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Frances Perkins, *Secretary*

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Isador Lubin, *Commissioner*



# ANALYSIS OF STRIKES IN 1938

Prepared by  
DIVISION OF INDUSTRIAL RELATIONS  
Florence Peterson, *Chief*

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## ANALYSIS OF STRIKES IN 1938 <sup>1</sup>

STRIKE activity in the United States during the year 1938 was substantially lower than in 1937. Fewer workers were involved in strikes than in any year since 1932 and there were fewer man-days of idleness because of strikes than in any year since 1931. The number of strikes in 1938, however, was greater, except for 1937, than in any year since 1920. These facts tend to show 1938 as a year of comparatively numerous small strikes of short duration.

A total of 2,772 strikes began during 1938. More than 688,000 workers were involved in these strikes and there were more than 9,000,000 man-days of idleness because of strikes during the year. The number of strikes was only 58.5 percent, the number of workers 37 percent, and man-days of idleness 32.2 percent as great as in 1937.

Each of the strikes recorded in the Bureau's statistics involves at least six workers who stopped work for 1 or more days. Disputes which involve a stoppage of work by fewer than six workers or which lasted less than 1 working day or shift are not counted.

The Bureau learns of strikes principally through the public press, union publications, and trade journals. Reports are received also from the various Government labor boards and conciliation services. For the first time the Bureau has also obtained information from one of the clothing unions, which began in 1938 to keep a complete record of all strikes conducted by the union. This has greatly improved the coverage of strikes in the women's clothing industry and has made it possible to include figures for many disputes in small clothing shops which would otherwise have escaped notice. When notice of a strike is obtained, blank report forms are sent to representatives of the employers and unions involved in order to obtain first-hand and detailed information.

Notices were obtained concerning 17 strikes in 1938 on which detailed reports could not be obtained. With the exception of these strikes and the minor disputes referred to above, it is believed that the 2,772 strikes recorded for the year include practically all strikes that occurred, although it is possible that a few scattered cases escaped attention.

<sup>1</sup> Prepared by Don Q. Crowther of the Bureau's Industrial Relations Division.

