

## Veterans Return to the Nation's Factories<sup>1</sup>

THIS study is primarily concerned with veterans in manufacturing industries. It is an attempt to answer questions such as these: Which industries employ most of the veterans? Do veterans shift about from industry to industry, quitting job after job? What is the attitude of employers in the matter of discharging or laying off veterans, whether newly hired or reinstated on preservice jobs? Monthly reports on the job experience of veterans in manufacturing covering hires, lay-offs, and quits, submitted to the Bureau of Labor Statistics by some 6,500 employers, employing more than 3½ million workers, form the basis of the present analysis.

### *Which Industries Employ Most Veterans?*

The trend in employment of veterans of World War II in manufacturing industries between December 1945 and July 1946 was characterized by continuous gains. Despite the temporary declines during this period in general factory employment owing to shortages of materials, major labor disputes in basic industries, and seasonal factors, veteran employment doubled over the period, rising from 1.2 million in December to 2.6 million in July. (See table 1.)

The increasing importance of returned veterans in the industrial life of the Nation is demonstrated in the manufacturing industries by the changing ratio of veterans to all employees. In December 1945, veterans were 9.3 percent of all factory employees but in July they constituted 18.4 percent. Veterans comprised 10.4 percent of all employees in the durable-goods industries and 8.2 percent in the non-durable groups in December. The comparable percentages in July 1946 were 21.8 and 14.6. (See table 2.)

Veterans constituted fewer than 15 percent of all employees in December 1945 in all the 19 major groups shown in table 2. However, in July 1946, at least 17 percent of the employees in 14 of the major groups were veterans, and in 10 of these groups the proportion was above 20 percent. Only in the 4 low-wage industry groups, which traditionally employed large numbers of women, was the proportion of veterans to all employees consistently low (apparel, tobacco, textiles, and leather). However, less than 10 percent of all veterans in manufacturing were engaged in these industrial groups.

Although veteran employment continued to increase from December 1945 through July 1946, the distribution of veterans in the two large component divisions of manufacturing remained substantially the same. From 51 to 59 percent of the veterans were employed in the

<sup>1</sup> Prepared in the Employment Statistics Division by Ella Joan Polinsky under the direction of Clara F. Schloss.

durable-goods industries over the period. However, this apparent stability should not obscure the moderate but steady tendency for veterans to shift from employment in the nondurable-goods industries into the durable-goods groups.

TABLE 1.—Percentage Distribution of Veterans in Manufacturing Industries by Major Industry Group, December 1945–July 1946<sup>1</sup>

Industry group	Percentage distribution of veterans							
	Dec. 1945	Jan. 1946	Feb. 1946	Mar. 1946	Apr. 1946	May 1946	June 1946	July 1946
Estimated number of veterans (in thousands).....	1,216	1,497	1,632	1,952	2,210	2,385	2,462	2,611
All manufacturing, total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Durable goods.....	53.8	55.4	51.3	55.1	57.6	59.2	58.9	59.1
Nondurable goods.....	46.2	44.6	48.7	44.9	42.4	40.8	41.1	40.9
<i>Durable goods</i>								
Iron and steel and their products.....	14.5	13.8	10.1	14.6	14.5	14.4	14.4	14.3
Electrical machinery.....	4.9	4.9	3.8	3.8	4.5	4.9	5.1	5.0
Machinery, except electrical.....	10.7	11.4	10.8	10.7	10.9	11.1	11.4	11.3
Transportation equipment, except automobiles.....	5.5	5.3	5.3	5.1	5.3	5.1	5.3	5.2
Automobiles.....	5.0	5.9	6.0	6.2	7.9	9.3	8.2	8.9
Nonferrous metals and their products.....	3.2	3.4	3.1	3.2	3.2	3.3	3.3	3.3
Lumber and timber basic products.....	3.7	3.9	4.3	4.1	4.2	4.1	4.1	4.1
Furniture and finished lumber products.....	3.2	3.4	3.8	3.6	3.4	3.3	3.3	3.3
Stone, clay, and glass products.....	3.1	3.4	4.1	3.8	3.7	3.7	3.8	3.7
<i>Nondurable goods</i>								
Textile-mill products and other fiber manufactures..	5.7	5.8	6.6	6.2	6.0	5.8	5.8	5.6
Apparel and other finished textile products.....	1.9	1.6	2.1	2.0	1.7	1.6	1.6	1.7
Leather and leather products.....	2.0	2.0	2.1	1.9	1.8	1.8	1.8	1.7
Food.....	12.2	11.3	12.2	10.7	9.8	9.3	9.2	9.8
Tobacco manufactures.....	.3	.3	.3	.3	.3	.3	.3	.3
Paper and allied products.....	4.0	3.8	4.5	4.1	3.9	3.7	3.7	3.6
Chemicals and allied products.....	6.8	6.6	6.9	6.4	6.0	5.7	5.8	5.6
Products of petroleum and coal.....	2.3	2.2	2.2	2.1	2.0	2.0	2.0	2.0
Rubber products.....	2.5	2.5	2.7	2.5	2.4	2.3	2.3	2.2
Printing, publishing, and allied industries.....	4.5	4.5	4.8	4.7	4.5	4.4	4.5	4.4
Miscellaneous industries.....	4.0	4.0	4.3	4.0	4.0	3.9	4.1	4.0

