

Official Organ Central Labor Union; standing for the A. F. of L.

The Charlotte Labor Journal

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YOUR ADVERTISEMENT IN THE JOURNAL IS A GOOD INVESTMENT

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JOURNAL ADVERTISERS DESERVE CONSIDERATION OF THE READERS

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ATLANTA SOUTHERN LABOR MEET MARKED MILESTONE IN HISTORY OF SOUTH FOR ORGANIZED LABOR

ATLANTA, Ga.—The Southern Labor Conference held in the City of Atlanta on March 2 and 3, 1940 marked a notable milestone in the history of organized labor in the South. To this conference came upwards of 3,000 representatives of labor from every one of the ten southern states of Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia and from every craft and calling in the American Federation of Labor in these states. It brought together as well National Leaders of the Federation and many of the affiliated National and International Unions and the Railroad Brotherhoods. It has provided a unique agency for the interchange of ideas; it has made possible the coordination of activities for the promotion of the welfare of wage earners in the South through the development of organization, education, and the enactment of labor legislation.

Through such an interchange of ideas there has emerged from this Conference a clearer understanding of the needs for organization, education and Labor legislation and the formulation of basic standards for such legislation and administration.

The Policy Committee representing the ten Southern State Federations of Labor, in behalf of the Southern Labor Conference, urge upon all those interested in the improvement of working conditions for our millions of wage earners the adoption of the following organization policies, and the enactment of in the South, basic labor standards approved by the American Federation of Labor:

CHILD LABOR

With more than 750,000 children under age of 16 gainfully employed in the United States, and over 10,000,000 adults unemployed, the problem of child labor is no longer one of State's rights against national needs, but of co-operation of both State and nation to secure children's rights.

We recommend the enactment of legislation prohibiting the employment of children under 16 and providing for compulsory school attendance.

Prohibiting the employment of minors between 16 and 18 years of age in all hazardous occupations.

The Ratification of the child labor amendment.

WORKMEN'S COMPENSATION

Workers and employers agree that Workmen's Compensation laws were enacted so that injured workers would be compensated at the time most needed without having to go to court. Because of exemptions, and the elective character of the laws in most instances by private profit making insurance companies, less than 40 per cent of the workers employed in the United States have the protection intended by workmen's compensation laws.

We recommend that the benefits of workmen's compensation laws be extended to all workers, and that exclusive state funds be set up assuring the payment of benefits that have a fair relation to the loss of earnings; adequate hospital and medical care during the whole period of incapacity; compensation for all injured workers through a compulsory system for all accidents and occupational diseases, and a joint effort of worker and employer to adopt safety and preventative measures and reduce industrial accidents and occupational diseases.

UNEMPLOYMENT COMPENSATION

We heartily endorse the position of the American Federation of Labor that the next step is to shorten the waiting period to one week, and make the duration of payment of benefits a flat period of twenty weeks and increase benefits to 60 per cent of full time weekly wages, but not less than \$6.00 nor more than \$24.00.

We endorse the proposal embodied in H. R. 7762 at the request of the American Federation of Labor that these minimum standards be written into the Social Security Act as a requirement for approval by the Social Security Board. To insure the payment of these standards by all States, provision is made for a Federal Reinsurance Fund.

We recommend no consideration be given to cuts in contribution rates until adequate benefits are paid, whether the cut is in the form of reduction on rate or merit rating.

OLD AGE INSURANCE

We recommend that all trade union organizations follow strictly the policies of the American Federation of Labor in the field of old age insurance. We hope that the experience under the broader benefits resulting from the 1939 amendments be carefully studied before changes are made. However, the benefits provided for workers covered by existing law should be extended to all wage earners as rapidly as possible.