# TREND OF STRIKES, 1881-1938

1927-29 = 100

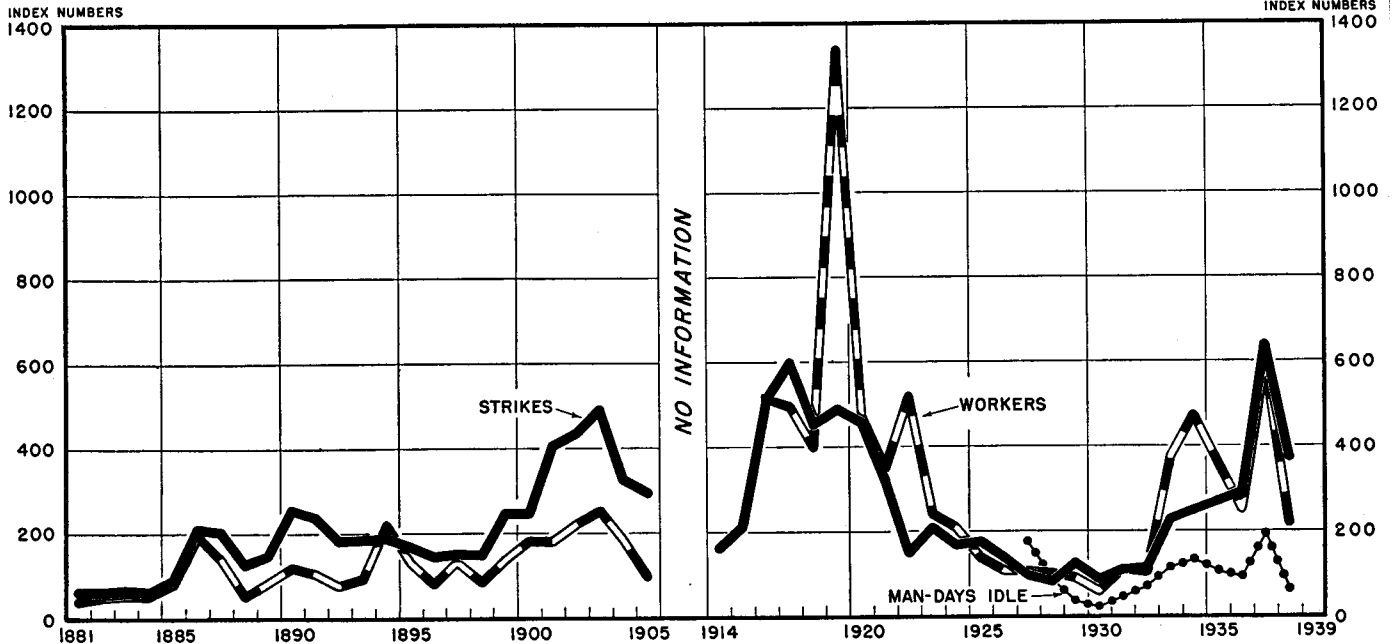


TABLE 1.—*Strikes in the United States, 1881 to 1905 and 1914 to 1938*

| Year      | Number of— |                     | Index<br>(1927-29=100) |                     | Year    | Number of— |                                  |                  | Index (1927-29=100) |                     |                  |
|-----------|------------|---------------------|------------------------|---------------------|---------|------------|----------------------------------|------------------|---------------------|---------------------|------------------|
|           | Strikes    | Workers<br>involved | Strikes                | Workers<br>involved |         | Strikes    | Workers<br>involved <sup>1</sup> | Man-days<br>idle | Strikes             | Workers<br>involved | Man-days<br>idle |
| 1881..... | 477        | 130, 176            | 64                     | 42                  | 1914... | 1, 204     | (?)                              | (?)              | 162                 | (?)                 | (?)              |
| 1882..... | 476        | 158, 802            | 64                     | 51                  | 1915... | 1, 593     | (?)                              | (?)              | 214                 | (?)                 | (?)              |
| 1883..... | 506        | 170, 275            | 68                     | 55                  | 1916... | 3, 789     | 1, 599, 917                      | (?)              | 509                 | 514                 | (?)              |
| 1884..... | 485        | 165, 175            | 65                     | 53                  | 1917... | 4, 450     | 1, 227, 254                      | (?)              | 598                 | 495                 | (?)              |
| 1885..... | 695        | 258, 129            | 93                     | 83                  | 1918... | 3, 353     | 1, 239, 989                      | (?)              | 451                 | 399                 | (?)              |
| 1886..... | 1, 572     | 610, 024            | 211                    | 196                 | 1919... | 3, 630     | 4, 160, 348                      | (?)              | 488                 | 1, 337              | (?)              |
| 1887..... | 1, 503     | 439, 306            | 202                    | 141                 | 1920... | 3, 411     | 1, 463, 054                      | (?)              | 458                 | 470                 | (?)              |
| 1888..... | 946        | 162, 880            | 127                    | 52                  | 1921... | 2, 385     | 1, 099, 247                      | (?)              | 321                 | 353                 | (?)              |
| 1889..... | 1, 111     | 260, 290            | 149                    | 84                  | 1922... | 1, 112     | 1, 612, 562                      | (?)              | 149                 | 517                 | (?)              |
| 1890..... | 1, 897     | 373, 499            | 255                    | 120                 | 1923... | 1, 553     | 756, 584                         | (?)              | 209                 | 243                 | (?)              |
| 1891..... | 1, 786     | 329, 953            | 240                    | 106                 | 1924... | 1, 249     | 654, 641                         | (?)              | 168                 | 210                 | (?)              |
