 vote, the Court of Appeals upheld the petition for an injunction but ordered that the issuance of the injunction be delayed until at least November 2 to permit the steelworkers to ask for a review by the Supreme Court. The union counsel announced that he would not file a petition for certiorari—a formal device to obtain review—until November 2.

October 28

The Justice Department petitioned the Supreme Court to expedite consideration of the union's petition, with a proposed filing deadline by noon, October 29. Should the Court decide to review the Third Circuit's decision on Friday, October 30, a hearing could be set for Monday, November 2. Later in the day, the Supreme Court denied the government motion, thus upholding the Third Circuit Court of Appeals' ruling giving the steelworkers until November 2 to seek a Supreme Court review.

Mr. Finnegan sent both parties a telegram informing them that if they had not reached an agreement by midnight Sunday, November 1, they would be expected to attend a session with mediators in Washington on Monday, November 2.

Mr. McDonald indicated that the union regarded the Kaiser agreement as providing the groundwork for contracts to be agreed upon by other companies. Industry leaders declared the pact would force an inflationary rise in steel prices and fail to eliminate wasteful work practices.

October 30

Following the filing of the union's petition for certiorari and the government's response asking the Court to deny review, the United States Supreme Court granted the steelworkers request and assigned oral arguments for Tuesday, November 3.

November 1

Secondary layoffs caused by steel shortages jumped sharply during the last half of October, the Department of Labor reported. More than 132,000 workers were indirectly involved in 31 major steel producing and consuming areas.

Injunction granted; strike endsNovember 7

By an 8 to 1 majority, the Supreme Court upheld the constitutionality of the Taft-Hartley emergency procedure (Sec. 208) and its applicability to the steel strike. The Court did not resolve the dispute over the meaning of the term "national health," but supported its judgment on the ground that the strike imperiled the national safety. Justice Douglas, dissenting, did not deal with the constitutional questions but disputed the concepts of health and safety and emphasized the traditional flexibility of equity courts in relation to the particular situation found in the steel strike concerning national safety. He further stated that he would remand the case to the District Court for "particularized findings" as to how the strike imperils the "national health" and what plants need be reopened to produce the steel needed for "national safety."

Telegrams were dispatched immediately by the union directing its members to "resume work forthwith." Steps were taken to get the mills producing as quickly as possible.

<sup>19</sup> See Monthly Labor Review, December 1959, pp. 1345 and 1378.

November 8

Secretary Mitchell said President Eisenhower would recommend to Congress ways to prevent resumption of the strike if no agreement was reached during the injunction period.

November 10

President Eisenhower reconvened the steel board of inquiry, headed by Dr. Taylor, which was to report to the President on the efforts toward settlement, and on the employers' last offer if a settlement was not reached at the end of a 60-day period.<sup>20</sup>

November 12

The steelworkers' wage policy committee voted unanimously to renew the 116-day strike if agreement was not reached before the injunction expired on January 26. The producers were again urged to follow the Kaiser contract as a pattern.

November 15

It was announced by the steel industry that a new offer on a 3-year agreement had been made to the union. The union rejected it as being substantially the same as the one previously offered.

November 28

Little chance of reaching a settlement before the expiration of the injunction period was held out by the union in a letter from Mr. Goldberg to Secretary of Commerce Mueller. Mr. Goldberg advised the Department to arrange for steel reserves that might be required for government contracts. Otherwise, the letter stated, the government might have to contend with the same problems it faced during the strike.

December 1

The steel industry indicated that the proposal made 2 weeks before was its "last offer"; that is, should an election be conducted the following month, this would be the offer employees must either accept or reject by secret ballot to be conducted by the government.<sup>21</sup>

December 3

President Eisenhower, in a plea addressed to both parties, urged around-the-clock negotiations.

Mr. McDonald had earlier suggested to the President that the board of inquiry make recommendations. After the President's speech, Mr. McDonald again offered his original suggestion for recommendations and another calling for a meeting directly with top steel executives.

December 8

Secretary Mitchell suggested three possible ways of settling the dispute: (1) The parties could agree to ask a board to make recommendations; (2) they could ask Mr. Finnegan to make a recommendation; or (3) they could seek voluntary arbitration.

December 9

The industry rejected Secretary Mitchell's suggestions for breaking the deadlock in bargaining by declaring that third party intervention would result in recommendations that the union had refused to accept or in a more costly settlement "which would clearly be inflationary."

<sup>20</sup> Taft-Hartley Act, Section 209(b).

<sup>21</sup> Ibid.

