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**Working For A Better Understanding Between
North Carolina AFL Unions and Employers of Labor**

Charlotte Labor Journal

A Newspaper Dedicated To The Interests of Charlotte Central Labor Union and Affiliated Crafts—Endorsed By North Carolina Federation of Labor and Approved By The American Federation of Labor.



"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause."—Samuel Gompers.

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TRUMAN DENOUNCES PUNITIVE LABOR LAWS

Green Praises President's Address To Congress

State Of Nation Speech Favorably Received By Democrats-Republicans

The following excerpt from President Harry Truman's address to Congress this week, and which pertains to Labor-Management relations, is printed for the benefit of Labor Journal readers:

Labor-Management Relations
The year just past—like the year after World War—was marked by labor-management strife.

Despite this outbreak of economic warfare in 1946, we are today producing goods and services in record volume. Nevertheless, it is essential to improve the methods for reaching agreement between labor and management and to reduce the number of strikes and lock-outs.

We must not, however, adopt punitive legislation. We must not, in order to punish a few labor leaders, pass vindictive laws which will restrict the proper rights of the rank and file of labor. We must not, under the stress of emotion, endanger our American freedoms by taking ill-considered action which will lead to results not anticipated or desired.

We must remember, in reviewing the record of disputes in 1946, that management shares with labor the responsibility for failure to reach agreements which would have averted strikes. For that reason, we must realize that industrial peace cannot be achieved merely by laws directed against labor unions.

During the last decade and a half, we have established a national labor policy in this country based upon free collective bargaining as the process for determining wages and working conditions.

This is still the national policy. It should continue to be the national policy.

But as yet, not all of us have learned what it means to bargain freely and fairly. Nor have all of us learned to carry the mutual responsibilities that accompany the right to bargain. There have been abuses and harmful practices which limit the effectiveness of our system of collective bargaining. Furthermore, we have lacked sufficient governmental machinery to aid labor and management in resolving differences.

Certain labor-management problems need attention at once and certain others, by reason of their complexity, need exhaustive investigation and study.

We should enact legislation to correct certain abuses and to provide additional governmental assistance in bargaining. But we should also concern ourselves with the basic causes of labor-management difficulties.

In the light of these considerations, I propose to you and urge your co-operation in effecting the following fourpoint program to reduce industrial strife:

Point Number One is the early enactment of legislation to prevent certain unjustifiable practices.

First, under this point, are jurisdictional strikes. In such strikes the public and the employer are innocent bystanders who

are injured by a collision between rival unions. This type of dispute hurts production, industry, and public—and labor itself. I consider jurisdictional strikes indefensible.

The National Labor Relations act provides procedures for determining which union represents the employees of a particular employer. In some jurisdictional disputes, however, minority unions strike to compel employers to deal with them despite a legal duty to bargain with the majority union. Strikes to compel an employer to violate the law are inexcusable. Legislation to prevent such strikes is clearly desirable.

Another form of inter-union disagreement is the jurisdictional strike involving the question of which labor union is entitled to perform a particular task. When rival unions are unable to settle such disputes themselves, provision must be made for peaceful and binding determination of the issues.

A second unjustifiable practice is the secondary boycott, when used to further jurisdictional disputes or to compel employers to violate the National Labor Relations act.

Not all secondary boycotts are unjustified. We must judge them on the basis of their objectives. For example, boycotts intended to protect wage rates and working conditions should be distinguished from those in furtherance of jurisdictional disputes. The structure of industry sometimes requires unions as a matter of self-preservation, to extend the conflict beyond a particular employer. There should be no blanket prohibition against boycotts. The appropriate goal is legislation which prohibits secondary boycotts in pursuance of unjustifiable objectives, but does not impair the union's right to preserve its own existence and the gains made in genuine collective bargaining.

A third practice that should be corrected is the use of economic force, by either labor or management to decide issues arising out of the interpretation of existing contracts.

Collective bargaining agreements, like other contracts, should be faithfully adhered to by both parties. In the most enlightened union-management relationships, disputes over the interpretation of contract terms are settled peacefully by negotiation or arbitration. Legislation should be enacted to provide machinery whereby unsettled disputes concerning the interpretation of an existing agreement may be referred by either party to final and binding arbitration.