<sup>1</sup> Based on data collected monthly from some 6,500 reporters employing approximately 3.5 million workers.  
<sup>2</sup> Includes some ordnance in December only.

Closer inspection of the component industry groups shows that some important shifts occurred, although the distribution of veterans remained fairly constant over the 8-month period. In December 1945—when a little over 1 million veterans were employed in manufacturing as a whole—only 5 percent were employed in the automobile industry. By July—when veteran employment in manufacturing rose to 2.6 million—about 9 percent of the total were working in automobile plants. Also, proportionately fewer veterans were employed in the highly seasonal food industries and in the chemical groups in the last 4 months of the period studied than in the first 4 months.

Except in February when the industry was strike-bound, the iron and steel group ranked as the largest industrial employer of veterans over the entire period from December 1945 to July 1946. Although the proportion of veterans to all employees in iron and steel doubled over the period, the percentage of veterans employed in this group

remained fairly stable in respect to the estimated number of veterans in all manufacturing (around 14 percent).

In large measure, employment opportunities for veterans were better in those industries in which average weekly earnings exceeded \$40. About half of the veterans in manufacturing were employed in 8 major industry groups in which weekly earnings averaged \$45 or better over the entire 8-month period (iron and steel, machinery except electrical, transportation equipment, automobiles, nonferrous metals, petroleum products, rubber products, and printing and publishing). In December, only about 2 percent of all veterans were employed in industry groups in which earnings averaged over \$50 a week (petroleum and coal products), but in July 1946, over a third of all veterans on factory pay rolls were in such industry groups.<sup>2</sup>

TABLE 2.—Veterans as Percent of All Factory Employees, December 1945–July 1946<sup>1</sup>

Industry group	Percent veterans of all employees							
	Dec. 1945*	Jan. 1946	Feb. 1946	Mar. 1946	Apr. 1946	May 1946	June 1946	July 1946
All manufacturing.....	9.3	11.3	13.0	14.8	16.0	17.1	17.4	18.4
Durable goods.....	10.4	12.9	14.9	17.4	19.0	20.4	20.7	21.8
Nondurable goods.....	8.2	9.7	11.3	12.3	13.0	13.5	13.9	14.6
<i>Durable goods</i>								
Iron and steel and their products.....	11.6	13.4	15.0	18.9	20.3	22.0	22.2	22.9
Electrical machinery.....	9.0	11.3	13.2	14.8	16.9	17.8	18.8	19.5
Machinery, except electrical.....	10.9	13.7	15.7	17.8	19.3	20.6	21.3	22.1
Transportation equipment, except automobiles.....	9.4	11.7	14.1	16.6	18.5	19.6	21.4	22.8
Automobiles.....	12.5	16.7	18.3	21.2	22.5	26.1	24.6	27.0
Nonferrous metals and their products.....	9.7	12.7	14.5	16.7	18.0	19.2	19.3	20.2
Lumber and timber basic products.....	8.2	10.3	12.2	13.3	14.9	15.4	15.4	15.9
Furniture and finished lumber products.....	9.5	12.0	14.6	16.2	17.3	18.1	18.2	19.2
Stone, clay, and glass products.....	10.0	12.9	15.9	17.2	18.6	19.8	20.5	21.2
<i>Nondurable goods</i>								
Textile-mill products and other fiber manufactures..	5.7	7.1	8.6	9.5	10.3	10.8	11.0	11.4
Apparel and other finished textile products.....	2.2	2.2	3.0	3.4	3.3	3.4	3.4	4.0
Leather and leather products.....	6.6	8.0	8.9	9.6	10.1	10.7	10.9	11.2
Food.....	10.2	11.8	13.8	14.6	15.2	15.7	16.0	17.1
Tobacco manufactures.....	3.5	4.4	5.9	6.5	6.3	7.1	7.3	7.3
Paper and allied products.....	11.8	13.9	17.4	18.6	19.8	20.2	20.9	21.8
Chemicals and allied products.....	13.1	15.7	17.7	19.6	20.5	21.7	22.6	23.5
Products of petroleum and coal.....	14.4	18.6	18.5	19.9	21.4	22.3	23.1	24.1
Rubber products.....	12.2	14.6	16.6	17.9	19.3	19.9	20.6	21.2
Miscellaneous industries.....	10.2	12.2	13.9	15.4	16.9	17.8	18.8	19.2

<sup>1</sup> Based on data collected monthly from some 6,500 reporters employing approximately 3.5 million workers.

