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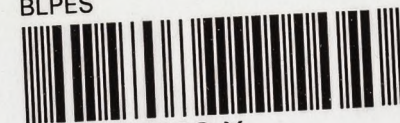
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Labor

LEAGUE OF WOMEN SHOPPERS, Inc.
220 Fifth Avenue New York, N. Y.

A GLOSSARY OF LABOR TERMS
by
Leane Zugsmith

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FOREWORD

In the big Funk & Wagnalls standard dictionary we could not find such modern words as **blacklist**, **check-off** and **casual workers**. Labor is building up for itself a new world and for this new world it needs a new language. This new language has the color and vitality of great human movements.

Where there are not new words there are old words with new meanings. The front page of the daily newspaper would be confusing to the man or woman of fifty years ago, to the man of one hundred years ago it would be gibberish. This special glossary of labor terms has been running for one year in **The Woman Shopper**, monthly publication of the League of Women Shoppers. Our members and members of other organizations have asked for the definitions in more permanent form. Definitions is a cold word, but the brief ones in this pamphlet carry with them a strange excitement.

LEAGUE OF WOMEN SHOPPERS, Inc.

Members, friends, organizations, clubs, societies, church groups, and unions may have the pamphlets in quantity at the prices listed below:

25 to 100 copies 4c per copy
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AMALGAMATED CRAFT UNIONS . . Related craft unions that have merged into a single body of all skilled workers either using the same kind of tools or using their tools to produce similar products. Since unskilled workers are not eligible, this type of union is a halfway house between the craft and the industrial union.

ARBITRATION . . The hearing and judging of employers' and employees' sides of a controversy by outside persons who may have been chosen or who may have been appointed under statutory authority. Voluntary submission of a dispute to arbitrators and voluntary acceptance of the decision by both disputants are infrequent. Compulsory arbitration, with or without compulsory acceptance of the award, deprives workers of their strike weapon and cancels the value of collective bargaining.

AWARD . . The decision handed down by the arbitrator or arbitrators of a dispute submitted by employers and employees. Even in situations where arbitration is compulsory, the award is not always accepted by the less favored disputant. Employers advocate compulsory arbitration in which strikes are prohibited before, during and for a period after the proceedings. Then, if the award does not satisfy the employers, they may refuse to abide by it, having been strengthened by their employees' enforced delay in strike action.

BLACKLIST . . A list of the names of unionists, and sometimes workers merely sympathetic to unionism, circulated among anti-union employers to aid them in discharging employees whose former strike or union activities in other plants may be repeated in the new place of employment. Often the lists are maintained by employers or trade associations and are checked before hiring a new employee. If any applicant's name is on such a blacklist, he is refused the job he is seeking. It is difficult for him to obtain actual proof of this kind of discrimination, since the lists are secretly circulated.

BOYCOTT . . Derives from Captain Boycott, a land agent in Mayo, Ireland, whom the tenantry refused to patronize in 1880. Before the American

Revolution, American colonists boycotted English goods. The acts of the English parliament in restricting American colonials to the production of raw goods and in prohibiting manufacture of such goods were not called a boycott. Sanctions and tariff walls are some of the names given to the boycott when exercised by national governments. When trade unions do so, they are, in many states, breaking the law through "conspiracy against trade." Injunctions handed down to ban boycotts during industrial disputes have caused heavy fines to be levied on some union members and the imprisonment of others.

CASUAL WORKERS . . Workers without a trade or skill who, not being attached to a particular industry, are irregularly employed. Many of them become migratory workers, perhaps following the crops during the harvest months and construction projects during the cold months. Women and children, especially in the agricultural division, number among the itinerants. Their pay, working and living standards are usually subsistence.

CENTRAL LABOR COUNCIL . . A federation of union locals of various trades in a city or county. Operating under slightly differing names in different localities, these councils consider and act on matters of general benefit to workers in the vicinity. Each union local has a stipulated number of delegates with voting power, who participate in regular meetings of the body.

CHECK-OFF . . An arrangement between the management and its organized employees whereby the employees' union dues are automatically deducted from their pay envelopes and forwarded to the union. This is practicable chiefly in closed or preferential shops. In large plants, the check-off is a convenience, in that it eliminates the necessity of collectors spending much time gathering dues.