Point Number Two is the extension of the facilities within the Department of Labor for assisting collective bargaining.

One of our difficulties in avoiding labor strife arises from a lack of order in the collective bargaining process. The parties often do not have a clear understanding of their responsibility for settling disputes through their own negotiations. We constantly see

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"Help me walk again..."

Join the MARCH OF DIMES
January 15-30

THE NATIONAL FOUNDATION FOR INFANTILE PARALYSIS
FRANKLIN D. ROOSEVELT

Labor Issue At Top Congressional Action

PRESIDENT HAS REQUESTED A JOINT CONGRESSIONAL STUDY OF LABOR-MANAGEMENT PROBLEMS.

Washington, D. C.—The 80th Congress opened its session in an atmosphere apparently hostile to organized labor.

Influential leaders of the new Republican majority in both houses of the new Congress emphasized their determination to enact legislation to restrict the right to strike and to hamper the activity of trade unions as the first order of business.

However, it was reported that President Truman, in his State of the Union message to Congress, would not recommend any changes in the Wagner National Labor Relations Act.

He is expected to limit his request for labor legislation to a proposal giving the Federal Government authority to intervene in strikes creating a national emergency.

The Republican program on labor legislation may be drafted by Senator Taft of Ohio, slated for chairmanship of the Senate Labor Committee, and Senator Ball of Minnesota. Ball is a co-author of the Burton-Ball-Hatch bill, which got nowhere in the last Congress.

Taft said he would urge the new Congress to re-enact the Case Bill, passed last year but vetoed. This measure was condemned bitterly by AFL President William Green and other labor leaders.

The policy to be followed by the AFL with regard to the new legislative proposals on labor to be submitted to the Congress in the next few weeks will be for-

warded from the AFL Executive Council, which will convene in Miami January 29 for its mid-winter meeting. This communication is expected, in general, to oppose legislation repressive in character and which would deprive American workers of their basic, constitutional liberties.

The strategy for bringing about defeat of anti-labor proposals will be determined at the Executive Council meeting.

Meanwhile, President Truman was reported by Louis Stark, veteran labor writer of the New York Times, to have no illusions that amendment of the Wagner Act would assure the Nation of labor peace, and that he is fully aware that this law is limited to protecting the right of employees to bargain collectively and to minimize disputes before they break into strikes, if possible.

Mr. Stark reported that it is regarded as quite possible that the President may call for a Congressional study of labor relations, but whether he will do so at this time is uncertain. In vetoing the Case Bill, he stated such a study might be advisable. This time, if he suggests it at all, it is felt probable he would propose a study by a joint Congress to decide the details.

Grave warning against imposition of restrictive curbs on labor, on grounds that they might lead to a fresh wave of strikes, was sounded by F. P. Fenton, prevented by illness from addressing the 42nd annual meeting of the

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J. J. Thomas Is Now A Captain

President J. J. Thomas of the Charlotte Firemen's local, was a visitor to the Thursday night meeting of Charlotte Central Labor Union and when asked if he had a nice Christmas he replied that he had a fine one. As The Labor Journal scribe questioned him a little further as to what Santa had left in his sock he revealed that his sock had been burst wide open on the 24th of December from his boss, the Honorable Chief Hendrix Palmer. What? Did he give you a new automobile—or truck—or— (the scribe ventured to ask) No! he elevated me from a private to a captain— Captain Thomas bellowed! "Great and congratulations to you!" ye scribe shouted.

Brother Thomas seemed so overjoyed over his promotion that one could not help but feel a part of his joy and share with him his splendid Christmas gift, for really he had some of the Christmas spirit left over even past the new year's birth.

Mr. Thomas started out with the Charlotte Fire Department 20 years ago and naturally he has witnessed and participated in many fires and also has seen many changes take place in city affairs since he has been a fireman. His stories no doubt would fill several books and would be interesting reading.

Following Mr. Thomas' elevation to the position of a captain he was given an assignment at Morris Field by Chief Palmer and now is in charge of the station out there. The Morris Field station has been assigned one truck and seven men. It is housed in a nice building which was constructed by the Army during the war days and the alarms coming in to the station are made via telephone. Fire hydrants dot the little city and with Captain Thomas and his firemen on the job out there the veterans, and business firms, and others may rest assured that they will have the best fire protection to be had.

