

"WIN THE WAR '44"

Free Labor Will Out-Produce Nazi Slaves

—A. F. OF L. ORGAN FOR 1944

The ONLY REALLY INDEPENDENT WEEKLY in Mecklenburg County PRINTED AND COMPILED IN CHARLOTTE AND For a Weekly Its Readers Represent the LARGEST BUSINESS OWNER in Charlotte



The Charlotte Labor Journal

Endorsed by the N. C. State Federation of Labor

AND DIXIE FARM NEWS

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

YEARS OF PRODUCTIVE SERVICE TO THE NATION

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YOUR ADVERTISING IN THE JOURNAL IS A GOOD INVESTMENT

CHARLOTTE, N. C., THURSDAY, JULY 20, 1944

JOURNAL ADVERTISERS DESERVE CONSIDERATION OF THE READERS

\$2.00 Per Year

CONTRACT CLAUSES FOR WOMEN ARE SUGGESTED BY LABOR DEPT.; STANDARDS DRAWN UP BY WOMEN

WASHINGTON.—To assist unions in phrasing contact provisions relating to women workers so as to safeguard their welfare, the Women's Bureau of the Department of Labor has outlined six suggested clauses governing women workers for inclusion in union contracts. The suggested standards were drawn up in consultation with women representatives of AFL and CIO unions.

First of the suggested standards is the general provision: "It is mutually agreed between the company and the union that no discrimination based on sex or marital status shall be practiced or permitted."

Other provisions relate to wages, seniority, rest periods, lunch periods, and maternity leave.

The Women's Bureau recommends a wage clause which provides that wage rates be set by the job, not by the sex of the worker. It also would prohibit designating jobs or departments "male" or "female" jobs or departments and would provide the same starting rate for all inexperienced workers, regardless of sex.

As to seniority, the suggested standard would specify that women shall accumulate seniority in the same manner as male employees, and shall have the same rights of promotion or transfer to other departments. Seniority status would be transferable to other departments, and hiring of a new employee, when a woman was available for upgrading, would be prohibited.

Other provisions would authorize two 10-minute rest periods and a 30 minute lunch period, without loss of pay, and would permit a woman worker to take maternity leave of not less than 6 weeks before delivery and 2 months after without loss of seniority status. "Pregnancy shall not be grounds for dismissal of any woman employee," this provision states.

FORTY-SIX STATES HAVE WAGE PAYMENT LAWS TO PROTECT WORKERS AGAINST NON-PAYMENT

WASHINGTON.—Forty-six states and Alaska, Hawaii, and Puerto Rico have some sort of law dealing with payment of wages, the Department of Labor reports in the Monthly Labor Review. Only Delaware, Florida, and the District of Columbia have no such legislation.

In most states, laws on wage payment and wage collection protect workers against employers who fail to pay wages regularly or who do not pay in full or who do not pay at all. Most of the laws require employers to maintain regular pay days for their employees.

Fourteen states and Hawaii have wage collection provisions authorizing the labor commissioner or other administrative agency to take assignments of workers' claims for back wages. He may prosecute civil actions for their collection through the courts, without cost of the worker, if the claims are deemed valid and enforceable.

"IDEAS FOR VICTORY" SAVE OUR GOVT. OVER 22 MILLION A YEAR

WASHINGTON.—Civilian employees of the War Department through participation in the "Ideas for Victory" program saved the government an estimated \$22,242,197 during the first 12 months of the program and were rewarded \$230,714 for their prize-winning suggestions, the War Department announces.

During the first year, employees submitted 109,011 suggestions. Of this total 9,884 were adopted. Cash awards ranged from \$5.00 to \$1,250 with three employees receiving the top reward. One suggested a method of doubling the load of boxed artillery on railroad cars effecting an annual savings of \$1,000,000, while two other employees collaborated in devising a propeller straightening device which is now saving the government an estimated \$1,300,000 annually.

The program was inaugurated in June 1943 by the Honorable Henry L. Stimson, Secretary of War.