CLOSED SHOP . . In such a place of work, the employer has signed an agreement with the union that serves as bargaining agent for his employees. Covering wages, hours and other working conditions, the agreement also stipulates that the employer shall hire only union labor. In large plants, hiring is usually done through the union. In many small shops, the union workers will see to it that the employer observes the agreement as to union labor, or they will make certain that new employees are immediately made union members. Employees in closed shops may be discharged for incompetence but not for union activities. One

of the functions of the shop committee set up in union shops is to judge causes of dismissal, as well as all other grievances.

COLLECTIVE BARGAINING . . The procedure by which unionized employees negotiate, through their chosen representatives, as to the wages, hours and working conditions to be allotted to them in exchange for their services. If recognition of the union is not included in the agreement, any other benefits are imperiled. The parleys may be carried on with individual employers or with associations of employers and union representatives not employed in the shop involved.

COMPANY TOWNS . . Exist in large numbers in the United States, especially in the basic industries. Employees are compelled to rent company-owned houses, priced far above their value; to buy at company-owned stores, where charges are excessive; attend company-owned churches; frequent company-owned amusement places, if any; pay fees to a company-hired doctor; and to contribute towards future burial in the company-owned burial plot. Union men and organizers are not wanted in company towns which are sometimes barricaded and policed by company guards. Often, employees and their families must obtain passes if they wish to take a leave from the town.

COMPANY UNION . . An employee-representation plan to create the appearance, in anti-union plants, of employees having a voice in the determination of their wages, hours and working conditions. Minor grievances are ironed out by this machinery. Major proposals, affecting wages, hours or dismissals, are settled by the management which, almost invariably, has the final or deciding vote. For company-union men, isolated from workers in like crafts or industries, the effectiveness of the strike weapon is foredoomed.

CONCILIATION . . This form of peace-making is distinguished from mediation only in that conciliation proceedings are possible without the intervention of an outside agency. Through collective bargaining, employers and employees may arrive at a stage in conciliation which is followed by a union agreement.

CRAFT UNION . . Usually composed of highly skilled workers, with steep requirements for the admission of apprentices, the craft union is an association of workers who use the same kind of tools in their work. Because the eligibility of members is determined by the type

of tools used in common, the craft union is usually one of many separate, autonomous craft unions within a single industry. Its structure is also called horizontal unionism. See: **Jurisdictional Disputes.**

DUAL UNION . . A union that has been organized in an industry or section of industry where another union was previously established. Such duplication may stem from workers' dissatisfaction with the methods of the union first holding jurisdiction or from too stringent provisions of a closed union that bars many applicants. Expulsion of union members because of their political viewpoints has led to the necessity of the expelled unionists forming their own unions. See: **Jurisdictional Disputes.**

FEDERAL UNION . . An association of workers in the same craft, directly affiliated to the A. F. of L., because there is no national or international union in the field or territory. Members pay a much higher per capita tax to the A. F. of L. than do members of internationals; and these federal trade locals are strictly under the parent body's control. When there are not sufficient members of one craft even to form a federal trade local, workers in the industry or plant, regardless of their separate crafts, may be granted a federal labor local charter by the A. F. of L. Again, such type of organization is determined by the absence of international unions for the crafts involved; and the federal labor local is also under the direct control of the A. F. of L.

FINK . . To fink, in terms of the underworld, is to turn informer. In labor terminology, the name dates back to the early days of the I.W.W. and labels the man who is paid to act as a strikebreaker. Usually a mercenary, hired through strikebreaking agencies, the professional strikebreaker rates lowest of rank in the trade. Rarely capable of doing the work of the striker he replaces, he is employed chiefly to give the appearance of activity in the plant.

GENERAL STRIKE . . In which all or the majority of wage-earners in a city, state or nation stop work by the walkout, the sitdown, or a combination of both.

GRAVEYARD SHIFT . . The night shift of workers. In many states, laws have been passed prohibiting night work for women and children in

certain industries, but there are no laws for men. Where night work exists, workers are sometimes alternated between night shifts and day shifts. The physical strain is even worse on workers employed solely on night shifts. Aside from the menace to health, such workers are unable to participate in normal social activities.