December 10

Mr. Finnegan suspended negotiations indefinitely, noting both the lack of progress made and that the union was about to devote its attention to aluminum negotiations. Meanwhile, the union made three demands upon steel companies: (1) A return to company-by-company bargaining; (2) an agreement making any new settlement retroactive to cover the injunction period; and (3) an acknowledgement now that a cost-of-living adjustment would be due January 1 under terms of the existing agreements and an agreement to put these adjustments into effect before Christmas. The union contended that, under the injunction order, the employees were working "under all terms and conditions in effect on June 30, 1959," and this, to the union, "plainly encompasses the January cost-of-living provision which requires a change to be made each January 1 and each July 1, without reference to year . . ." Mr. Cooper, in reply, noted the previously stated industry opposition to retroactivity and the Court's reservations on the questions of cost-of-living and retroactivity.

December 17

Mr. McDonald put forth proposals that were to be presented to the board of inquiry on the 28th. He stated that the new demands would be "slightly higher" in cost to the industry than the Kaiser agreement.

December 22

The 11 major steel companies agreed, with reservations, to union demands for company-by-company sessions. Talks between the four-man teams as scheduled by Federal mediators were to be carried on simultaneously.

Since July 15 the Federal mediators had conducted 47 joint meetings with the parties and some 30 full-scale separate talks with the parties.

December 23

Stuart Rothman, General Counsel of the National Labor Relations Board, estimated that 600,000 workers would be eligible to vote on management's "last offer," set for January 11 to 13. The steelworkers' counsel said he would ask District Judge Sorg to hear the steelworkers' plea to order the steel companies to pay workers a 4-cent cost-of-living increase (under terms of previous agreements) starting in January, and to make any new contract agreement retroactive to November 2. On the following day, the steelworkers filed their petition and a hearing before Judge Sorg was scheduled for January 4.

December 28

The board of inquiry reconvened to carry out its responsibilities under the act which include a report to the President on the current positions of the parties, the efforts which had been made for settlement, and the employers' last offers. Following 2 days of public hearings, Dr. Taylor stated that the differences between the union and industry were wider than ever. The board set about to devote its remaining time toward completion of its report, due January 6.

January 1, 1960

Secretary of Labor Mitchell met separately with industry and union spokesmen. Vice President Nixon and Secretary Mitchell, it was reported, had been conducting a series of secret conferences aimed at reaching a voluntary settlement before the NLRB balloting on January 11-13.

Agreement reachedJanuary 4

Agreement between the 11 companies and the union was reached following all-day and all-night bargaining sessions. .

January 5

Memoranda of agreement were signed between the major steel producers and union representatives following approval by the union wage policy committee. Terms of the agreements included: A wage increase, deferred until December 1, 1960, to average 9.4 cents an hour including estimated effect on incentive pay (average 8.3 cents in hourly rates—7 cents general increase plus 0.2 cent increase in increments between 31 job classes, with top job class receiving 13 cents); effective October 1, 1961, additional average 8.6 cents including estimated effect on incentive pay (average 7.6 cents increase in hourly rates—7 cents general increase plus 0.1 cent increase in increments between job classes, with top class receiving 10 cents); escalator clause revised to retain current 17 cents cost-of-living allowance, provide two cost-of-living reviews and limit maximum additional adjustment to 6 cents effective October 1, 1961, of which maximum 3 cents cost-of-living adjustment effective December 1, 1960, to be reduced by 0.1 cent for each full 18 cents increase in insurance cost over base average monthly net insurance cost of \$20.16 per employee.

Also, minimum \$2.50 a month pension for each year's service prior to January 1, 1960, and \$2.60 a month for each year thereafter for a maximum of 35 years (was \$2.40 a month for service prior to November 1, 1957, and \$2.50 a month thereafter for maximum of 30 years) or additional \$5.00 a month for future retirees when applying alternate 1 percent formula in computing pension benefits; 13 weeks' vacation pay (less vacation pay during year) in lump sum on retirement with regular pension beginning fourth month; early retirement (by mutual agreement) at full benefit at age 60 after 15 years' service (was at reduced benefits), or at age 55 after 20 years' service if terminated by reason of permanent shutdown, layoff, or sickness resulting in break in service provided employee has attained age 53 and 18 years' service on date he ceases work; \$100 a month future minimum disability benefit (was \$90); companies also increased existing pensions by \$5 a month.