HEALTH INSURANCE

We urge speedy action on the recommendation of the American Federation of Labor favoring the enactment of a Federal Health Insurance Law. NATIONAL LABOR RELATIONS ACT AND BOARD

The Southern Labor Conference affirms their support of the general principles as set forth in the National Labor Relations Act. In view, how-

ever, of the maladministration of the act by the National Labor Relations Board, we recommend that the proposed amendments to the act as formulated by the American Federation of Labor be approved.

WAGE AND HOUR LEGISLATION

The Fair Labor Standards Act of 1938 provides minimum wages and basic maximum hours for workers employed in interstate industries, but many thousands of workers in intrastate industries are forced by economic pressure to work long hours for low wages because they lack organization.

The effectiveness of the American Federation of Labor efforts in Federal legislation and administration can be strengthened to the extent that their efforts are supported by alert and informed State Federations of Labor.

We recommend that a study be undertaken by the American Federation of Labor of the recent enactment of Federal legislation establishing basic labor standards for workers engaged in interstate business in an effort to secure for workers in intrastate business the full protection of these standards.

In the light of the recent surveys made in the South it is known that the need for low-rent housing which would provide decent housing for the lowest income families is more urgent and far greater in the Southern States than in some other sections of the country. At the same time the drastic curtailments in the public works and the effects of war conditions on the building industry has made it clear that the future employment of the building mechanics and laborers at prevailing standards is largely dependent on the expansion of the low rent housing program under the United States Housing Authority.

We recommend that all unions of the American Federation of Labor in the South support the stand unanimously adopted by the American Federation of Labor convention and reiterated by executive council last January on low cost housing. We urge the House of Representatives to enact S 591 providing for the expansion of the low-rent housing U. S. H. A. program increasing the benefits of this program for the South and for the entire nation.

WAGE COLLECTION LAWS

Wage payment and wage collection laws have been enacted in many states, because some employers fail to pay the wages of their workers regularly, some do not pay in full, and a few do not pay at all.

We recommend and urge the adoption by all states of laws requiring wages to be paid regularly, and authorizing the State Labor Department to assist in the collection of valid unpaid wage claims.

CONVICT LABOR

Many states are still lacking in legislation to eliminate the competition of prison made goods with those produced by free labor.

We recommend a vigorous, continuous effort on the part of all state federations to prohibit the sale of prison made goods.

RESTRICTIVE LEGISLATION

We recommend that resources of the American Federation of Labor in the South be mobilized to prevent the curtailment of modification of Labor's rights to self-organization and collective bargaining through restrictive legislation.

STATE DEPARTMENT OF LABOR

The Labor Department is the wage earners' own department organized to promote and safeguard the rights of the worker. The various functions of government dealing with the interests and welfare of wage earners should be coordinated and combined in a real

Stages One-Man Strike



Behind the eight-ball strictly and only in the game of pool, Wilson Little, former janitor, moving picture projector operator, advertising manager, and collector of films for the Gaston Theater in Mount Holly, has enjoyed a bit of reading, a shot of pool, and a measure of sleep since his one-man strike began last Monday. Horace Pritchard, business manager of the International Alliance of Theatrical Stage Employees and Moving Picture Operators, Local No. 481, an AFL affiliate, said today that members will picket the theater tonight. Wilson asks a raise in pay and a few less hours weekly than he has put in for the past six years. (News staff photo.)

(Courtesy of The Charlotte News)

labor department.

We recommend a strong, coordinated labor department in each state, with all functions dealing with wage earners under one head, adequately staffed with practical men and women with trade union experience.

POLICY ON WAGES

The minimum wage in the South today for the majority of men working in industry is 30 cents an hour or less. In the North and West the minimum for the majority is 52.5 cents or higher. At 30 cents an hour a man can earn a maximum of \$655 a year if he works every working day. This is just half of the minimum necessary for the farthest subsistence living standard for a family of four in the South. Labor does not intend to wait for the Fair Standards Act to raise the minimum to 40 cents in 1945. We set as our goal the following:

By 1942 a minimum of 40 cents an hour in all industries.

By 1945 a minimum of 50 cents an hour in all industries.