GRIEVANCE COMMITTEE . . A committee, elected by the workers and officially recognized by the management, that meets with management representatives to discuss and iron out grievances within a shop. Such committees are often to be found within company unions, but they cannot exert any real influence unless they are subdivisions of locals of outside unions.

HOMEWORK . . Labor, paid for on a piece basis instead of a time basis, that can be done at home, usually by women and children. The worker does not need to check in and out of the factory at specified times. The employer does not need to observe union regulations or state and federal labor laws as to working conditions and pay. He is thriftily making sweatshops of other persons' homes.

HOOKER . . An operative of a labor spy agency who bribes or deceives employees or union officials to give information about the activities of their co-workers. The employer hires the labor spy agency; the agency hires the hooker; and the hooker's business is to make stool pigeons of workers.

HOT . . Used chiefly among the maritime workers' unions where it is slang for a ship or a shipping line or cargo that has been struck. This brief adjective, when used by members of unions directly involved or by members of related unions, implies: we-won't-scab-on-struck-work.

INDEPENDENT POLITICAL ACTION . . Direct participation in politics, through labor's own party, in order to elect representatives who will enact legislation fair and favorable to labor. The non-partisan A. F. of L. lobbies for advantageous labor legislation through Democratic or Republican office-holders, either friendly to labor or eager for labor's votes; candidates but not parties are supported by the A. F. of L. Trade unionists who advocate the formation of a farmer-labor party point to the record of slow, uphill and meager gains in favorable labor legislation. They believe that only laborites, directly representative of labor, voted

into political positions by labor, can be relied upon to establish legislation helpful to wage-earners.

INDEPENDENT UNION . . A union that is not affiliated to a centralized federation of unions such as the A. F. of L. or the C.I.O. Some of the Railway Brotherhoods are independents.

INDIVIDUAL BARGAINING . . The procedure of the individual employee in discussing with his superior his wishes as to an increase in wages, or his objections to a decrease, or other matters relative to his economic welfare. Such conferences are not only becoming increasingly unsuccessful but literally impossible with the growth of mass-production industries, run by large-scale corporations, where personal relationships between management and employees are non-existent. Anti-union employers call the man who bargains individually, instead of through his union or collectively, a free man. But it usually develops that he is free only to look for another job, if the management does not grant his wishes.

INDUSTRIAL ACCIDENT . . Injury to a worker in a plant, often resulting in death. More than three-fourths of such deaths and disabilities out of the 3,000,000 that occur annually in the United States could have been prevented by improved working conditions and the use of modern safety devices. Overfatigued or over-speeded-up workers may themselves cause accidents. Machines or structures in poor condition, feeble lighting, slippery floors, steep stairways and hazards peculiar to certain dangerous industries also cause such disasters. State safety laws are rarely enforced rigidly and are easily and frequently disobeyed. And not all kinds of injuries are compensable in such states as have passed workmen's compensation laws.

INDUSTRIAL ESPIONAGE . . An instrument created and supported by anti-union employers for the purpose of discovering and stamping out unionism among employees. Hundreds of labor spy agencies flourish in this country. Strike-breaking and, sometimes, munitions manufacturing are other profitable enterprises of these agencies, so that it often becomes necessary not only to uncover labor unrest but to produce it. The operatives, many of whom have criminal records, usually become workers in a given plant. If they can learn of the existence of a union, they join, become active and try to capture official positions, while they daily supply their agencies with diaries. The subsequent destruction of unionism and the demoralization of the spied-upon workers have been strikingly revealed in the 1936-37 hearings before the LaFollette Subcommittee of the United States Senate Committee on Education and Labor.

INDUSTRIAL UNION . . An organization composed of all the workers in a particular industry. Skilled and unskilled workers, alike, are eligible to this type of union. They need not have a craft in common; all that is required is that they work in the same industry. Also called vertical unionism.

INJUNCTION . . The use of a court order which may be given with or without a hearing, depending upon the laws of the state, to curb assemblage, picketing, or any other strike activity. The employer files a complaint with a judge "sitting in equity"; this complaint attempts to prove that damaging acts have been committed or could be committed not only by the strikers but by the officers of their union. A single judge may then issue an order restraining any one engaged actively or sympathetically on the workers' side of the dispute from all strike activities, sometimes including even mentioning that a strike exists. Some states and the federal government have passed laws making it difficult for employers to obtain injunctions; many states have not. Long prison sentences have been imposed on violators of such injunctions.