The Labor Journal joins the firemen, Charlotte Central Labor Union delegates and others in extending sincere congratulations and best wishes to Captain Thomas in his new position and assignment.



J. J. THOMAS
President of the Charlotte Firefighters Local, who was recently promoted to a captaincy by Fire Chief Hendrix Palmer of the Charlotte Fire department.

However, AFL Head Says Proposals Will Receive Further Study

Labor Peace Major Key To Production

New York City.—Analyzing 61 wage and employment-guarantee plans, the National Industrial Conference Board declared that companies with successful plans have usually had a long history of harmonious labor relations.

Employe-security plans have marked another step in a liberal program of employe benefits, the board said.

As to operational success, half the plans studied had been discontinued—most of them after less than five years' trial. Two of the programs, on the other hand, are still in effect 20 years after initiation.

Implicit employer-employe confidence and co-operation are of prime importance to the successful operation of an annual-wage plan, the board observes, adding: "During a period of depression, where it may be necessary to restrict the plan's provisions to keep it operating, there will be employe suspicion and unrest unless the workers have confidence in the motives of management."

"Even though a guaranty plan makes a valuable contribution to employe security, it probably will not attain its maximum effectiveness unless the plan is thoroughly explained to the wage earners concerned. To this end the board finds that all media of employe communication within the organization should be used.

"Several of the plans surveyed were unsuccessful simply because they were announced to employes without preliminary discussion of the aims and details of the program. The problem, as executives see it, has been to educate the employes as to the benefits of such programs, particularly those younger employes who never experienced the work spreading and layoffs prevalent during the thirties."

Experience has shown, the survey notes, that the company which has a collective-bargaining agreement may do well to consult with union representatives in the formulation of the plan and obtain their support. In some companies, plans inaugurated without previous consultation with the union have met with suspicion and fear that management was instituting this measure as a means of undermining the union.

TYPOGRAPHICAL UNION HELD MEETING JAN. 5

Charlotte Typographical Union No. 338 held its regular monthly meeting Sunday afternoon, January 5, in Labor Temple. A nice crowd was present. Routine business was transacted and the report of the local commercial shop scale committee was heard. Negotiations are underway in the commercial shops for a new contract for the year 1947.

The applications of several new applicants were received for consideration.

Washington, Jan. 6.—William Green, president of the American Federation of Labor, said this week at the objectives outlined in President's Truman's message to Congress "should be endorsed by all the American people."

"However, two big questions, confront organized labor," he added.

"The first is whether Congress will see fit to enact it as it stands and as a whole, or whether the lawmakers will reject the constructive recommendations and limit their actions to the passage of restrictive legislation, perhaps far more sweeping than the President suggests."

"The second question is just how far the President intends to carry the fight for his program as a whole."

"These matters must be given due weight before the trade union movement can make any final commitment."

Green said that "the need for a greater measure of industrial peace is unquestioned."

As the President stated, industrial peace cannot be achieved merely by laws directed against labor unions. Nor can it be achieved, Green said, if our general democratic freedoms are endangered by "punitive legislation."

"In emphasizing these fundamental principles, the President has shown real statesmanship and has rendered the nation a great service," Green said. "Hasty and ill-considered action by Congress in a spirit of revenge will accomplish more harm than good."

He said the organization shared Mr. Truman's view "that jurisdictional strikes are indefensible and his insistence that such disputes be settled by peaceful means."

"Whether prohibitory legislation is the answer to this problem is a question which will require future study. The same is true with respect to the recommendations on secondary boycotts and compulsory arbitration of disputes arising from differing interpretations of existing collective bargaining contracts."

The recommendations will be placed before the AFL executive council on January 29 in Miami for determination of the AFL's future policy.

CIO President Philip Murray, in New York, had no immediate comment. Nor did John L. Lewis, president of the United Mine Workers.

The regular monthly meeting of Charlotte Local of the International Printing Pressmen and Assistants' Union of North America was held Wednesday night in Labor Temple and new officers for the coming year were elected, it is understood. Routine matters were disposed of during the session. The Pressmen have contracts with the newspapers and several commercial shops and their membership is growing.