Also, companies to assume full cost of insurance program (was 50-50 contribution) and program improvement to provide: \$4,000 to \$6,500 life insurance (was \$3,500 to \$6,000 at most companies), life insurance retained during first 2 years of layoff with employee paying 60 cents per \$1,000 after first 6 months; \$53 to \$68 weekly sick and accident benefit (was \$42 to \$57 at most companies), and 6-month retention of hospital, surgical, and related coverages for laid-off employees with 2 years' service; higher existing benefits continued for employees already on payroll at Allegheny Ludlum, Armco, Inland, and Wheeling, and existing hospital and surgical program at Inland continued for all employees; previous supplemental unemployment benefits plan extended with companies paying 3 cents cash and 2 cents contingent liability (the contingent liability which had been canceled in accordance with prior agreement was restored).

Also, agency shop was provided where State laws banned the union shop.

A joint Human Relations Research Committee was established to study and recommend solutions of mutual problems relating to equitable wage and benefit adjustments, job classification, incentive pay, protection of long-service employees against layoffs, medical care, and other problems. Questions of local working conditions were to be referred to a joint study committee headed by a neutral chairman, which was to report by November 30, 1960.

January 7

The board of inquiry formally ended its duties with submission of its final report to the President. The report described both parties' positions just before settlement and the "last offers" of the producers at that time.<sup>22</sup>

January 8

Allegheny Ludlum was the first of the 11 major producers to sign a formal contract with the steelworkers union. Inland, Bethlehem, Jones and Laughlin, Youngstown Sheet and Tube, Colorado Fuel and Iron, and United States Steel also signed. Others were expected to follow.

<sup>22</sup> Final report to the President, The 1959 Labor Dispute in the Steel Industry, Submitted by the Board of Inquiry under Executive Order 10843, January 6, 1960.

January 20

Polling of some 14,000 steelworkers was conducted by the NLRB on the final contract offers of 7 steel companies which had not as yet signed the basic industry agreement. Earlier, a group of 31 iron ore mining concerns settled their differences with the union. Approximately 11,000 other steelworkers faced the possibility of resuming the strike when the injunction expired. They did not vote because the companies had withdrawn their "last offer," according to the union, thus leaving no basis for balloting. The steelworkers asked the U.S. District Court to dissolve the injunction and to order payment of a 4-cent cost-of-living increase retroactive to January 1. Also, the union sought retroactivity of any wage increases won to cover the period of the injunction. Judge Sorg denied the motion to dissolve the injunction while reserving decision on the other requests.

January 24

Pittsburgh Steel Co., the last unsigned major producer, agreed to an indefinite contract extension, cancelable by either side on 5 days' notice. Three small companies still remained unsigned.

The NLRB announced that its poll of workers employed by four companies (Pittsburgh Steel, Joseph T. Ryerson and Sons, Moltrop Steel Products, and Acme Steel) voted by a 2 to 1 margin to reject management's "last offer."

January 26

Judge Sorg dissolved the Taft-Hartley injunction, thus making it possible for those workers still working without contracts to renew the strike. Judge Sorg's cost-of-living decision specified that workers still without contracts would be entitled to the 4-cent increment for work performed under the injunction "unless new agreements are entered into providing otherwise."

January 27

The union decided not to strike, for the time being, any of the mills and warehouses still unsigned.

January 28

Pittsburgh Steel Co. and the union reached an agreement, affecting some 7,300 workers in 6 plants. Incentive pay rates were the contentious issue; however, this was to be resolved by a joint incentive study committee which must hand down a decision by July 15. If the committee's report is rejected, the union may call a strike upon 5 days' notice. The rest of the settlement was substantially the same as that between the union and the other major producers.

## Part II. Industry and Geographical Scope of 1959 Steel Strike

Consistent with Bureau of Labor Statistics procedures in compiling work stoppage data, all companies involved in the 1959 steel strike were requested to provide the location, major product or service, number of workers involved, and beginning and ending dates, for all plants or establishments involved in the stoppage. The information thus received was aggregated by industry classification (table B-1), by region and State (table B-2), and by metropolitan area (table B-3). Data for some States were combined in table B-2 to avoid revealing individual company information. Table B-3 identifies the metropolitan areas in which more than 5,000 workers were involved, and presents data for those areas in which 3 or more companies were located. Altogether, the steel stoppage affected 57 standard metropolitan statistical areas, as defined by the Bureau of the Budget.