INTERNATIONAL UNION . . Or national, if the organization has no locals in Canada or Mexico. This central body, through its executive board and conventions, controls all affiliated local units in its particular craft or industry. Usually its national executive board has the power to forbid strikes by shops or locals, although the constitution of some internationals grants autonomy to locals. Members of local units pay per capita dues into the international, so creating a treasury that will support national organizers, and build up unemployment, sickness, death and strike funds. Some internationals provide transfers to members who move to another area. The executive board can create new locals and suspend charters. Internationals affiliated with the A. F. of L. lost much of their power and autonomy when the A. F. of L. executive council was given, in 1936, the power, that formerly belonged to the A. F. of L. as a body, to expel internationals.

JURISDICTIONAL DISPUTES . . Controversies between separate unions as to which one's members shall work on a particular process. Also as to which union hitherto unorganized workers shall belong; and, infrequently, as to which union workers in a particular geographical area shall belong. An example of the first type of conflicting claims was that of the Painters contesting with the Electrical Workers for the right to paint electric poles and alarm boxes. Although the A. F. of L. has agencies to deal with such battles among its member unions, it will probably be unable to avert them

entirely so long as the craft-union structure continues. Changes and overlappings in industry and the rivalry between the A. F. of L. and the C.I.O. are also sources for these quarrels that lead one union to employ its members as strike-breakers against another and, consequently, as an aid to the struck employer.

KICKBACK . . The practice of compelling employees to return a portion of their wages to their employers or to their contractors. The wage terms approved by the union exist only on paper and are violated in reality. Strong unions with honorable officials and militant rank-and-file members can and do guard against such covert acts.

LABOR RACKETEERS . . Unscrupulous union officials who use their positions to extort money from employers, preying on workers and society alike. Often in collusion with the underworld, political machines, corrupt police and employers, these officials may threaten strikes or picket lines and use gangster methods of violence to plunder for themselves. Sometimes the union members have no knowledge of their officers' activities. Sometimes they do and their opposition is answered with strong-arm tactics by their officers, who have already taken care that democratic procedure has been sifted out of the union's constitution and rules. Rank-and-file members can and do rid their unions of such officers.

LABOR TURNOVER . . Originally, the act of a master transferring an apprentice to another master to complete his time; now, dismissals and resignations. The employer usually computes his turnover on an annual percentage basis; a 50% turnover for the year 1936 means that dismissals and/or replacements are equal to half the normal number of persons on his pay-roll. Many firms that appear progressive, because of private old-age pensions, actually have little to pay since their turnover is so great that few employees are kept long enough to be entitled to a pension.

LAY-OFF . . Temporary suspension of employment. Fear of the lay-off, particularly in industries addicted to the mass lay-off, is demoralizing to workers. See: **Seasonal Workers**.

LOCALS . . Subdivisions of a national or international union, whose composition is determined by the number of union members in the industry

or craft within a given geographical territory. Certain shops may have separate locals such as the printers' chapels in various newspaper plants. There may also be locals of all workers within a shop; these would be industrial locals.

LOCKOUT . . Dismissal of a group of workers, often as a reprisal for union activities. Efforts of the union to reinstate these workers may assume the form of a strike. A lockout, thus, may cause a strike, but it is not a strike until the workers within the shop join their locked out companions and take aggressive steps to win their reinstatement and demands.

"LOYAL" WORKER . . The employer's title for the man who scabs on his fellow workers. Most workers believe that loyalty to their fellow workers is the best way to promote industrial progress. Sometimes, employers, anticipating possible strike situations or outside unionization of their employees, form company unions under such names as "Loyal Workers' Club." Newspapers often neglect to place quotation marks around "loyal" workers.

MEDIATION . . Intervention of a third party, often a public official, acting as an impartial friend of both employers and employees, in order to effect an agreement between them. The mediator may meet separately with each side or he may bring them together for the discussions. His task is not to pass judgment but to attempt to break down each side's opposition and to discover common ground for an agreement.