| 1892..... | 1, 359     | 238, 685            | 183                    | 77                  | 1925... | 1, 301     | 428, 416                         | (?)              | 175                 | 138                 | (?)              |
| 1893..... | 1, 375     | 287, 756            | 185                    | 93                  | 1926... | 1, 035     | 320, 592                         | (?)              | 139                 | 106                 | (?)              |
| 1894..... | 1, 404     | 690, 044            | 189                    | 222                 | 1927... | 707        | 329, 939                         | 26, 218, 628     | 95                  | 106                 | 178              |
| 1895..... | 1, 255     | 407, 188            | 169                    | 131                 | 1928... | 604        | 314, 210                         | 12, 631, 863     | 81                  | 101                 | 86               |
| 1896..... | 1, 066     | 248, 838            | 143                    | 80                  | 1929... | 921        | 288, 572                         | 5, 351, 540      | 124                 | 93                  | 36               |
| 1897..... | 1, 110     | 416, 154            | 149                    | 134                 | 1930... | 637        | 182, 975                         | 3, 316, 808      | 86                  | 59                  | 23               |
| 1898..... | 1, 098     | 263, 219            | 148                    | 85                  | 1931... | 810        | 341, 817                         | 6, 893, 244      | 109                 | 110                 | 47               |
| 1899..... | 1, 838     | 431, 889            | 247                    | 139                 | 1932... | 841        | 324, 210                         | 10, 502, 033     | 113                 | 104                 | 71               |
| 1900..... | 1, 839     | 567, 719            | 247                    | 182                 | 1933... | 1, 695     | 1, 168, 272                      | 16, 872, 128     | 228                 | 376                 | 115              |
| 1901..... | 3, 012     | 563, 843            | 405                    | 181                 | 1934... | 1, 856     | 1, 466, 695                      | 19, 591, 949     | 250                 | 472                 | 133              |
| 1902..... | 3, 240     | 691, 607            | 435                    | 222                 | 1935... | 2, 014     | 1, 117, 213                      | 15, 456, 337     | 271                 | 359                 | 105              |
| 1903..... | 3, 648     | 787, 834            | 490                    | 253                 | 1936... | 2, 172     | 788, 648                         | 13, 901, 956     | 292                 | 254                 | 94               |
| 1904..... | 2, 419     | 573, 815            | 325                    | 184                 | 1937... | 4, 740     | 1, 860, 621                      | 28, 424, 857     | 637                 | 598                 | 193              |
| 1905..... | 2, 186     | 302, 434            | 294                    | 97                  | 1938... | 2, 772     | 688, 376                         | 9, 148, 273      | 373                 | 221                 | 62               |