<sup>2</sup> Veterans also comprised 9.6 percent of all employees in ordnance.

A considerable number of veterans were also employed in six industry groups having average weekly earnings of less than \$40 throughout the period (lumber, furniture, textiles, apparel, leather, and tobacco). About 17 percent of all veterans in manufacturing were so employed in December 1945. By July 1946, despite the doubling of veteran employment in these groups, the ratio to all veterans employed remained unchanged (under 17 percent). Average weekly earnings increased even in these low-wage industries over the period studied,

<sup>3</sup>As reports from cooperating firms utilized in this analysis do not give separate data on earnings of veterans the published monthly series on average earnings and hours of all production workers in manufacturing industries has been used as an indication of veterans' earnings throughout this study.

generally accompanied by a drop in the hours worked. (See tables 1 and 2.)

A special tabulation for the month of July shows veterans as a percent of all employees in 64 manufacturing industries.<sup>3</sup> Veterans comprised 1 out of every 5 employees in 35 industries and 1 out of every 6 employees in 15 additional industries. Average weekly earnings in about half the industries for which veteran employment was tabulated ranged from \$46.01 (electrical equipment) to \$57.02 (petroleum refining), and in these industries veterans accounted for more than 18 percent of all employees. (See table 6.)

Only in 10 industries which employed large numbers of women were veterans less than 15 percent of all employees. Except in the woolen and worsted industry and in rubber footwear (with veterans more than 13 percent of all employees), average weekly earnings in this group of industries followed the lower wage pattern characteristic of industries in which women predominate.

### *Turn-Over Among Veterans*

Over-all employment alone, is not a sufficiently sensitive guide to gauge the reabsorption and readjustment of veterans to the industrial life of the Nation. Turn-over must also be carefully scrutinized from the standpoint of the special problems confronting veterans. The two main components of turn-over—accessions and separations—are analyzed separately to obtain a clearer picture of how veterans are getting on in industry.

### *Veteran Hires*

In the earlier months of the period December 1945–July 1946, veterans formed a larger proportion of the accessions in manufacturing—about 40 percent—owing chiefly to the acceleration of military discharges at the end of 1945 and in the first quarter of 1946. From May through July, veteran hires declined to a level closer to 30 percent of all monthly accessions.

Throughout the period studied, veterans comprised a greater proportion of all accessions in the durable than in the nondurable-goods industries. From December through April they constituted at least 45 percent of all hires in the durable groups as compared with a range of from 27 to 37 percent in the nondurable-goods groups. In May, when hiring was curtailed as a result of the coal strike and freight embargo, veteran accessions in the heavy goods industries still comprised 39 percent of all accessions as compared with only 23 percent in the nondurable groups. (See table 3.)

<sup>3</sup> Included are 17 of the 19 industry groups in all manufacturing. Break-down by industry is not available for tobacco and miscellaneous industries. The special tabulation is based on regular reports for July from some 6,400 cooperating firms, employing about 3.9 million workers. Data on accessions and separations of veterans by industry are compiled from the same reports. Comparable data are released monthly for major industry groups by the Bureau's Division of Employment Statistics.

### Veteran Separations

Total separation rates for veterans including quits, discharges, and lay-offs were consistently higher than for nonveterans in the 8 months, December 1945 through July 1946. Since quits represent at least three-quarters of the separations of veterans during this period, and higher quit rates are characteristic of new employees, the higher veteran separation rates should not be overemphasized.

TABLE 3.—*Veteran Accessions Compared With All Accessions in Manufacturing Industries, December 1945–July 1946*<sup>1</sup>