WORK — FIGHT — SAVE
N. C. Labor Is 100% Loyal

UNITED NATIONS FACTS

FROM THE FOREST TO THE SEA
MANGROVE FROM THE FORESTS OF NICARAGUA IS USED FOR THE HULLS OF HARD-HITTING P.T. BOATS OF THE U.S. NAVY

RUSH ORDER!
A BRITISH FACTORY WORKING ON A NEW INDUSTRY — UNBREAKABLE PLASTIC SPECTACLE LENSES — IS RUSHING THROUGH AN ORDER FOR A MILLION FROM THE U.S. ARMY.

NOTICE FOR DANES
THE DANISH UNDERGROUND PAPER FIVE DANES POSTED PHOTOGRAPHS OF BOMBED BERLIN ON BILLBOARDS, RESERVED FOR GERMAN PROPAGANDA.

One of the eternal conflicts out of which life is made up is that between the efforts of every man to get the most he can for his services and that of society to get his services for the least possible return.—Justice Oliver Wendell Holmes.

I. T. U. WILL REAFFILIATE WITH A. F. OF L. IN AUGUST

WASHINGTON, D. C.—Arrangements have been completed for the formal reaffiliation of the International Typographical Union with the American Federation of Labor in August.

The members of the union voted to return to the AFL fold in a recent referendum election. President-elect Randolph, of the ITU, notified AFL Secretary-Treasurer George Meany that 60 days must elapse before the union can act on the results of the referendum. He said that he would forward a check for per capita tax on 64,000 members next month. This means the union will be represented at the AFL convention in November.

TEXTILE WORKERS ARE FACING NEW CHALLENGE FOR GREATER PRODUCTION THAN EVER BEFORE

WASHINGTON.—Workers in the already under-manned textile industry in this country now face an even greater production challenge with the Army's announcement that the amount of cotton duck in the various Quartermaster depots had been reduced to the lowest levels since Pearl Harbor as a result of requirements of the Army, Navy, Marine Corps and Maritime Commission during the last six months. In addition, the Army plans to procure 28,000,000 square yards of nylon fabrics, almost double the amount now under contract.

The War Department said much of the duck, which has been stored in Quartermaster Depots, was used for items needed by all services in the stepped-up offensive operations by our task forces. These items included tarpaulins, tents, truck covers, bunk bottoms.

Virtually all American military strength in the Pacific is quartered under canvas. Throughout that area the life of canvas is much shorter than in temperate climates.

THIS IS REALLY BOND BUYING

HARTSVILLE, S. C. — Tracy Lee Brown, 26-year-old draft-exempt clerk in a Hartsville, S. C., manufacturing plant, has invested his entire salary for the past 18 months in war bonds, the War Finance Division reports. Mrs. Brown, who works in the same plant with her husband, is spending half her weekly wages for bonds. The other half goes for necessities not raised on their farm and for clothing.

S. D. ANTI-LABOR HUDSON HOSIERY LAW IS PARTLY INVALIDATED PETITIONS ARE DISMISSED HERE

SIoux FALLS, S. D.—The anti-union law passed in South Dakota in 1943 through the efforts of the Christian American Association was partly outlawed in circuit court here when the State Federation of Labor contested its constitutionality.

Judge Lucius J. Wall held unconstitutional parts of the law which limit picketing, bar soliciting of dues and members on employers' property, and would ban "interference with the free movement" of agricultural products. Parts of the law requiring unions to file annual statements of income and expenditure were declared constitutional.

FLY A BOMB TO BERLIN—PUT 10 PERCENT OF PAY IN WAR BONDS.

LABOR JOURNAL IS THANKED FOR ITS PART IN THE RECENT INFANTILE PARALYSIS APPEAL

THE NATIONAL FOUNDATION FOR INFANTILE PARALYSIS (Incorporated)

120 BROADWAY, NEW YORK 5, NEW YORK

July 14, 1944

W. M. Witter, Editor
Charlotte Labor Journal and Dixie Farm News
302 South College Street
Charlotte, North Carolina.

Dear Editor:
While all reports are not yet in, we know now that our 1944 Fund-Raising Appeal was the most successful we have ever conducted.

During this Appeal the labor press of the United States gave us particularly fine support. Undoubtedly the editors of the labor papers realized that a large share of the benefits of the National Foundation's work would return to the families of the men and women workers of America who are doing such a commendable job in America's vital Production Army.

Today, with infantile paralysis again on its summer march, I wanted to extend our sincere thanks to you on behalf of the thousands of children and adults who will be aided through your efforts and through the contributions from labor generally.

