

# Editorial

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## LONG DAILY AND WEEKLY HOURS DESTROY EFFICIENCY, UP COSTS

The 8-hour day and 5-day week yield better results in terms of efficiency, absenteeism and work injuries than do longer daily and weekly hours.

This is the conclusion reached by a Labor Department report on case studies of how human beings react to changes in work schedules.

The survey, on which the report was based, covered 34 plants with various daily and weekly patterns of hours in a considerable variety of manufacturing activities. The effects of every pattern of hours were observed for at least 6 months and frequently for a year or more.

In most instances, and up to a certain point, longer hours yielded increases in total output, but these did not measure up to the increases in hours.

As a rule workers under wage incentives and at routine and repetitive jobs in which they were in complete control of the speed of operations were able to obtain only two hours of output for every three hours of work when hours exceeded 48 a week.

Up to the 48-hour level efficiencies were fairly well maintained, although the weekly output suffered from greater absenteeism and a higher incidence of work injuries. In terms of labor cost, hours in excess of 48 a week meant four and one-half hours' pay for two hours' output.

The study was begun in the war and extended through the postwar period.

The data obtained apply almost entirely to workers paid under some form of incentive system, such as piecework, a bonus system, or prescribed output levels for specified wage rates.

The survey did not permit a determination of the comparative effects of fewer than 40 weekly hours.

However, the findings are so interesting and significant that individual employers may be impelled to conduct studies to determine the work schedule that yields optimum efficiency for their own types of operations.

Absenteeism, it was found, generally increased as hours increased, and particularly when a sixth or seventh work day was added. The higher absenteeism was caused in part by a higher incidence of work injuries and in part from the need for more rest or the need to attend to personal matters.

Longer hours usually resulted in a higher frequency of work injuries. Sometimes a strong safety organization was able to hold down the increase to match the lengthening of hours, but at times the injuries increased at great disproportions, regardless of managements' efforts.

An analysis of daily output data indicates that the effects of fatigue on workers were not reserved for overtime hours. During the 5-day, 40-hour week daily efficiency tended to work up to a peak on Wednesday or Thursday, with only a slight drop on Friday.

When daily hours were extended to 9 to 10, but still retaining the 5-day week, the midweek spurt disappeared and one day was about as good as another. When a sixth day was added, usually of eight hours, the daily output dropped to a still lower level.

## WAGE LAW VIOLATED BY 9% OF EMPLOYERS

Nine per cent of the 30,000 plants inspected by the Department of Labor between July 1, 1946 and March 31, 1947, failed to pay the 40-cent hourly minimum wage required by law.

William R. McComb, Administrator of the Wage and Hour and Public Contracts Division, said:

"Although inspections were made only on a selective basis, and on complaints, the fact that violations of the modest 40-cent-an-hour minimum wage under the Wage and Hour Law still were found is shocking. Industry as a whole must be amazed to learn that some employers still are paying less than \$16 for a 40-hour workweek."

It is indeed "shocking" to learn that 2,900 employers still resort to chiseling and "sweat shop" methods by refusing to pay a wage minimum which is generally recognized as being too low to provide a minimum standard of decency.

The AFL has fought for an increase in the minimum wage to at least 65 cents an hour and has been joined by numerous organizations in its support of such legislation before Congress. That the 80th Congress failed to act on this matter during the session just closed is further proof of its anti-labor attitude and its favoritism for special interests.

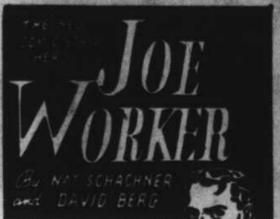
McComb's report showed other wholesale violations of the overtime and child labor provisions of the law. More than \$6,800,000 in back wages were recovered for workers as a result of prosecution by the Labor Department of violators that were apprehended.

## I. T. U. PRESIDENT LOSES WIFE

Word has been received in Charlotte that Mrs. Agnes M. Randolph, wife of Woodruff Randolph, president of the International Typographical Union, passed away in Indianapolis on July 24th following an illness of 18 months.

Mrs. Randolph was born in Chicago and lived there until she removed with her husband to Indianapolis about 20 years ago, when Mr. Randolph was elected Secretary-Treasurer of the I. T. U. She was well-known personally to thousands of union printers throughout the United States and Canada, having attended all I. T. U. conventions with President Randolph.

Charlotte members of the International Typographical Union extend sincere and deep sympathy to Mr. Randolph and children in their great loss and The Labor Journal joins the local typos in messages of condolence.



**JOE WORKER**  
BY MAX SCHACHTER  
AND DAVID BERG

NATIONAL LABOR SERVICE



WE WANT CONGRESS TO KNOW IT'S A FAIR ARGUMENT, BUT WE CAN'T DO IT BY JUST TELLING THEM. WE'VE GOT TO GIVE THEM FACTS!



I GET IT. YOU WANT US TO GET JOBS INSIDE SOME BIG OUTFIT THAT DISCRIMINATES AND FIND OUT WHO'S REALLY TO BLAME:



BUT JOE! HOW WOULD WE KNOW? WE CAN'T PASS AS - SAY - JEWISH - OR COLORED?