Industry group	Percent veteran accessions of all accessions							
	Dec. <sup>2</sup> 1945	Jan. 1946	Feb. 1946	Mar. 1946	Apr. 1946	May 1946	June 1946	July 1946
<b>All manufacturing</b> .....	42.1	41.5	39.8	38.4	37.1	31.7	28.2	29.1
Durable goods.....	47.0	47.7	46.2	45.1	44.6	39.2	34.0	36.2
Nondurable goods.....	37.1	34.4	34.1	30.2	27.4	23.3	20.9	20.8
<i>Durable goods</i>								
Iron and steel and their products.....	57.2	48.0	48.8	54.6	45.9	43.4	38.7	38.3
Electrical machinery.....	36.4	32.3	32.2	34.9	41.5	33.2	27.5	26.7
Machinery, except electrical.....	60.2	63.6	60.3	56.6	49.0	46.7	39.0	42.0
Transportation equipment, except automobiles.....	31.1	52.0	49.7	48.8	45.4	40.2	39.6	41.8
Automobiles.....	49.8	53.0	58.4	37.1	52.3	50.0	34.2	42.0
Nonferrous metals and their products.....	44.2	48.5	43.6	42.3	41.1	39.4	32.9	35.6
Lumber and timber basic products.....	33.4	37.9	38.0	36.3	31.5	27.2	24.6	27.2
Furniture and finished lumber products.....	33.6	38.3	42.9	38.1	37.4	29.4	31.3	31.8
Stone, clay, and glass products.....	43.2	49.5	38.8	37.5	41.7	40.7	30.9	30.0
<i>Nondurable goods</i>								
Textile-mill products and other fiber manufactures..	27.7	27.7	27.1	23.5	21.8	18.6	16.6	15.1
Apparel and other finished textile products.....	14.9	9.5	10.3	10.1	7.2	5.4	5.2	6.3
Leather and leather products.....	29.2	27.2	23.7	21.6	19.0	15.9	11.2	11.6
Food.....	33.5	36.1	39.2	32.6	28.3	23.5	21.1	19.7
Tobacco manufactures.....	16.5	21.3	14.7	10.1	9.5	10.7	7.8	7.2
Paper and allied products.....	51.3	48.4	49.2	46.8	43.2	40.3	31.0	32.9
Chemicals and allied products.....	68.3	63.0	66.2	58.1	54.7	49.8	43.7	45.1
Products of petroleum and coal.....	76.6	82.4	81.2	74.2	68.9	69.8	62.5	65.7
Rubber products.....	53.7	49.1	47.5	45.3	44.1	41.4	38.4	41.0
Miscellaneous industries.....	51.6	48.3	40.1	40.2	42.1	36.0	31.1	30.7

<sup>1</sup> Based on data collected monthly from some 6,500 reporters employing approximately 3.5 million workers.

<sup>2</sup> Veterans also comprised 41.3 percent of accessions in ordinance in December.

Higher veteran quit rates reflect in part the problems and conflicts peculiar to this group of employees. It would be unrealistic to expect masses of men to make the transition from warfare to factory routines without some degree of shifting from job to job. Also, it is not yet known to what extent the introduction of up-to-date equipment and improved production techniques during wartime were responsible for changes in employment patterns in the postwar period. It must be recognized, however, that with job simplification to speed production and to conserve scarce labor in a war economy, the content and requirements of some jobs had undergone substantial alteration. Veterans reinstated in preservice jobs in durable-goods industries, in which such changes were greatest, were confronted with different and generally less skilled jobs.

Other factors influencing job shifts by veterans include their desire to employ various new skills and aptitudes developed during their

war service, and conversely, for some veterans, the discovery that the years of prolonged military service had impaired their peacetime skills. Special adjustment problems were posed by the younger veterans who had either never held jobs prior to military induction, or were drafted from first jobs in war plants where they had little opportunity to acquire useful peacetime skills.

On the other hand, the lower involuntary separation rates for veterans than for nonveterans may be attributed in large measure to such factors as the legal job rights of veterans, and the reluctance of industry to discharge or lay off former members of the armed forces.

The provision of the amended Selective Training and Service Act of 1940, that veterans reinstated under the act may not be discharged from their jobs for a period of 1 year after restoration, gives veterans as a group greater job security for that period, at least, than that possessed by nonveterans.

### *Do Veterans Quit Job After Job?*

Over the period December 1945–July 1946, proportionately more veterans than nonveterans quit jobs in manufacturing industries. The quit rates of veterans were consistently higher than for nonveterans, and ranged from 54 to 61 per 1,000 veterans. Although veteran quits were higher than for nonveterans, the trend over the period of these quits in all manufacturing was similar to that of nonveterans. For a period of 5 months (December 1945–April 1946) the veteran quit rate ranged from 57 (December) to 60 quits per 1,000 veterans (March and April). In May, it dropped to 54, the lowest rate in 6 months, but in July the veteran quit rate rose to 61, the highest rate for this group. The nonveteran quit rate of 41 in July was also a high point.

Since veterans are new employees, it would be more appropriate to compare their quit rates with those of new nonveteran employees rather than with all nonveterans. However, as the necessary data are not available, comparison is made instead with the quit rates in manufacturing in wartime when new employees were constantly being recruited.