MINIMUM WAGE . . The least amount of money, according to contract or according to law, that an employer can pay his employees. The sum may be determined by living-wage standards or by value of service. The United States Supreme Court in upholding the Washington state minimum wage law in 1937 considered not the value of services rendered but the fixing of minimum wages on the basis of "services that are performed in particular occupations under normal conditions." Minimum wage laws, where they exist, usually refer to a flat bottom rate for women, according to the industries in which they are employed. In union contracts, where chief security and highest standards for minimum wages obtain, the differentials of bottom wages are often determined by the degrees of skill involved in different types of work. Anti-unionists who say that minimum wage rates level all wages to their low have been answered by workers in industries where minimum wage rates prevail without tending to become the maximum.

MISSIONARIES . . . Strikebreakers hired to establish themselves on a friendly footing with strikers and their relatives. Called "industrial diplomats" by strike-breaking agencies, these men and women visit strikers' homes, sow dissension among the more timid members of their families and spread distortions about the integrity of the union, so as to persuade strikers individually to return to work before the strike is settled.

NOBLE . . . Called a guard by the strike-breaking agency for whom he works. In a higher caste than finks, these mercenaries are, like many finks, however, frequently recruited from the criminal world. Their protection to strikebreakers and to employers' property often results in the murder of strikers. Their interest in prolonging a profitable strike-breaking job may lead them to initiate violent methods in strikes too peaceful for their taste.

OCCUPATIONAL DISEASES . . . Diseases, some of them fatal, some of them incapacitating the victim for life, some less serious, contracted by workers in mines, factories, foundries, quarries, glass works, etc. Consumption, brought about by work in the mills, silicosis, contracted by drillers exposed to silica dust, hatter's shake and lead poisoning are only a few among the dread illnesses prevalent among workers in varying trades. The legislation pending in some states to make the contraction of some of these diseases compensable may tend to cause employers to use available safety measures to protect their employees. The Gauley Bridge tragedy, in which nearly five hundred workers died or are still dying of silicosis, has its parallels in industries all over the country.

OPEN SHOP . . . In the 1920's this was called the American Plan. Open shop employers enjoy the liberty to hire and to fire their employees for any reason and maintain that their employees enjoy the liberty to work in such jobs without having to belong to a union. Almost always, such shops are closed to all workers whom employers may regard as unionists or "agitators." Open shops are breeding places for blacklists, labor spies and reprisals against men discovered to be union members.

OVERTIME . . . The additional period of time for work beyond the stipulated work-hour day. Such extra working time often impairs workers' health and efficiency. Where overtime is unavoidable, union contracts provide either for more than the ordinary pay rate per hour or for time off equal to the overtime.

PART-TIMERS . . . Employees who work only a fraction of the day or a fraction of the week. Paid either on an hourly or on a daily basis, part-timers not only make less money than regulars but they are often ignorant of what hours or days of the week they will be hired. In some cases, they are not technically on the pay roll and are thus deprived of seniority and pension rights, if such benefits exist for the regulars. Frequently part-timers spend carfare and wait long periods in the shop merely in the hope of being called.

PATERNALISM . . . The control of employees' wages, hours and working conditions by their employer who views his relationship to his workers as that of father to dependent children. This form of dominion prevents workers from developing their own standards of employment and, through subtle kinds of coercion, sidetracks trade unionism. At its best, when it is called benevolent paternalism and may bring about fair wages and working conditions, it still allows the employer to be the sole judge of what constitutes his employees' well-being. There is question whether, even at its best, such a relationship produces fair wages and working conditions. But there is no question that such employees remain dependent on the good will of an individual who may die, or sell out, or alter his intentions.

PER DIEMS . . . Employees who work by the day and are paid by day wage-rates. Used chiefly in the mercantile industry.

PIECEWORK . . . Work paid for by the piece or unit of production instead of the time employed. Piece-rate payment is frequently based on the output of a group or squad of workers who may be unable to calculate accurately what their compensation should be. Far from tending to reward the most efficient workers and penalize the least efficient, piece wages foster the speed-up and as the speed-up is increased, the rates of pay are proportionately lowered. Only when the speed of the work is outside the control of the operator, and when effective shop organization secures the worker the result of his greater work intensity, can any advantages be achieved through this type of work.