TABLE B-1. WORKERS INVOLVED AND MAN-DAYS OF IDLENESS, 1959 STEEL STOPPAGE, BY INDUSTRY

Industry	Workers involved	Man-days idle
All industries .....	519,000	41,900,000
Primary metal industries .....	451,000	36,300,000
Blast furnaces, steel works, and rolling and finishing mills .....	448,000	36,100,000
Iron and steel foundries .....	2,750	225,000
Rolling, drawing and extruding of nonferrous metals .....	190	15,300
Miscellaneous primary metal industries .....	300	24,600
Mining .....	34,400	2,850,000
Metal .....	25,500	2,080,000
Bituminous coal and lignite .....	8,070	702,000
Mining and quarrying of nonmetallic minerals, except fuels .....	830	68,900
Fabricated metal products, except ordnance, machinery, and transportation equipment .....	24,000	1,930,000
Fabricated structural metal products .....	15,500	1,230,000
Screw machine products, and bolts, nuts, screws, rivets and washers .....	1,250	103,000
Metal stampings .....	1,600	131,000
Miscellaneous fabricated wire products .....	1,480	132,000
Miscellaneous fabricated metal products .....	4,160	336,000
Transportation, communication, electric, gas, and sanitary services .....	3,190	319,000
Railroad transportation .....	580	47,600
Water transportation .....	2,610	271,000
Machinery, except electrical .....	2,530	195,000
Engines and turbines .....	160	11,400
Construction, mining, and materials handling machinery and equipment .....	850	68,300
General industrial machinery and equipment .....	120	9,500
Miscellaneous machinery, except electrical .....	1,400	106,000
Furniture and fixtures .....	1,800	147,000
Partitions, shelving, lockers, and office and store fixtures .....	1,800	147,000
Wholesale and retail trade .....	1,540	126,000
Wholesale trade .....	1,540	126,000
Ordnance and accessories .....	170	11,000
Ammunition, except for small arms .....	170	11,000
Rubber and miscellaneous plastics products .....	20	1,640
Miscellaneous plastics products .....	20	1,640

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

TABLE B-2. WORKERS INVOLVED AND MAN-DAYS OF IDLENESS, 1959 STEEL STOPPAGE, BY REGION AND STATE

Region and State	Workers involved	Man-days idle
United States .....	519,000	41,900,000
New England .....	4,700	362,000
Connecticut .....	1,000	80,000
Massachusetts .....	3,700	282,000
Middle Atlantic .....	194,000	15,350,000
New Jersey .....	4,450	356,000
New York .....	29,200	2,390,000
Pennsylvania .....	161,000	12,600,000
East North Central .....	194,300	16,010,000
Illinois .....	27,700	2,340,000
Indiana .....	56,900	4,710,000
Michigan .....	21,000	1,720,000
Ohio .....	87,800	7,170,000
Wisconsin .....	900	73,000
West North Central .....	21,100	1,720,000
Minnesota .....	17,200	1,400,000
Kansas and Missouri .....	3,900	317,000
South Atlantic .....	35,300	2,920,000
Maryland .....	27,700	2,270,000
West Virginia .....	4,850	434,000
Delaware, Florida, Georgia, North Carolina, and Virginia .....	2,700	216,000
East South Central .....	31,100	2,540,000
Alabama, Kentucky, and Tennessee .....	31,100	2,540,000
West South Central .....	4,850	392,000
Texas .....	3,900	315,000
Oklahoma and Louisiana .....	950	77,000
Mountain .....	13,300	1,070,000
Arizona, Colorado, Utah, and Wyoming .....	13,300	1,070,000
Pacific .....	19,900	1,530,000
California and Washington .....	19,900	1,530,000

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

TABLE B-3. WORKERS INVOLVED AND MAN-DAYS OF IDLENESS, 1959 STEEL STOPPAGE, BY SELECTED METROPOLITAN AREAS

Metropolitan area <sup>1</sup>	Workers involved	Man-days idle
Allentown-Bethlehem-Easton, Pa. ....	18,900	1,500,000
Baltimore, Md. ....	27,700	2,270,000
Buffalo, N. Y. ....	22,000	1,800,000
Canton, Ohio .....	8,280	679,000
Chicago, Ill. ....	82,600	6,830,000
Cleveland, Ohio .....	19,400	1,610,000
Detroit, Mich. ....	15,600	1,280,000
Johnstown, Pa. ....	14,000	1,140,000
Lorain-Elyria, Ohio .....	9,230	723,000
Los Angeles-Long Beach, Calif. ....	5,680	435,000
Philadelphia, Pa. ....	12,700	975,000
Pittsburgh, Pa. ....	92,900	7,220,000
Youngstown, Ohio .....	43,000	3,510,000

<sup>1</sup> More than 5,000 workers were involved in each of the following additional metropolitan areas: Birmingham, Ala.; Gadsden, Ala.; Pueblo, Colo.; San Bernardino, Calif.; San Francisco-Oakland, Calif.; and Wheeling, W. Va.-Steubenville, Ohio.