NOT COLORED, OF COURSE. BUT JEWISH? IT'S THE BUNK YOU CAN TELL A MAN'S RELIGION FROM HIS FACE, BUT IT'S TAKING SAKRY EYEBROW AND DEGREE SHOWS FATHERS WITH US.



THAT WAS STUPID OF ME. WHERE IS THIS PLACE, BILLY?



MAAMOTH HILLS IN MLLTOWN'S BEEN RAISING THE LOUDEST SQUAWK.



SO - A WEEK LATER - MLLTOWN HAS FOUR STRANGERS IN ITS THRIVING MDSY.

## JAPANESE UNIONS GAIN IN STRENGTH

Washington, D. C.—Nearly half of Japan's wage earners now belong to free trade unions, according to a report released by the Department of Labor.

A report prepared by Theodore Cohen, former chief of the American Military Government's labor division at Tokio, disclosed that 5,000,000 Japanese are now union members, most of them for the first time.

Before the war, Nippon had only a weak union movement, and even that was suppressed in 1940 when the government established a totalitarian state with a Fascist "labor front."

All that was changed when General MacArthur and his occupying force landed on the island, Cohen pointed out. One of MacArthur's earliest directives, back in October, 1945, was to abrogate all repressive laws, dissolve the labor front and institute legislation "legalizing unions and encouraging collective bargaining."

"Workers responded in an unprecedented manner," Cohen declared. Within 18 months union membership shot up to a point more than 10 times greater than pre-war.

This was particularly true on the railroads, he said. Nearly all "Iron Horse" employes organized, and today the Railway Workers' Federation has nearly 600,000 members, working under signed agreements with the managements.

Workers were given "wide latitude" to strike, except where the United States military occupation would be directly affected. Many bitter labor disputes arose, but "man-days lost through strikes have amounted to only one-tenth of 1 per cent of time worked," he said.

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## AFL 1947 Convention Calendar

(Following is a list of conventions scheduled for this year by National and International Unions and State Federations of Labor under the banner of the American Federation of Labor. This list is not complete. Addition will be announced later.)

- \*Aug.—Nevada State Federation of Labor—Ely.
- Aug. 11—North Carolina State Federation of Labor—Wilmington.
- Aug. 11—United Garment Workers of America—Oshkosh, Wis.
- Aug. 11—Int. Bro. Teamsters, Chauffeurs—San Francisco.
- Aug. 16—International Typographical Union—Cleveland, Ohio.
- Aug. 18—International Photo Engravers Union—Chicago, Ill.
- Aug. 18—Wisconsin State Federation of Labor—Green Bay.
- Aug. 18—Utah State Federation of Labor—Provo.
- Sept. 8—Amal. Ass'n Street and Electric Ry.—Los Angeles.
- Sept. 8—International Chemical Workers—Washington, D. C.
- Sept. 8—Nebraska State Federation of Labor—Hastings.
- Sept. 8—Kentucky State Federation of Labor—Bowling Green.
- Sept. 9—Connecticut State Federation of Labor—Undecided.
- Sept. 9—United Ass'n Plumbers and Steamfitters—Undecided.
- Sept. 15—Ohio State Federation of Labor—Cincinnati.
- Sept. 15—Int. Bro. Pulp, Sulphite and Paper Mill Wks.—Milwaukee.
- Sept. 16—Minnesota State Federation of Labor—Hibbing.
- Sept. 16—Brotherhood Railroad Trainmen—Miami Beach, Fla.
- Sept. 20—New Hampshire State Federation of Labor—Concord.

## THE MARCH OF LABOR

**AVERAGE WEEKLY EARNINGS FOR WORKERS IN ALL MANUFACTURING INDUSTRIES IN 1946 WERE \$45.**

**ONE OUT OF FOUR AMERICAN SCHOOL CHILDREN HAS A TEACHER WHOSE SALARY IS LESS THAN \$1000 A YEAR.**

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## Federation of Labor—Concord.

Sept. 20—American Wire Weavers Protective Ass'n—New York City.

Sept.—Mississippi State Federation of Labor—Jackson.

Sept. 22—Illinois State Federation of Labor—Peoria.

Sept. 11—Oklahoma State Federation of Labor—McAlester.

Sept. 11—Arizona State Federation of Labor—Tucson.

Sept. 12—Int. Union Wood, Wire and Metal Lathers—Los Angeles.

Sept. 25—West Virginia State Federation of Labor—Charleston.

Sept. 29—Metal Trades Department—San Francisco.

Oct. 1—Building and Construction Trades Dept.—San Francisco.

Oct. 2—New Mexico State Federation of Labor—Carlsbad.

Oct. 3—Union Label Trades Department—San Francisco.

\*Oct.—Railway Mail Association—Jacksonville, Fla.

Oct. 6—International Asbestos Workers—Undecided.

Oct. 20—Commercial Telegraphers Union—Los Angeles.

Nov. 17—International Automobile Workers—Milwaukee.

Dec. 6—International Bill Posters—Chicago.

\*Date not definitely set.

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