PREFERENTIAL SHOP . . . Here, the management in hiring gives preference to members of the union with which it has a contract. If the desired new employee is unavailable through the union, the employer may hire from non-union sources. Either immediately or within a fixed period, the new employee must join the union.

RACKETEER UNIONS . . There are none. See: **Labor Racketeer**.

RANK-AND-FILE . . The bulk of the working members of a union, as distinguished from the union's officers. Derives from the military, where the rank-and-file is composed of privates and non-commissioned officers in contrast to commissioned officers. In unions where the rank-and-file participates in policy making and all activities of the union, democracy and strength are assured.

RAT . . A disease-spreading rodent. In reference to human beings, denotes the individual who becomes a scab, strikebreaker or fink.

REAL WAGES . . Wages measured in terms of purchasing power. A worker who receives a one-dollar weekly pay rise within a period where commodity prices concurrently rise, so that his weekly expenditures also rise one dollar above what they formerly were, has received no increase so far as his real wages are concerned.

RUNAWAY SHOP . . A production plant that has been removed to another territory by its owners in order to evade union regulations or state laws that protect the welfare of the worker. Such factories and mills usually move to backward states or areas where labor organization has not made much headway. The textile industry deserted the north for the south to gain such advantages for the employer. Many states advertise "cheap labor," often meaning woman and child labor, to attract such enterprises. Employers' organizations and Chambers of Commerce sometimes provide free sites; and local politicians will promise protection against pickets. Such shops endanger union standards elsewhere.

SABOTAGE . . From the French, in whose country in the late 19th century, the Syndicalists made popular among trade unionists this device to prosecute their aims. With less enduring names, this practise by employees of hampering, in some instances of damaging, work in order to gain their demands has existed since the earliest times that men were hired or bought by other men for the latter's gain. The train that does not arrive on scheduled time because workers are supporting fellow workers in a strike or because, instead of striking, they have purposefully delayed it, is an instance of sabotage.

SCAB . . The employee who does not join his fellow workers in their attempts to better their conditions, especially when the culmination of such efforts becomes strike action. The term is also used for all kinds of strikebreakers. See: "**Loyal**" Worker; Rat.

SCRIP . . The obsolete definition of scrip as "a mocking gesture" holds good for contemporary company towns where workers are paid off in cardboard or metal representation of currency. The scrip is redeemable at face value only in company stores where commodities usually are priced considerably higher than in outside stores. As the lesser of two evils, workers in company towns often prefer to trade in their scrip, for less than it is supposed to represent, at outside stores where commodities are priced lower. In either instance, they do not receive the full value of what they were supposed to have been paid.

SEASONAL WORKERS . . Wage earners attached to an industry which, because of its nature, has regular seasonal lay-offs. In the strongly organized garment industry, which has two seasonal lay-offs, union workers rest secure as to regaining their jobs after each lay-off.

SENIORITY . . The length of an employee's term of continuous service with one firm. Seniority rights are important considerations in union contracts in relation to employees' advancement and as a protection against the discharge of employees, in relation to the number of years employed, by employers who may want new young faces or who don't like the color of their union cards.

SEMI-SKILLED WORKER . . Compared to the skilled worker, the semi-skilled one can learn to perform his task in a short period of time. He makes only a partial contribution to the entire product on which he is working. Mechanization of industry, with its division of labor, has swelled this class of workers whose jobs usually consist of relatively simple operations, constantly and monotonously repeated.

SEVERANCE NOTICE . . Payment upon discharge. There are no laws to prevent an employer from throwing his employee out on the street with nothing but the last pay envelope between him and another job or starvation. Union contracts, containing a scale of severance notices whose rate is computed upon the number of years spent in the employer's service, provide the only protection.

SHAPE-UP . . The arbitrary hiring of workers by a foreman or straw boss who may make his selection through favoritism, whims or receiving a kickback. The term is peculiar chiefly to longshoremen. Out of a large surplus of labor, an inconstant supply of day-to-day work, longshoremen can be guaranteed an equitable rotation of jobs only through use of the union hiring hall.

SHARECROPPER . . The most serflike of tenant farmers. In return for occupancy of land, credit for seed, credit for, or use of, tools and possibly livestock, the sharecropper gives the largest share of what he produces to the landowner. The nature of his crop is frequently dictated by the landowner, whose representative usually keeps the books, so that the result of the sharecropper's labor is bare existence for him and his family and all else to the landlord.