Sincerely yours,
BASIL O'CONNOR, President.

JOURNAL READERS PATRONIZE JOURNAL ADVERTISERS

ONLY 11 PER CENT OF STRIKE LOSSES WERE DUE TO A. F. OF L. WORKERS, SHOWN BY SURVEY

INDEPENDENT UNIONS RESPONSIBLE FOR 71 PER CENT OF MAN-DAYS LOST, LABOR DEPT. FINDS

WASHINGTON, D. C.—Members of the American Federation of Labor have lived up to their no-strike pledge better than any other comparable group of workers in the country, according to an official report just made public by the Department of Labor. This report shows that while the AFL comprises more than half of the organized workers in the nation, its members accounted for only 11 per cent of the total man-days lost due to strikes during 1943. Only 20 per cent of the total number of strikers were A. F. of L. workers.

By contrast, the CIO with a far smaller membership, had 44 per cent of the total number of strikers and they accounted for 16 per cent of the man-days lost.

But the most significant item in the report revealed that unions not affiliated with either the AFL or the CIO were responsible for 71 per cent of the total idleness from strikes in 1943. The chief reason for this fact was the disastrous coal strike conducted by the United Mine Workers Union, which constituted the one big blot on labor's war record during the year.

Although the number of strikes by the Labor Department reveals the effective work done by leaders of both AFL and CIO unions in halting strikes once they started.

Although the number of strikes by affiliates was proportionately large, the time lost was almost infinitesimal because through the efforts of union leaders living up to the no-strike pledge the men were persuaded to go back to work in a day or two in most instances.

The nation did not receive similar cooperation from leaders of "independent" unaffiliated unions who, in several instances, openly flouted the no-strike pledge and ordered workers to remain off the job.

One of the best records in 1943 was made by the railroad brotherhoods, most of which are AFL affiliates.

They engaged in only seven strikes and accounted for only one-tenth of the total workers involved in strikes.

Another interesting feature of the report shows that jurisdictional strikes have almost disappeared in war-time. A few AFL-CIO disputes cropped up to interfere with production, but strikes caused by jurisdictional troubles between two AFL affiliates were virtually non-existent.

Wages were the issue at stake in more than half the strikes—1,906 out of 3,734—the tabulation disclosed. Most of the wage strikes were demands for increased rates. Many were protests against adjustments of time or piece rates which workers felt would result in lower earnings; others were strikes over application of overtime rates, incentive systems, etc.

More than one-fourth of the total strikes resulted from disputes over working conditions and company policies such as seniority, disciplinary methods, racial questions, supervision or work loads. About 15.7 percent—or 535 strikes—arose from questions concerning union organization—including recognition as bargaining agent, strengthening of bargaining position, and closed or union shop recognition. Considerably more than half of the strikes involving union organization also concerned wage and hour issues.

NOTICE TO EMPLOYERS AND WORKERS

From now on all workers, male and female, must be hired under provision of the War Manpower Commission's Employment Stabilization Program. Under the new Priorities Referral Plan, all male workers, and all in-migrant female workers, must be hired through the local U. S. Employment Service offices.

Free Labor Will Out-Produce Nazi Slaves
"FIGHT — WORK — SAVE"

THE MARCH OF LABOR

ALMOST HALF OF THE SOUTHERN POPULATION WERE ON FARMS IN 1930, COMPARED TO ABOUT ONE-FOURTH FOR THE ENTIRE COUNTRY.

IN 1914, THE U.S. TARIFF BOARD FOUND THAT AFTER THE PAPER INDUSTRY HAD REDUCED THE WORK DAY FROM 12 TO 8 HOURS, LABOR COSTS DROPPED ALMOST 15%, AND THERE WAS NO INCREASE IN PAPER PRICES.

THE SENATE WAR CONTRACTS SUBCOMMITTEE ESTIMATES THAT 8,000,000 WORKERS WILL BE LEFT JOBLESS WHEN WAR OUTPUT CEASES.

BUY THAT BOMB BOND NOW!

INVEST IN THIS LABEL IN YOUR NEXT BUY!

CHARLOTTE LABOR JOURNAL

STRIVING FOR THE RIGHTS OF THE WORKERS— AND A FAIR DEAL FOR THE EMPLOYERS