## Appendix C: The Atlantic and Gulf Coast Longshore Strike, 1959

Although the emergency provisions of the Taft-Hartley Act were invoked in 1959 for the first time in a major steel strike, their application to an Atlantic and Gulf Coast longshore dispute represented the fourth time that an East Coast longshore strike was ended by a Federal injunction since 1947.<sup>23</sup> The highlights of the 1959 stoppage are outlined below in chronological order.

### August 10

Joint bargaining sessions began between the New York Shipping Association<sup>24</sup> and the International Longshoremen's Association.<sup>25</sup> The union presented its demands, which included: An extension of the Master Contract to cover all ports of the United States from Searsport, Maine, to Brownsville, Tex., in which ILA is the bargaining representative; a 6-hour day (at a rate of \$22.40 per day); a guarantee of a day's pay each time a man is ordered out; increased pension and welfare benefits; and a freeze on the 20-man work gang.

### August 17

The New York Shipping Association, in a counterproposal, sought to extend the present agreement for 3 years with changes allowing employers the right to improve the efficiency of their operations by giving them greater "flexibility of labor." Among the other provisions put forth were a flexible lunch hour, changes in travel pay arrangements, and recognition by the NYSA of the principle that protection be provided against loss of job opportunities which may result from automation.

### September 17

The New York Shipping Association and the ILA announced they were calling on Federal and city labor mediators in an attempt to head off a strike at the expiration of the 3-year agreement on September 30.

### September 18

Management made its first monetary offer, proposing yearly increases of 8, 3, and 4 cents an hour in a 3-year agreement, to be allocated among wages, pensions, welfare, and paid holidays by the union, on the condition that the union agree that employers be given the right to improve the efficiency of their operations (by such means as mechanical cargo handling gear, containers, and container ships). Also sought by management were changes in travel pay arrangements, a provision for tighter quitting time clauses, and a more flexible lunch hour. The proposal contained assurance that adequate safeguards against loss of job opportunities would be provided.

### September 19

A counterproposal was put forth by the ILA eliminating its original demand for a 6-hour day. Instead, a straight 40 cents an hour wage increase, plus a guarantee of 8 hours' work per day and increased fringe benefits, were sought in a 2-year agreement.

### September 23

The ILA modified its demands "all along the line" with reductions in wage demands and in the length of a guaranteed working day.

<sup>23</sup> See National Emergency Disputes Under the Labor-Management Relations (Taft-Hartley) Act, U. S. Department of Labor, Bureau of Labor Statistics.

<sup>24</sup> The association bargains for 170 steamship lines and contracting stevedores.

<sup>25</sup> The ILA affiliated with the AFL-CIO on Nov. 17, 1959.

September 24

Employers countered with an offer of a 3-year agreement calling for a money package of 24 cents—12 cents in the first year, 6 in the second, and 6 in the third—that would be applied to wages, pensions, welfare, and/or other items chosen by the union. The offer was contingent upon union acceptance of modifications in work rules. The offer was termed as not "a fair one" by the union.

Federal, State, and city mediators were asked by both sides to take an active part in negotiations, as a standstill had apparently been reached. Negotiations in southern ports also were stalemated over issues of slingload limits and gang size.

September 28

The ILA again cut its demands to a package worth approximately 50 cents an hour in a 3-year agreement. Later in the day, the shippers rejected the proposal as "still too high."

September 29

Shippers increased their offer to 30 cents an hour—20 cents the first year and 5 cents in each of two following years—in a 3-year contract conditioned on new work rule changes

September 30

A threatened strike was averted when the New York Shipping Association and the ILA agreed on a 15-day contract extension, with any subsequent increases retroactive to October 1.

Telegrams from Secretary Mitchell, Governor Nelson Rockefeller, and Mayor Robert F. Wagner urged the parties to negotiate without interrupting work.

October 1

Longshoremen in New Orleans struck as contracts expired, following a refusal by southern shippers to grant retroactivity on increases included in a proposed new agreement. The walkout was joined by members in other southern ports on South Atlantic and Gulf Coasts.

Despite a contract extension in the North, Captain William V. Bradley, president of ILA, pledged support of the striking southern dockworkers and declared that members would not work on ships diverted from the South. The stoppage spread to the entire east coast, shutting down ports from Maine to Texas, effecting some 50,000 workers and 220 cargo ships. The New York Shippers Association voted not to resume bargaining until October 15 unless workers returned immediately, claiming that the strike was illegal, and further insisted that the union must give assurance that it would carry out any agreement reached with northern shippers regardless of developments in southern ports.

By the following day, union leaders claimed the strike "100 percent effective from Maine to Texas."

October 5

Mediators were unable to arrange a joint meeting.