The South must not remain perpetually a region of low living standards. The myth of lower living costs in the South has long since been exploded. Low wages in the South mean nothing but low living standards.

All factory workers in the southern states represented in this conference have an average yearly income of only \$750 per year. The bare subsistence family budget for the South is \$1,300 and an adequate budget for health and efficiency for a family of five is \$1,990.

In many union industries the minimum of 40 cents is already established in the South. In cement, all workers in southern states have a minimum of 40 cents or higher; in paper and pulp, 62 per cent, and in building, 57 per cent have this minimum. In electric power, a minimum of 37 1/2 cents and higher is in effect for a majority; in machine shops and foundries, 35 cents and above. Very low minimum wages still remain in fertilizers, brick-making, lumber, paint making, cotton textiles and cotton garments.

We declare it to be the purpose of this conference to bring these industries rapidly up to the set union standards. We urge that every effort be made to raise the minimum wage in all industries and to give workers the wage to which they are entitled.

EDUCATION

The American Federation of Labor has traditionally stood for free public education as the fundamental basis on which democratic government is

built. The annual conventions of the American Federation of Labor and the Permanent Education Committee of the A. F. of L. have repeatedly urged Central Labor Bodies and State Federations of Labor to give fullest support to local programs of education and to assist in securing proper working conditions for teachers including the right to affiliate with organized labor.

We recommend:

1. Assistance in organizing public school teachers in areas where they are unorganized.
2. Enactment of tenure laws which will protect teachers in their right to organize.
3. Federal aid to assist in providing adequate educational opportunity to every child regardless of race, creed, political belief or economic condition of his parents.
4. Emphatic opposition to those pressure groups which are attempting to reduce educational facilities by curtailing local and state financial support of the schools.
5. The development of institutes, conferences, and other educational services as developed over the years by the Workers Educational Bureau of America which is endorsed and supported by the American Federation of Labor.

RESEARCH TO ASSIST ORGANIZATION

New industries are beginning a new phase in what is destined to be the development of the New South. New agricultural crops and new uses for old crops are giving rise to new developments in chemical, textile, paper and other major industries. Industrial chemistry is rapidly developing new resources and adding new channels for production of goods and of wealth.

Southern labor must organize its share fully in the benefits of new industries through proper distribution of jobs and incomes. Labor in the South must keep step with industrial progress in order to assure workers their full share of employment, fair wages and economic security. Higher labor standards in the South must go hand in hand with industrial growth. Only through the maintenance of such standards will labor make possible the growth of a better standard of living for the whole nation in place of the destructive regional competition.

We recommend that the American Federation of Labor direct its research department to have a detailed study of new industrial developments in the South for guidance of the southern organizing campaign.

LABOR AND CAPITAL LEADERS IN HARMONY AT ATLANTA BANQUET IN REGARDS TO ORGANIZATION

Capital and labor munched thick steaks together and spoke highly of each other Saturday as Preston S. Arkwright, president of the Georgia Power Company, gave a luncheon to William Green, president of the American Federation of Labor.

Bankers, industrialists, mill operators and union leaders sat together in perfect harmony, though the purpose of the labor men's presence in Atlanta was the launching of a great drive for unionization in fields hitherto uncultivated.

Mr. Arkwright spoke of the days when he feared a union man as one whose purpose was to "take over my property, ruin my business, and ruin me."

Twenty years of association with unions, though, he said, had taught him that their members wore no horns and tail, and that their purpose was not to destroy, but to join in a great triumvirate of capital, management, and labor to carry industry onward to greater heights.

"The union man knows that before there can be collective bargaining, there must be something in the pot to bargain for," Mr. Arkwright said, as he introduced Mr. Green as a man who holds the respect both of labor and of capital.

The union head, famed for the poise with which he appears before employers, told the group that the American Federation of Labor was coming into the south with renewed zeal in an effort to contribute what it could to the new industrialization growing in this section.