<sup>1</sup> The number of workers involved in strikes between 1916 and 1926 is known for only a portion of the total. However, the missing information is for the smaller disputes and it is believed that the total here given is fairly accurate.

<sup>2</sup> No information available.

### Monthly Trend

In 1938, as in 1937, the usual seasonal trend of strikes was noticeable, with an increase in number during the early months to a peak in the spring or early summer, a fairly high level until autumn, and then a decline during the late months.

The smallest number (168) of strikes beginning in any month was in January, strikes then becoming more numerous until May when there were 300. The greatest number of workers involved in strikes, however, was in September, when one of the largest strikes of the year began in the motor-trucking industry in New York City and New Jersey. In 1937 more workers were involved in May, when the strike against "little steel" began, than in any other month. The largest number of man-days of idleness because of strikes in any month in 1938 was 1,174,000 in May. In 1937 the highest number was nearly 5,000,000 in June, due chiefly to the continuation of the steel strike. Comparative monthly figures for the 2 years are given in table 2.

TABLE 2.—*Strikes in 1937 and 1938, by Months*

| Month          | Number of strikes— |       |                          |       | Number of workers involved in strikes— |         |                          |         | Man-days idle during month |           |
|----------------|--------------------|-------|--------------------------|-------|--|---------|--------------------------|---------|----------------------------|-----------|
|                | Beginning in month |       | In progress during month |       | Beginning in month                     |         | In progress during month |         |                            |           |
|                | 1937               | 1938  | 1937                     | 1938  | 1937                                   | 1938    | 1937                     | 1938    | 1937                       | 1938      |
| Year.....      | 4,740              | 2,772 | -----                    | ----- | 1,860,621                              | 688,376 | -----                    | -----   | 28,424,857                 | 9,148,273 |
| January.....   | 171                | 168   | 271                      | 288   | 108,621                                | 35,329  | 214,268                  | 55,850  | 2,720,281                  | 473,289   |
| February.....  | 211                | 198   | 350                      | 327   | 99,335                                 | 53,175  | 226,329                  | 77,486  | 1,491,268                  | 514,111   |
| March.....     | 614                | 274   | 760                      | 421   | 290,324                                | 56,759  | 358,155                  | 105,962 | 3,288,979                  | 767,856   |
| April.....     | 535                | 281   | 785                      | 456   | 221,572                                | 78,666  | 394,178                  | 110,950 | 3,377,223                  | 838,158   |
| May.....       | 604                | 300   | 877                      | 495   | 325,499                                | 83,029  | 445,170                  | 124,682 | 2,982,735                  | 1,174,052 |
| June.....      | 610                | 219   | 940                      | 424   | 281,478                                | 52,801  | 474,954                  | 95,854  | 4,998,408                  | 871,002   |
| July.....      | 472                | 208   | 830                      | 387   | 143,678                                | 50,193  | 353,682                  | 85,672  | 3,007,819                  | 776,237   |
| August.....    | 449                | 262   | 746                      | 434   | 143,033                                | 48,378  | 238,828                  | 81,052  | 2,270,380                  | 830,987   |
| September..... | 361                | 222   | 656                      | 384   | 88,967                                 | 96,399  | 100,241                  | 133,357 | 1,449,948                  | 989,916   |
| October.....   | 320                | 256   | 583                      | 406   | 67,242                                 | 52,703  | 127,109                  | 113,074 | 1,181,914                  | 842,202   |
| November.....  | 282                | 207   | 467                      | 372   | 68,929                                 | 43,128  | 118,632                  | 75,445  | 981,697                    | 557,903   |
| December.....  | 131                | 177   | 333                      | 310   | 21,943                                 | 37,816  | 60,518                   | 62,160  | 674,205                    | 512,560   |

### *Industries Affected*

Half of the Nation's strikes in 1938 were in four industry groups. The largest number was 536 (19 percent of the total) in the textile-fabric and clothing industries. Only 108 of these were in the fabric manufacturing industries, while 428 were in clothing factories. The majority of the latter were short stoppages of work in small clothing shops in New York. (See footnote to table 3.) The next highest number was 339 strikes (12 percent) in trade—92 in wholesale and 247 in retail establishments. There were 315 strikes (11 percent) on building and construction projects and 211 (8 percent) in the transportation and communication industries.

Industry groups with the largest numbers of workers involved in strikes during the year were textiles (109,000); transportation equipment—principally automobile plants—(83,000); transportation and communication—principally motor trucking—(76,000); the food industries (56,000); and building and construction (44,000).

The greatest number of man-days of idleness because of strikes during the year was in textiles (1,425,000), trade (826,000), lumber and allied products (783,000), transportation and communication (720,000), and the food industries (670,000). In textiles there were no particularly large strikes during the year, but the numerous small and medium-sized strikes resulted in a considerable amount of idleness in the aggregate. In trade the outstanding strike was that of San Francisco department-store workers from September 7 to November 1. In the lumber industry the dispute which caused the greatest amount of idleness was at the plants of the Bloedel-Donovan Lumber Mills at Bellingham, Wash. This dispute began in July and was still in progress at the end of the year. In transportation and communication the largest strike was in the trucking industry

in New York City and New Jersey, from September 15 to October 3. In the food industries the large amount of idleness was fairly well scattered among canning and preserving, baking, sugar refining, and slaughtering and meat packing. A large strike of pecan shellers early in the year in San Antonio, Tex., also accounted for a substantial amount of idleness in the food industries.