A Federal District Judge in New Orleans issued a temporary restraining order against two New Orleans locals, Nos. 1418 and 1419, as requested by the National Labor Relations Board, acting on a complaint by New Orleans shippers charging that the two locals failed to serve a 30-day strike notice, as required by law, before the contract expired.<sup>26</sup>

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<sup>26</sup> Labor-Management Relations (Taft-Hartley) Act, Sec. 8 (d) (3).

October 6

President Eisenhower appointed a Board of Inquiry to report to him by October 10.<sup>27</sup> Members of the board were Guy Farmer, former chairman of the National Labor Relations Board; George Frankenthaler, former Surrogate Judge and former member of the New York State Supreme Court; and John F. Sembower, a Chicago lawyer active in labor arbitration work.

The board began its work late in the afternoon with the expectation, expressed by Mr. Farmer, that the report would be ready before the 10th.

October 7

Completing its study of the strike late in the day, the board forwarded it to the President.<sup>28</sup> Earlier testimony indicated an impasse over jurisdiction and automation. The board noted that the major unresolved issues were wage rates, certain fringe benefits, procedures for installing mechanical devices and effecting containerization, and gang size. Upon receipt, the President directed the Attorney General to seek an injunction at once.

As a result of union complaints, the New York–New Jersey Waterfront Commission obtained a court order calling on three steamship lines to show cause why they should not be enjoined from using "unregistered longshoremen" to handle baggage.<sup>29</sup>

October 8

A temporary 10-day restraining order was issued by Federal District Judge Irving R. Kaufman in New York, acting upon application of the government to seek injunctive relief in the strike. The Judge found that the strike had affected a substantial part of the maritime commerce of the United States, that its continuance would imperil the national health and safety, and that "immediate and irreparable damage would result" if the restraining order was not granted. Hearings on the issuance of a temporary injunction for the remaining 70-day period were scheduled for the 15th.

October 9

Work was resumed at all ports with priority given to about a dozen vessels containing perishables. The American Association of Railroads lifted its freight embargo put into effect on the first day of the strike. Bargaining was expected to resume on October 19, allowing time for the ports to return to normal operating levels.

October 15

Following an attempt by the government to have the temporary restraining order replaced by a preliminary injunction (on October 14), Judge Kaufman extended his original order until he ruled on the motion for a further 70-day injunction. ILA officials asked the court to have an injunction guarantee that an anticipated pay increase be made retroactive to the day members returned to work. Judge Kaufman reserved decision on this point.

October 17

Judge Kaufman issued a full injunction assuring continuation of work for the statutory period as provided for in the act. At the same time, he denied the union's request for retroactivity by asserting he was neither empowered nor inclined to use the injunctive process for "matters ordinarily left to negotiation."

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<sup>27</sup> Executive Order 10842, Oct. 6, 1959, and Sec. 206, Labor-Management Relations (Taft-Hartley) Act, 1947.

<sup>28</sup> Report to the President of the Labor Dispute Involving Longshoremen and Associated Occupations in the Maritime Industry on the Atlantic and Gulf Coast by the Board of Inquiry created by Executive Order 10842, Oct. 7, 1959.

<sup>29</sup> New York–New Jersey law, under which the commission operates, made it mandatory for anyone doing pier work to be registered by the agency—a process that involves screening to bar criminals from the piers.

October 20

Negotiations resumed with no significant progress reported. A set of "broad principles" and "specific recommendations" were proposed by employers for dealing with the problems of automation. Details were not made public.

October 26

The ILA rejected the shipping association's proposals as "not a fair offer."

November 4

Employers rejected union proposals for royalty payments on each ton of cargo handled in shipping containers unless the union agreed to reductions in the work force. Previously, shippers had offered to pay into a fund 25 cents a ton on "unitized" or "containerized" cargo loaded or unloaded on the docks by workers other than longshoremen. Also sought was agreement to allow installation of automatic cargo handling equipment and the right to regulate the size of work gangs.

November 24

As a "basis" for settlement, the ILA accepted proposals of Federal mediators calling for a 41-cent-an-hour package, with a 12-cent-an-hour raise retroactive to October 1, and 5-cent increases to follow on October 1, 1960, and October 1, 1961. In addition, the welfare contribution would be increased by 7 cents an hour, of which 3 cents would be earmarked for clinics, and the pension fund contribution would be increased by 7 cents an hour. Three new paid holidays would be added to the present 5 at the rate of 1 a year, and vacations would be liberalized. Employers were noncommittal on the proposals.

November 27

The union rejected an employer solution to the problem of introduction of labor-saving equipment which called for a 6-month period of direct negotiations, after the contract was signed, on using and manning mechanical devices. If an agreement could not be reached in the 6 months, the issue would go to arbitration, according to the proposal.