If, for example, veteran quit rates of 57 per 1,000 veterans in December 1945 and 61 per 1,000 in July 1946 were compared with quit rates of all employees in the corresponding 8-month period from December 1943 to July 1944 (44 and 50 per 1,000 employees), the rates for veterans would not appear too different. If further comparison were made between veteran quit rates and those prevalent in typical war industries (such as aircraft, with quit rates of 52 per 1,000 employees in July 1943, 57 in August 1943, 61 in August 1944), the difference would appear even smaller.

Proportionately more veterans quit jobs in the durable than in the

nondurable goods component of manufacturing. The veteran quit rate in the durable-goods group varied over the period from 57 quits per 1,000 veterans in December to 69 per 1,000 in July. The quit rates in corresponding months among veterans in the nondurable-goods group were 57 and 49.

Comments are not available from employers to explain the higher veteran quit rates in the durable-goods groups; to some extent they were occasioned by the major labor disputes such as those in automobiles, steel, coal mining, and transportation. For example, while in some States persons unemployed because of labor disputes are disqualified for unemployment compensation, veterans quitting jobs in anticipation of strikes are eligible for special readjustment allowances under Federal law.<sup>4</sup>

Veterans quitting their jobs in 3 major heavy-goods groups accounted for at least 30 percent of all veteran quits over the entire period studied (iron and steel, machinery except electrical, and automobiles). Approximately another 14 percent of the veteran quits occurred in the lumber and furniture groups, which also had the highest veteran quit rates in the 8-month period. Veteran quits in the food and textile groups accounted for about half the quits in the nondurable-goods component. (See table 4.)

TABLE 4.—Quit Rates Among Veterans in Manufacturing Industries, December 1945–July 1946<sup>1</sup>

Industry group	Veteran quit rates							
	Dec. <sup>1</sup> 1945	Jan. 1946	Feb. 1946	Mar. 1946	Apr. 1946	May 0946	June 1946	July 1946
All manufacturing.....	5.7	6.0	5.7	6.0	6.0	5.4	5.4	6.1
Durable goods.....	5.7	6.1	5.6	6.0	6.3	5.6	5.8	6.9
Nondurable goods.....	5.7	6.0	5.9	5.9	5.6	5.1	4.7	4.9
<i>Durable goods</i>								
Iron and steel and their products.....	5.5	5.7	4.8	5.5	5.9	5.2	5.4	6.3
Electrical machinery.....	3.2	3.9	3.5	4.1	3.7	3.4	3.6	3.5
Machinery, except electrical.....	4.8	5.0	4.8	5.1	5.4	4.5	4.4	5.3
Transportation equipment, except automobiles.....	5.3	7.6	6.1	6.1	5.2	5.7	5.6	5.7
Automobiles.....	5.3	4.7	3.5	4.3	6.6	4.7	5.5	8.6
Nonferrous metals and their products.....	6.1	7.2	6.3	6.7	5.8	6.2	5.9	6.7
Lumber and timber basic products.....	10.2	9.9	9.0	10.3	11.1	11.9	11.4	12.3
Furniture and finished lumber products.....	10.0	9.7	9.8	11.6	11.6	9.8	9.8	11.1
Stone, clay, glass, and their products.....	5.4	5.5	4.6	4.9	6.0	5.4	6.0	7.0
<i>Nondurable goods</i>								
Textile-mill products and other fiber manufactures.....	5.6	6.8	6.8	6.9	6.5	6.4	5.6	6.0
Apparel and other finished textile products.....	1.8	4.5	4.6	7.8	5.5	5.1	4.8	4.7
Leather and leather products.....	3.6	4.4	4.2	5.0	4.5	3.8	3.0	3.7
Food.....	8.4	7.7	8.6	7.3	6.7	8.6	5.1	5.1
Tobacco manufactures.....	6.8	6.7	4.1	2.6	4.3	3.6	3.1	5.3
Paper and allied products.....	6.2	8.0	6.1	8.0	8.2	7.7	6.5	7.0
Chemicals and allied products.....	3.6	4.2	3.7	3.8	3.9	3.7	3.7	3.8
Products of petroleum and coal.....	2.7	3.5	2.0	2.4	2.3	2.2	2.5	2.6
Rubber products.....	9.0	7.2	6.6	6.2	5.8	5.4	5.4	6.1
Miscellaneous industries.....	2.6	3.0	3.0	3.4	4.1	3.7	3.8	4.0
Nonveterans—All manufacturing.....	3.7	4.0	3.5	3.9	3.9	3.8	3.6	4.1

<sup>1</sup> Based on data collected from some 6,500 reporters employing approximately 3.5 million workers.

<sup>2</sup> Veteran quits in ordinance included in December only.