SITDOWN . . A paralysis of work, as opposed to a walkout form of workers' protest. Sometimes called a stoppage, a folded-arms or a stay-in strike. The workers occupy the shop but refrain from working. This procedure makes it difficult for the employer to hire strikebreakers, although often he obtains police aid to rout the sitdowners. Time, food and health problems can play into the employers' hands. Time, determination and strong union spirit can win, and have won, demands of the workers.

SKILLED WORKER . . The wage-earner whose work is of such a complex character that he requires long training and apprenticeship to qualify for the job. This operator may or may not finish the entire product to which he had contributed his skill. Machines have done much to decrease the numbers of skilled workers.

SPEED-UP . . Sometimes called the stretch-out. Devices by which the most work humanly possible is demanded of employees. In factories where conveyor belts are used, the device is mechanical. If one operative misses an operation on the belt, the other workers are dislocated in their work. The belt can be adjusted to high, higher and highest speeds. Films are sometimes taken of workers and then run off slowly to see if any waste motion occurs in their performances. The speed-up causes workers to be scrapped after a few years of service. They are easily replaced from the unemployed.

STAGGER SYSTEM . . The procedure by which maximum service at minimum cost is extracted from workers through groups of employees

working on different shifts. For both periods, the regular working force is depleted and the workers speeded up. The stagger system practised by some employers during depressions is supposed to help solve unemployment, since through it fewer men are laid off, the majority being kept on at half pay. During the last depression, the automotive industry found the system too costly, laid off men and speeded up the remaining workers. In industries such as the restaurant and mercantile, employers can save money by having their employees work on split shifts, that is, working intensively during the busy hours of the day and being laid off, without pay, during the slack hours.

STATE FEDERATIONS . . Composed of unions of various trades and city central labor bodies within the boundaries of a given state. These bodies deal with matters of statewide concern to wage-earners. They are especially valuable in promoting the passage of legislation favorable to labor. The state federations of the American Federation of Labor are open only to members of unions affiliated with that body.

STATE POLICE . . Under the command of state governors, these trained mounted or motorcycle policemen are often themselves the initiators of violence in strikes. Their officers are frequently in sympathy with the struck employers and not reluctant to permit their men to oppose peaceful picketing or assemblage with machine guns, gas bombs, bayonets, clubs and other weapons. State troops have the right to hold persons without trial, unlike the civil police; and they have often exercised that right in order to break strikes. The labor point of view of the state governor is an important factor in determining the attitude of the state constabulary.

STATE MILITIA . . Out of existence. What is called by that name is actually the National Guard, a federal and not local body, controlled directly by the War Department and bearing no resemblance to the early system of state or local militia. The National Guard has been actively engaged in labor disputes, breaking picket lines, preventing strikers' meetings and functioning openly as a strike-breaking agency. The Guardsmen are subject to the call of state governors but can be called into federal service in case of war or an "emergency." Many of these soldiers are themselves members of the working class and do not always relish the role of strikebreaker.

STOOL PIGEON . . Originally, the pigeon sent out as a decoy to attract other pigeons. In labor circles, this is the employee who pretends to have

interests in common with other employees, particularly trade union interests, but who is either being paid for, or is willing to sell, such information to the management or to the labor spy agency serving the management.

SWEATSHOP . . Usually located away from strongly unionized centres and away from the attention of conscientious inspectors in states with anti-sweatshop laws. Most prevalent in the garment and allied industries; certain skilled operations can be taken care of and bootlegged, without the skilled union workers' knowledge, to the sweatshop where relatively unskilled workers complete the job at sub-subsistence wages, in hazardous surroundings, for long hours. The increase of sweatshops corresponds to the increase of unemployment; an inexhaustible supply of desperate human beings plays into the sweatshop owners' hands.

SYMPATHY STRIKE . . A strike called by workers in a craft or industry to aid strikers in another craft or industry or shop. Although the sympathetic strikers may have no immediate dispute with their own employers, they stop work, employing the all-for-one and one-for-all rule to help win the strike of their fellow-unionists. Trade union agreements that would be violated by strike action inferentially outlaw the sympathy strike; other agreements explicitly prohibit sympathy strikes.