December 1

Negotiators reached a basic agreement including a master contract setting terms for wages and benefits for dockers from Maine to Virginia. Monetary terms were essentially the same as proposed earlier in the 41-cent-an-hour package, consisting of 12 cents retroactive to October 1, 1959; an additional 5 cents effective October 1, 1960, and 5 cents effective October 1, 1961; sixth, seventh, and eighth paid holidays added in first, second, and third contract year, respectively; qualifying time for 2 and 3 weeks' vacation pay reduced to 1,100 and 1,300 hours a year, respectively (were 1,200 and 1,500); 14 cents an hour company payment to pension fund (was 7 cents); 21 cents an hour company payment to welfare fund (was 14 cents), including 3 cents for medical clinics.

Mechanization issue—employers agreed not to reduce the size of the standard 20-man work gang and to use ILA members to load or reload containers when work is done at the pier. The question of a penalty payment to the union for containers loaded off the pier was left for further negotiation. If no settlement was reached in 2 weeks, it was agreed that this issue would be arbitrated, with a decision to be made within 30 days of submission.

Settlements subsequently reached at other Atlantic and Gulf Coasts ports during December provided benefits similar to the agreement with the New York Shipping Association, except for local work rules.

Union members were to vote on the agreement on December 10.

December 3

A "memorandum of settlement" was signed including all but one of the provisions agreed upon earlier. Contract talks resumed in New Orleans and Galveston, as well as in other ports in the South, where agreements are negotiated on a port basis generally patterned after the New York agreement.

December 6

Agreements were reached on local conditions and the 41-cent-an-hour wage package in Boston, Baltimore, and Philadelphia.

December 7

The Presidential Board of Inquiry reconvened in Washington. Testimony presented by representatives of the union and employers indicated substantial progress toward a settlement. The board's second report was transmitted to the President.

Agreement was reached for Norfolk-Hampton Roads.

December 10

ILA members in ports from Maine to Virginia overwhelmingly ratified the new agreement. Port of Philadelphia workers did not vote, but union and employers had agreed upon a master contract. The union drew up a separate agreement covering working conditions with the Philadelphia Marine Trade Association. Issues at South Atlantic and Gulf ports still remained unsettled.

December 14

The New York wage pattern was offered in Mobile, New Orleans, and Galveston. Other issues remained unsettled.

December 17

Philadelphia longshoremen ratified a 3-year contract. Federal mediators in Galveston announced that final offers by employers and demands by the union had been rejected.

December 23

Longshoremen and employers in New Orleans agreed on a 3-year pact averting a renewed strike on the 28th. Money terms of the contract were identical with the agreement reached in New York. On the 21st and 22d, Gulf Coast longshoremen had voted overwhelmingly against the "last offer" of the shippers. Agreement had not been reached in Mobile over the size of work crews.

Settlement was reached in Galveston on all issues.

December 26

Shippers and union officials in Mobile, the only remaining unsettled port, agreed to the 3-year contract. On December 27, the injunction was lifted.

## Appendix D: Scope, Methods, and Definitions <sup>30</sup>

### Work Stoppage Statistics

The Bureau's statistics include all work stoppages occurring in the United States involving as many as six workers and lasting the equivalent of a full day or shift or longer.

### Definitions

Strike or Lockout. A strike is defined as a temporary stoppage of work by a group of employees (not necessarily members of a union) to express a grievance or enforce a demand. A lockout is a temporary withholding of work from a group of employees by an employer (or group of employers) in order to induce the employees to accept the employer's terms. Because of the complexities involved in most labor-management disputes, the Bureau makes no effort to determine whether the stoppages are initiated by the workers or the employers. The terms "strike" and "work stoppage" are used interchangeably in this report.

Workers and Idleness. Figures on "workers involved" and "man-days idle" include all workers made idle for one shift or longer in establishments directly involved in a stoppage. They do not measure secondary idleness—that is, the effects of a stoppage on other establishments or industries whose employees may be made idle as a result of material or service shortages.

The total number of workers involved in strikes in a given year includes workers counted more than once if they were involved in more than one stoppage during that year. (Thus, in 1949, 365,000 to 400,000 coal miners struck on 3 different occasions; they comprised 1.15 million of the year's total of 3.03 million workers.)

In some prolonged stoppages, it is necessary to estimate in part the total man-days of idleness if the exact number of workers idle each day is not known. Significant changes in the number of workers idle are secured from the parties for use in computing man-days of idleness.