TABLE 3.—*Strikes in 1938, by Industry*

| Industry  | Number of strikes beginning in 1938 | Number of workers involved | Man-days idle during 1938 |
|---|-------------------------------------|----------------------------|---------------------------|
| <b>All industries</b> .....   | <b>2, 772</b>                       | <b>688, 376</b>            | <b>9, 148, 273</b>        |
| <b>Iron and steel and their products, not including machinery</b> ..... | <b>85</b>                           | <b>29, 379</b>             | <b>397, 022</b>           |
| Blast furnaces, steel works, and rolling mills.....                     | 8                                   | 8, 083                     | 105, 605                  |
| Bolts, nuts, washers, and rivets.....                                   | 5                                   | 6, 514                     | 6, 108                    |
| Cast-iron pipe and fittings.....  | 2                                   | 1, 365                     | 8, 010                    |
| Cutlery (not including silver and plated cutlery) and edge tools.....   | 4                                   | 1, 146                     | 20, 678                   |
| Forgings, iron and steel.....   | 1                                   | 26                         | 130                       |
| Hardware.....   | 3                                   | 7, 490                     | 7, 448                    |
| Plumbers' supplies and fixtures.....                                    | 6                                   | 1, 931                     | 23, 309                   |
| Steam and hot-water heating apparatus and steam fittings.....           | 2                                   | 1, 446                     | 24, 896                   |
| Stoves.....   | 11                                  | 2, 220                     | 47, 514                   |
| Structural and ornamental metalwork.....                                | 12                                  | 1, 883                     | 26, 682                   |
| Tin cans and other tinware.....   | 9                                   | 2, 676                     | 46, 532                   |
| Tools (not including edge tools, machine tools, files, and saws).....   | 1                                   | 89                         | 1, 780                    |
| Wire and wire products.....   | 10                                  | 4, 383                     | 59, 910                   |
| Other.....  | 11                                  | 3, 150                     | 18, 424                   |
| <b>Machinery, not including transportation equipment</b> .....          | <b>85</b>                           | <b>21, 158</b>             | <b>580, 285</b>           |
| Agricultural implements.....  | 6                                   | 3, 008                     | 47, 812                   |
| Electrical machinery, apparatus, and supplies.....                      | 25                                  | 4, 352                     | 45, 691                   |
| Foundry and machine-shop products.....                                  | 29                                  | 5, 146                     | 141, 505                  |
| Machine tools (power driven).....                                       | 1                                   | 252                        | 4, 536                    |
| Radios and phonographs.....   | 5                                   | 2, 857                     | 201, 541                  |
| Other.....  | 19                                  | 5, 543                     | 139, 200                  |
| <b>Transportation equipment</b> .....                                   | <b>49</b>                           | <b>82, 738</b>             | <b>318, 449</b>           |
| Automobiles, bodies and parts.....                                      | 39                                  | 79, 710                    | 288, 029                  |
| Cars, electric- and steam-railroad.....                                 | 2                                   | 243                        | 552                       |
| Shipbuilding.....   | 6                                   | 2, 116                     | 20, 010                   |
| Other.....  | 2                                   | 669                        | 9, 858                    |
| <b>Nonferrous metals and their products</b> .....                       | <b>36</b>                           | <b>7, 708</b>              | <b>149, 745</b>           |
| Aluminum manufactures.....  | 2                                   | 149                        | 1, 333                    |
| Brass, bronze, and copper products.....                                 | 5                                   | 1, 371                     | 16, 660                   |
| Jewelry.....  | 2                                   | 1, 285                     | 10, 647                   |
| Lighting equipment.....   | 6                                   | 1, 670                     | 41, 803                   |
| Silverware and plated ware.....   | 5                                   | 314                        | 13, 632                   |
| Smelting and refining—copper, lead, and zinc.....                       | 3                                   | 520                        | 26, 450                   |
| Stamped and enameled ware.....  | 6                                   | 1, 159                     | 29, 734                   |
| Other.....  | 9                                   | 1, 240                     | 9, 486                    |
| <b>Lumber and allied products</b> .....                                 | <b>142</b>                          | <b>22, 126</b>             | <b>782, 707</b>           |
| Furniture.....  | 67                                  | 7, 017                     | 184, 992                  |
| Millwork and planing.....   | 15                                  | 4, 312                     | 87, 674                   |
| Sawmills and logging camps.....   | 28                                  | 6, 302                     | 400, 260                  |
| Other.....  | 32                                  | 4, 495                     | 109, 781                  |
| <b>Stone, clay, and glass products</b> .....                            | <b>42</b>                           | <b>7, 954</b>              | <b>250, 224</b>           |
| Brick, tile, and terra cotta.....                                       | 15                                  | 2, 147                     | 93, 607                   |
| Cement.....   | 4                                   | 174                        | 17, 787                   |
| Glass.....  | 4                                   | 754                        | 9, 830                    |
| Marble, granite, slate, and other products.....                         | 8                                   | 3, 833                     | 74, 227                   |
| Other.....  | 11                                  | 1, 046                     | 54, 773                   |
| <b>Textiles and their products</b> .....                                | <b>536</b>                          | <b>109, 357</b>            | <b>1, 424, 937</b>        |
| Fabrics:  |                                     |                            |                           |
| Carpets and rugs.....   | 8                                   | 6, 895                     | 95, 956                   |
| Cotton goods.....   | 23                                  | 11, 772                    | 366, 319                  |
| Cotton small wares.....   | 6                                   | 429                        | 5, 516                    |
| Dyeing and finishing textiles.....                                      | 8                                   | 1, 153                     | 24, 100                   |
| Silk and rayon goods.....   | 18                                  | 13, 842                    | 83, 478                   |
| Woolen and worsted goods.....   | 14                                  | 3, 309                     | 50, 934                   |
| Other.....  | 31                                  | 3, 612                     | 34, 534                   |