Before there can be prosperity here, though, or anywhere else in the country, the problem of unemployment which finds 9,000,000 to 12,000,000 persons jobless, must be solved, he declared.

He suggested that an advisory council, appointed by congress and

made up of representatives of capital, labor, and "the public," should go into a thorough investigation of the employment problem.

If the trouble is found to be the timidity of business, fearful of expansion, he said, the fact should be brought out and business should be urged to forget its fears.

If the trouble is found to lie in confiscatory taxation, restrictive regulation, these burdens should be removed, he declared.

One partial solution which the A. F. of L. could offer, he said, was a redistribution of the hours of work to take care of more men.

If technological improvements throw men out of jobs, the working hours available should be distributed between all workers in the field, he declared.

Talking on subversive influences, he said: "The four million members of the American Federation of Labor stand like a bulwark against any effort to enlist them in the ranks of those who would overthrow this democracy."

He also said that the ranks of labor stood in solid array against any effort to drag this country into the war in Europe.

STATE BUILDING TRADES COUNCIL TO MEET IN CHARLOTTE, SUN. 1 P.M.

A meeting of the State Building Trades Council has been called for Sunday at 1 o'clock at the County Court House. A large attendance is expected from all over the state. There will be much business of importance to come before the body.

After Dark!!... by Rice

NO! YOU WOULDN'T DRIVE OFF A TEN STORY BUILDING BUT! HITTING SOMETHING AT 50 M.P.H. HAS JUST ABOUT THE SAME RESULT

SPEED X WEIGHT = IMPACT

IMPACT AT NIGHT WITHOUT TRAFFIC SAFETY LIGHTING YOU SEE OBSTRUCTIONS TOO LATE—HIT THEM AT GREATER SPEEDS WITH MORE DEADLY IMPACT consequently NIGHT DRIVING IS FAR MORE DANGEROUS!

THE AMERICAN FEDERATION OF LABOR

"The American Federation of Labor has proven the nation's most powerful stabilizing influence, and has contributed more than any other organization of men to the advancement of America's men, women and children."—L. M. Ornborn, chief executive officer A. F. of L. Union Label Trades Department.

NEED OF UNITED ORGANIZING CAMPAIGN

To carry out the high purposes of this declaration and to establish a sound labor policy throughout the Southland, we call upon the National and International Unions, State Federations of Labor, Central Bodies and all Volunteer organizations to unite in an intensive organizing campaign among the workers of the South. Only the workers through their trade unions can organize the wage earners in a Free Society. That work, if it is to be successful, must enlist the united support of the local unions and Central Bodies in every community. Effective organization of the workers is the only guarantee for the workers that labor laws when enacted will be enforced.

OUR MOTTO MUST BE: LABOR FORWARD IN THE SOUTH—LABOR FORWARD FOR

JUSTICE, BROTHERHOOD AND DEMOCRACY.

CONCLUSION

We recommend that this Conference express to President Green and Secretary Meany and the Representatives of International and National Unions, and the Railroad Brotherhoods our appreciation for their efforts in aiding us to establish through this Southern Labor Conference a greater measure of industrial democracy and mutual interest in the welfare of wage earners throughout the Southland.

Respectfully submitted, S. E. ROPER, Alabama, Chm. L. H. WILLIAMS, Louisiana, C. A. FINK, North Carolina, CHAS. H. SILLVA, Florida, J. W. CAMERON, Mississippi, E. J. SHAVE, Virginia, AL FLYNN, South Carolina, PAUL J. AYMOR, Tennessee, E. H. WEYLER, Kentucky, CHAS. GRAMLIN, Georgia.

THE SKATING AREA PROJECT

The "Off the Street" Skating Area Project being sponsored by Charlotte Central Labor Union is making progress. Many workers are out and committees are yet to report, but Treasurer Conder states that two projects have been taken care of, with outstanding pledges. Do your part to make the eleven areas we are striving for a reality.