TECHNOLOGICAL UNEMPLOYMENT . . The displacement of the human worker by more highly productive machinery, by the consolidation or merger of business concerns, by the rise of new industries that contribute to the decline of old industries. Many wage-earners, thus deprived of working at the trades they have learned, become members of the permanent unemployed class.

TRADE UNION . . A voluntary association of wage-earners who have joined together for the common purpose of maintaining and improving their wages, hours, working conditions and security on the job through collective bargaining with their employers.

UNEMPLOYMENT INSURANCE . . Protection against individual loss of a job through forces beyond the wage-earner's control. In the United States, workers cannot purchase unemployment insurance policies from private companies. A number of states have now passed unemployment insurance legislation which spreads the risks of individual unemploy-

ment among a number of persons. The Social Security Act, upheld by the United States Supreme Court in 1937, includes among its measures unemployment insurance and tax credit plans for the encouragement of state unemployment insurance laws. Agricultural workers, domestic workers, government workers and employees of non-profit-making institutions are among the several categories of wage-earners excluded from the benefits of unemployment insurance in the federal law.

UNION LABEL . . The indication that the product has been manufactured or sold or that the service is by unionized workers. To the consumer, it is a guarantee that the article was not produced in sweatshops, under unhygienic conditions, or by child labor. The label serves as one kind of boycott against commodities produced or sold in open or anti-labor shops.

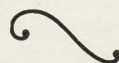
UNION RECOGNITION . . The acceptance by the management of the union to which his employees belong as the bargaining agent for them. No agreement as to wages, hours and other benefits is binding upon an employer unless he is one party and the union the other principal to the contract. The closed or preferential shop is an integral part of full-fledged union recognition.

UNSKILLED WORKER . . A laborer who requires little or no training for the job. Easily replaced, he suffers the greatest insecurity.

WHITELIST . . A list of the names of non-union workers circulated to employers to aid them in hiring workers who will not be dissatisfied with an open shop or, perhaps, will not be prepared or eager for action if a wage reduction is instituted. A different type of whitelist is that used by some unions as a guide to commodities produced under fair conditions.

YELLOW DOG CONTRACT . . Individual contracts, forced upon workers at the time of hiring, that bind them not to join any outside union; read: a bona fide trade union. Another variation lacks this stipulation but is equally anti-labor, since the individual contracts are so staggered as to expiration time that employees are unable to act in concert without being liable. The Norris-LaGuardia Act and some State statutes take the teeth out of such anti-union contracts but have not stopped their use and their psychologically demoralizing effect.

A. F. L. . . . Established in 1886, the American Federation of Labor is a national labor organization to which are directly affiliated national and international unions, federal labor locals, central labor councils, departments and state federations of labor. In form, these affiliated unions are craft, amalgamated craft and industrial, the latter being in the minority. The legislative program of the A. F. of L. is formulated at its annual convention where elected delegates from member unions consider matters of national policy and recommend action to be taken by the entire organization. The executive council—composed of eleven men elected by the convention, including the president, eight vice-presidents, secretary and treasurer of the Federation—is the administrative body. It carries through the recommendations of the convention, guides organizational activities in non-union fields, and promotes favorable labor legislation. The council has the power to suspend charters and to grant either international or federal charters to newly organized workers. See: **Federal Unions, International Unions.**



C. I. O. . . . The Committee for Industrial Organization, originally a bloc of international union presidents within the A. F. of L. driving for industrial organization of workers not already organized along craft lines. With chief aims to promote industrial organization in the heavy industries such as steel, rubber, automotive and oil, the committee was composed of representatives of many powerful industrial unions and had the support, financial and moral, of the rank-and-file membership. In 1936, the A. F. of L. executive council suspended the majority of the C.I.O. unions; in 1937, it was given the power to expel the suspended unions. After the C.I.O. union locals were expelled from central labor bodies and state federations, the C.I.O. became a centralized federation which issued charters to international industrial unions, composed either of hitherto unorganized workers or workers expelled from the A. F. of L. or dissatisfied with its policies. The C.I.O., at present composed of 32 national and international unions, has executed notable victories in the automobile, transport, steel, rubber, rail and textile industries, among others.

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