TABLE 3.—*Strikes in 1938, by Industry—Continued*

| Industry   | Number of strikes beginning in 1938 | Number of workers involved | Man-days idle during 1938 |
|--|-------------------------------------|----------------------------|---------------------------|
| <b>Textiles and their products—Continued.</b>    |                                     |                            |                           |
| Wearing apparel:                                 |                                     |                            |                           |
| Clothing, men's.....                             | 21                                  | 3,956                      | 24,057                    |
| Clothing, women's <sup>1</sup> .....             | 314                                 | 25,019                     | 241,899                   |
| Corsets and allied garments.....                 | 2                                   | 180                        | 1,530                     |
| Men's furnishings.....                           | 1                                   | 40                         | 1,340                     |
| Hats, caps, and millinery.....                   | 15                                  | 3,680                      | 45,682                    |
| Shirts and collars.....                          | 12                                  | 2,651                      | 84,960                    |
| Hosiery.....                                     | 13                                  | 27,888                     | 165,822                   |
| Knitgoods.....                                   | 46                                  | 4,565                      | 44,775                    |
| Other.....                                       | 4                                   | 366                        | 154,035                   |
| <b>Leather and its manufactures.....</b>         |                                     |                            |                           |
| Boots and shoes.....                             | 36                                  | 14,330                     | 159,463                   |
| Leather.....                                     | 7                                   | 11,448                     | 99,634                    |
| Other leather goods.....                         | 7                                   | 1,530                      | 48,532                    |
| Other.....                                       | 16                                  | 1,352                      | 11,296                    |
| <b>Food and kindred products.....</b>            |                                     |                            |                           |
| Baking.....                                      | 168                                 | 55,520                     | 669,765                   |
| Beverages.....                                   | 51                                  | 12,779                     | 99,992                    |
| Butter.....                                      | 10                                  | 2,850                      | 16,582                    |
| Canning and preserving.....                      | 3                                   | 191                        | 2,831                     |
| Coffineries.....                                 | 24                                  | 14,040                     | 177,938                   |
| Confectionery.....                               | 15                                  | 2,322                      | 32,692                    |
| Flour and grain mills.....                       | 5                                   | 272                        | 10,163                    |
| Ice cream.....                                   | 2                                   | 142                        | 692                       |
| Slaughtering and meat packing.....               | 30                                  | 10,074                     | 68,523                    |
| Sugar refining, cane.....                        | 7                                   | 6,549                      | 81,250                    |
| Other.....                                       | 21                                  | 6,301                      | 181,102                   |
| <b>Tobacco manufactures.....</b>                 |                                     |                            |                           |
| Chewing and smoking tobacco and snuff.....       | 9                                   | 2,579                      | 147,255                   |
| Cigars.....                                      | 1                                   | 1,035                      | 23,805                    |
| Other.....                                       | 5                                   | 846                        | 115,446                   |
| Other.....                                       | 3                                   | 698                        | 8,004                     |
| <b>Paper and printing.....</b>                   |                                     |                            |                           |
| Boxes, paper.....                                | 73                                  | 13,764                     | 241,052                   |
| Paper and pulp.....                              | 18                                  | 1,565                      | 83,103                    |
| Printing and publishing:                         | 6                                   | 1,118                      | 16,444                    |
| Book and job.....                                | 9                                   | 429                        | 4,461                     |
| Newspapers and periodicals.....                  | 21                                  | 8,940                      | 92,799                    |
| Other.....                                       | 19                                  | 1,712                      | 44,245                    |
| <b>Chemicals and allied products.....</b>        |                                     |                            |                           |
| Chemicals.....                                   | 38                                  | 4,040                      | 78,101                    |
| Cottonseed—oil, cake, and meal.....              | 2                                   | 152                        | 796                       |
| Druggists' preparations.....                     | 1                                   | 14                         | 616                       |
| Fertilizers.....                                 | 4                                   | 203                        | 3,599                     |
| Paints and varnishes.....                        | 3                                   | 280                        | 2,845                     |
| Petroleum refining.....                          | 8                                   | 204                        | 14,423                    |
| Other.....                                       | 3                                   | 1,101                      | 25,939                    |
| Other.....                                       | 17                                  | 2,086                      | 29,883                    |
| <b>Rubber products.....</b>                      |                                     |                            |                           |
| Rubber tires and inner tubes.....                | 29                                  | 25,612                     | 165,507                   |
| Other rubber goods.....                          | 5                                   | 19,095                     | 65,652                    |
| Other.....                                       | 24                                  | 6,517                      | 99,855                    |
| <b>Miscellaneous manufacturing.....</b>          |                                     |                            |                           |
| Electric light, power, and manufactured gas..... | 83                                  | 13,992                     | 450,838                   |
| Broom and brush.....                             | 5                                   | 391                        | 10,383                    |
| Furriers and fur factories.....                  | 5                                   | 888                        | 26,535                    |
| Other.....                                       | 18                                  | 5,866                      | 323,410                   |
| Other.....                                       | 55                                  | 6,847                      | 90,510                    |
| <b>Extraction of minerals.....</b>               |                                     |                            |                           |
| Coal mining, anthracite.....                     | 63                                  | 37,515                     | 529,222                   |
| Coal mining, bituminous.....                     | 17                                  | 26,416                     | 357,854                   |
| Metalliferous mining.....                        | 27                                  | 9,505                      | 132,855                   |
| Quarrying and nonmetallic mining.....            | 6                                   | 772                        | 7,172                     |
| Crude petroleum producing.....                   | 6                                   | 365                        | 9,676                     |
| Other.....                                       | 1                                   | 8                          | 932                       |
| Other.....                                       | 6                                   | 440                        | 20,733                    |