<sup>4</sup> See Protection of Veterans' Unemployment Benefits During Work Stoppages in New York, in Monthly Labor Review, May 1946, (p. 758), for an example of a State law.

Quit rates were obtained for nonveterans in the 10 selected industry groups in which two-thirds of all veterans in manufacturing were employed in July 1946. Veteran quit rates were higher than for nonveterans in all of the groups. In 4 groups, veteran quit rates were practically double the rates for nonveterans (iron and steel, machinery except electrical, lumber, and rubber). In the petroleum products group, the rate of 26 quits per 1,000 veterans was almost treble the rate of 9 quits per 1,000 nonveterans. Only in food and textiles were the rates for veterans less than 25 percent above those for nonveterans.

A special tabulation of the quit rates of veterans in all 64 industries in the sample is given in table 6. Veteran quit rates in the 42 durable-goods industries ranged from 16 per 1,000 (communication equipment) to 144 (sawmills). In the 22 nondurable-goods industries, veteran quit rates were considerably lower, ranging from 11 per 1,000 veterans (full-fashioned hosiery) to 81 (cotton).

The rate in cotton, of 81 veteran quits for every 1,000 veterans employed in the industry, was the highest in all nondurable-goods industries and was also above the rates for veterans in three-fourths of the durable-goods industries.

#### *Are Veterans Being Fired?*

Proportionately fewer veterans than nonveterans were discharged or laid off in the 8-month period, reflecting in large measure the cooperation of employers in keeping veterans on industry pay rolls. In December 1945, when 10 out of every 1,000 veterans were involuntarily separated, the corresponding rate for nonveterans was double. However, in July 1946, when the veteran rate was 11 per 1,000—the lowest involuntary separation rate since December 1945—the corresponding rate for nonveterans was only slightly higher (12 per 1,000 nonveterans).

The involuntary separation rates of veterans approximated those for nonveterans in July partly because of the "superseniority" decision of the United States Supreme Court.<sup>5</sup> According to the decision, the year's guaranty against discharge without cause (under the Selective Training and Service Act) protects the veteran against lay-off only within the established seniority system. It does not extend to veterans preference over nonveterans with greater job seniority. Despite various preferences extended to ex-GI's, veterans as a comparatively younger group in the labor force than persons past military age, have in many cases been unable to accumulate job seniority equal to that of nonveterans.

<sup>5</sup> See decision (May 27, 1946) on "superseniority" of veterans in *Fishgold v. Sullivan Drydock and Repair Corp.*, in Monthly Labor Review, July 1946 (p. 98). For background of this case, see also issues of Monthly Labor Review November 1945 (p. 993), May 1946 (p. 760), June 1946 (p. 920). For other decisions on seniority rights of veterans see: *Olin Industries, Inc. v. Barnett et al.*, Monthly Labor Review, April 1946 (p. 618); *Droste v. Nash-Kelvinator Corp. et al.*, Monthly Labor Review, April 1946 (p. 619); *Whirls v. Trailmobile Co.*, Monthly Labor Review, March 1946 (p. 437) and June 1946 (p. 919).



Over the period studied, between 60 and 75 percent of all the lay-offs and discharges of veterans occurred in the heavy industry group. Approximately 50 to 60 percent of these separations took place in four major durable-goods groups which reported basic raw material shortages in some of the months; i. e., iron and steel, machinery except electrical, transportation equipment, and automobiles.

In the nondurable-goods component from February through July, the food industry accounted for about half of the veterans fired or laid off. In June 1946, the lay-off and discharge rate for veterans was 44 per 1,000 which resulted largely from livestock shortages and uncertainty as to the fate of price control of meat. The corresponding rate for nonveterans in June was 63 per 1,000. (See table 5.)

TABLE 5.—*Involuntary Separation Rate of Veterans in Manufacturing Industries, December 1945–July 1946*<sup>1</sup>