Idleness as Percent of Total Working Time. In computing the number of workers involved in strikes as a percent of total employment and idleness as a percent of total working time, the following figures for total employment have been used:

From 1927 to 1950, all employees were counted, except those in occupations and professions in which little, if any, union organization existed or in which stoppages rarely, if ever, occurred. In most industries, all wage and salary workers were included except those in executive, managerial, or high supervisory positions, or those performing professional work the nature of which made union organization or group action unlikely. The figure excluded all self-employed persons; domestic workers; workers on farms employing fewer than six persons; all Federal and State government employees; and officials, both elected and appointed, in local governments.

Beginning in 1951, the Bureau's estimates of total employment in nonagricultural establishments, exclusive of government, have been used. Idleness computed on the basis of nonagricultural employment (exclusive of government) usually differs by less than one-tenth of a percentage point from that obtained by the former method, while the percentage of workers idle (compared with total employment) differs by about 0.5 of a point. For example, the percentage of workers idle during 1950 computed on the same base as the figures for earlier years was 6.9, and the percent of idleness was 0.44, compared with 6.3 and 0.40, respectively, computed on the new base.

"Estimated working time" is computed by multiplying the average number of workers employed during the year by the number of days typically worked by most employees. In the computations, Saturdays (when customarily not worked), Sundays, and established holidays as provided in most union contracts are excluded.

<sup>30</sup> More detailed information is available in Techniques of Preparing Major BLS Statistical Series (BLS Bull. 1168), December 1954, p. 106:

Duration. Although only workdays are used in computing man-days of total idleness, duration is expressed in terms of calendar days, including nonworkdays.

State Data. Stoppages occurring in more than one State are listed separately in each State affected. The workers and man-days of idleness are allocated among each of the affected States.<sup>31</sup> The procedures outlined here have also been used in preparing estimates of idleness by State.

Metropolitan Area Data. Information is tabulated separately for the areas that currently comprise the list of standard metropolitan areas issued by the Bureau of the Budget in addition to a few communities historically included in the strike series before the standard metropolitan area list was compiled. The areas to which the strike statistics apply are those established by the Bureau of the Budget. Information is published only for those areas in which at least five stoppages were recorded during the year.

Some metropolitan areas include counties in more than one State, and, hence, statistics for an area may occasionally equal or exceed the total for the State in which the major city is located.

Unions Involved. Information includes the union(s) directly participating in the dispute, although the count of workers includes all who are made idle for one shift or longer in establishments directly involved in the dispute, including members of other unions and non-union workers.

#### Source of Information

Occurrence of Strikes. Information as to actual or probable existence of work stoppages is collected from a number of sources. Clippings on labor disputes are obtained from a comprehensive coverage of daily and weekly newspapers throughout the country. Information is received regularly from the Federal Mediation and Conciliation Service. Other sources of information include State boards of mediation and arbitration; research divisions of State labor departments; local offices of State employment security agencies, channeled through the Bureau of Employment Security of the U. S. Department of Labor; and trade and union journals. Some employer associations, companies, and unions also furnish the Bureau with work stoppage information on a voluntary cooperative basis either as stoppages occur or periodically.

Respondents to Questionnaire. A questionnaire is mailed to the parties reported as involved in work stoppages to obtain information on the number of workers involved, duration, major issues, location, method of settlement, and other pertinent information.

Limitations of Data. Although the Bureau seeks to obtain complete coverage, i. e., a "census" of all strikes involving six or more workers and lasting a full shift or more, information is undoubtedly missing on some of the smaller strikes. Presumably, allowance for these missing strikes would not substantially affect the figures for number of workers and man-days of idleness.

In its efforts to improve the completeness of the count of stoppages, the Bureau has sought to develop new sources of information as to the probable existence of such stoppages. Over the years, these sources have probably increased the number of strikes recorded, but have had little effect on the number of workers or total idleness.

Beginning in mid-1950, a new source of strike "leads" was added through a cooperative arrangement with the Bureau of Employment Security of the U. S. Department of Labor by which local offices of State employment security agencies supply monthly reports on work stoppages coming to their attention. It is estimated that this increased the number of strikes reported in 1950 by about 5 percent, and in 1951 and 1952, by approximately 10 percent. Since most of these stoppages were small, they increased the number of workers involved and man-days of idleness by less than 2 percent in 1950 and by less than 3 percent in 1951 and 1952. Tests of the effect of this added source of information have not been made since 1952.

As new local agencies having knowledge of the existence of work stoppages are established, or changes are made in their collection methods, every effort is made to establish cooperative arrangements with them.

<sup>31</sup> The same procedure is followed in allocating data on stoppages occurring in more than one industry, industry group, or metropolitan area.