Industry group	Veteran involuntary separation rates							
	Dec. <sup>2</sup> 1945	Jan. 1946	Feb. 1946	Mar. 1946	Apr. 1946	May 1946	June 1946	July 1946
All manufacturing.....	1.0	2.0	1.7	1.9	1.7	1.7	1.6	1.1
Durable goods.....	1.3	2.5	2.1	1.9	1.8	2.0	1.6	1.2
Nondurable goods.....	.6	1.1	1.2	1.9	1.5	1.2	1.6	.9
<i>Durable goods</i>								
Iron and steel and their products.....	.7	4.2	1.3	1.2	.9	.9	.9	.8
Electrical machinery.....	.7	1.6	1.6	1.2	1.0	1.1	1.3	.8
Machinery, except electrical.....	.7	1.3	1.8	1.2	1.1	1.4	1.2	.6
Transportation equipment except automobiles.....	4.5	8.1	4.9	6.5	6.3	7.2	4.7	3.2
Automobiles.....	2.5	1.7	3.0	2.9	2.9	3.5	3.1	2.5
Nonferrous metals and their products.....	1.2	2.0	1.5	1.2	.8	1.2	1.0	1.2
Lumber and timber basic products.....	.5	.9	.5	1.1	.9	.6	.2	.3
Furniture and finished lumber products.....	.8	1.8	3.8	1.6	1.5	1.1	.9	.9
Stone, clay, and glass products.....	.5	.5	.4	.6	1.4	1.5	1.2	1.2
<i>Nondurable goods</i>								
Textile-mill products and other fiber manufactures.....	.6	.7	.4	.3	.5	.5	.3	.4
Apparel and other finished textile products.....	.3	.5	.7	.4	.7	.3	.1	.2
Leather and leather products.....	.8	.3	.2	.2	.2	.2	.1	.3
Food.....	.5	.9	2.4	5.0	3.2	2.5	4.4	1.8
Tobacco manufactures.....	.1	.2	.3	0	.1	.5	.2	1.3
Paper and allied products.....	.9	1.1	.7	.7	.5	.9	.9	.4
Chemicals and allied products.....	1.0	1.6	1.5	.9	1.1	.9	.7	.5
Products of petroleum and coal.....	.9	1.3	1.4	1.8	.5	1.2	.9	.6
Rubber products.....	.4	2.0	.6	.5	.5	.7	.5	.3
Miscellaneous industries.....	.6	1.5	.9	1.1	2.2	.9	.9	1.0
Nonveterans—All manufacturing.....	2.0	2.5	2.4	2.4	2.1	2.0	1.7	1.2

<sup>1</sup> Based on data collected from some 6,500 reporters employing approximately 3.5 million workers.

<sup>2</sup> Veteran involuntary separation in ordinance included in December only.

A tabulation was made of the involuntary separation rates of nonveterans in July in 10 major industrial groups employing two-thirds of all veterans in manufacturing, and accounting for more than 60 percent of the lay-offs and discharges. Except in the automobile industry (see footnote 5) for which the rate for veterans was considerably higher than for nonveterans (25 per 1,000 veterans and 3 per 1,000 nonveterans), the involuntary separation rates in the remaining nine groups were lower for veterans than for nonveterans. The range of the veteran rates was from 3 per 1,000 (lumber and rubber) to 18

per 1,000 (food); the corresponding rates for nonveterans varied from 6 per 1,000 nonveterans (rubber) to 27 per 1,000 (food). The rates for the respective industrial groups were lower for veterans than for nonveterans by two-thirds or more in lumber, and paper products; by one-half in chemicals, rubber, and textiles; and by one-third in iron and steel, machinery except electrical, and food. The difference between the veteran and nonveteran rates in the petroleum product group was relatively small.

A special tabulation was also made of the involuntary separation rates of veterans in July 1946 in the 64 industries in the sample. In the durable-goods industries, in which veterans were discharged and laid off at a higher rate than in the nondurable-goods industries, their rates ranged from less than 1 (pottery) to 69 (shipbuilding and repairs). Of the 22 nondurable-goods industries—having involuntary separation rates for veterans of from less than 1 (seamless hosiery) to 27 (grain-mill products)—only 3 industries had rates of 10 or more: leather (10), meat products (25), and grain-mill products (27). (See table 6.)

TABLE 6.—Labor Turn-Over Among Veterans in 64 Manufacturing Industries, July 1946

Industry group and industry	Percent veterans of all employees	Veteran separation rates (per 100 veteran employees)		
		Total	Quit	Involuntary
<i>Durable goods</i>				
<b>Iron and steel and their products:</b>				
Blast furnaces, steel works, and rolling mills	25.9	6.0	5.5	0.5
Gray-iron castings	18.4	9.6	8.6	1.0
Malleable-iron castings	17.8	9.5	9.2	.3
Steel castings	18.8	7.7	5.6	2.1
Cast-iron pipe and fittings	26.7	10.5	9.9	.6
Tin cans and other tinware	15.2	13.6	11.6	2.0
Wire products	23.4	3.4	2.9	.5
Cutlery and edge tools	17.0	5.9	4.9	1.0
Tools (except edge tools, machine tools, files, and saws)	20.4	8.6	7.8	.8
Hardware	15.2	7.5	7.3	.2
Stoves, oil burners, and heating equipment	22.4	9.9	7.9	2.0
Steam and hot-water heating apparatus and steam fittings	20.4	7.7	7.0	.7
Stamped and enameled ware and galvanizing	19.7	10.1	9.2	.9
Fabricated structural-metal products	20.6	8.1	6.4	1.7
Bolts, nuts, washers, and rivets	19.9	5.3	4.9	.4
Forgings, iron and steel	21.2	7.8	5.9	1.9
<b>Electrical machinery:</b>				
Electrical equipment for industrial use	18.4	3.4	2.9	.5
Radios, radio equipment, and phonographs	15.0	5.6	4.5	1.1
Communication equipment, except radios	25.7	2.5	1.6	.9
<b>Machinery, except electrical:</b>				
Engines and turbines	21.4	6.3	5.3	1.0
Agricultural machinery and tractors	24.8	8.3	7.9	.4
Machine tools	20.6	3.7	3.2	.5
Machine-tool accessories	19.8	5.1	4.6	.5
Metalworking machinery and equipment, not elsewhere classified	18.1	4.6	4.0	.6
General industrial machinery, except pumps	21.1	5.8	5.3	.5
Pumps and pumping equipment	22.7	5.4	4.8	.6
<b>Transportation equipment, except automobiles:</b>				
Aircraft	25.3	8.3	6.8	1.5
Aircraft parts, including engines	23.5	4.9	3.4	1.5
Shipbuilding and repairs	19.9	12.6	5.7	6.9

TABLE 6.—*Labor Turn-Over Among Veterans in 64 Manufacturing Industries, July 1946—Continued*

Industry group and industry	Percent veterans of all employees	Veteran separation rates (per 100 veteran employees)		
		Total	Quit	Involuntary
<i>Durable goods—Continued</i>				
<b>Automobiles:</b>				
Motor vehicles, bodies, and trailers.....	27.3	12.0	9.2	2.8
Motor-vehicle parts and accessories.....	26.2	7.5	6.0	1.5
<b>Nonferrous metals and their products:</b>				
Primary smelting and refining, except aluminum and magnesium.....	22.4	9.2	8.7	.5
Rolling and drawing of copper and copper alloys.....	20.5	6.9	6.2	.7
Lighting equipment.....	18.4	12.5	7.6	4.9
Nonferrous-metal foundries, except aluminum and magnesium.....	19.9	7.9	6.1	1.8
<b>Lumber and timber basic products:</b>				
Sawmills.....	15.4	14.6	14.4	.2
Planing and plywood mills.....	17.8	8.5	8.0	.5
<b>Furniture and finished lumber products:</b>				
Furniture, including mattresses and bedsprings.....	20.2	12.2	11.2	1.0
<b>Stone, clay, and glass products:</b>				
Glass and glass products.....	22.9	6.3	4.4	1.9
Cement.....	25.1	11.4	10.1	1.3
Brick, tile, and terra cotta.....	18.8	15.2	14.1	1.1
Pottery and related products.....	16.8	6.7	6.7	0
<i>Nondurable goods</i>				
<b>Textile-mill products:</b>				
Cotton.....	10.6	8.2	8.1	.1
Silk and rayon goods.....	11.0	5.5	5.0	.5
Woolen and worsted, except dyeing and finishing.....	13.4	6.4	5.7	.7
Hosiery, full-fashioned.....	12.7	1.3	1.1	.2
Hosiery, searnless.....	5.8	4.7	4.7	0
Knitted underwear.....	6.4	5.7	5.6	.1
Dyeing and finishing textiles, including woolen and worsted.....	16.5	6.3	5.5	.8
<b>Apparel and other finished textile products:</b>				
Men's and boys' suits, coats, and overcoats.....	4.6	6.2	6.1	.1
Men's and boys' furnishings, work clothing, and allied garments.....	3.1	2.1	2.0	.1
<b>Leather and leather products:</b>				
Leather.....	17.8	5.9	4.9	1.0
Boots and shoes.....	9.7	3.2	3.1	.1
<b>Food and kindred products:</b>				
Meat products.....	19.0	7.7	5.2	2.5
Grain-mill products.....	18.7	8.5	5.8	2.7
<b>Paper and allied products:</b>				
Paper and pulp.....	23.5	7.4	7.0	.4
Paper boxes.....	17.8	7.5	7.2	.3
<b>Chemicals and allied products:</b>				
Paints, varnishes, and colors.....	22.3	4.6	4.2	.4
Rayon and allied products.....	24.6	3.1	2.7	.4
Industrial chemicals, except explosives.....	25.2	5.2	4.6	.6
<b>Products of petroleum and coal:</b>				
Petroleum refining.....	24.2	2.8	2.3	.5
<b>Rubber products:</b>				
Rubber tires and inner tubes.....	23.3	6.4	6.0	.4
Rubber footwear and related products.....	13.7	4.9	4.6	.3
Miscellaneous rubber industries.....	20.3	6.8	6.5	.8