<sup>1</sup> The large number of strikes recorded for this industry is due in part to a better collection of strike data. Previous to 1938 the Bureau was unable to learn of many of the small strikes in the numerous clothing shops, particularly those in New York City. The number of strikes in the women's clothing industry here reported exceeds by about 200 the number which would have been reported if there had been no change in the method of collecting strike data. This should be noted when comparing figures for this industry with those reported in previous years.

TABLE 3.—*Strikes in 1938, by Industry—Continued*

| Industry   | Number of strikes beginning in 1938 | Number of workers involved | Man-days idle during 1938 |
|--|-------------------------------------|----------------------------|---------------------------|
| <b>Transportation and communication</b> .....                                  | <b>311</b>                          | <b>76,355</b>              | <b>719,951</b>            |
| Water transportation.....  | 65                                  | 18,227                     | 125,784                   |
| Motortruck transportation.....   | 88                                  | 41,408                     | 389,653                   |
| Motorbus transportation.....   | 9                                   | 630                        | 4,769                     |
| Taxicabs and miscellaneous.....  | 37                                  | 9,869                      | 139,661                   |
| Electric railroad.....   | 6                                   | 5,716                      | 58,973                    |
| Steam railroad.....  | 1                                   | 25                         | 125                       |
| Telephone and telegraph.....   | 3                                   | 455                        | 666                       |
| Radio broadcasting and transmitting.....                                       | 2                                   | 25                         | 320                       |
| <b>Trade</b> .....   | <b>339</b>                          | <b>89,626</b>              | <b>626,023</b>            |
| Wholesale.....   | 92                                  | 12,345                     | 193,606                   |
| Retail.....  | 247                                 | 27,281                     | 632,417                   |
| <b>Domestic and personal service</b> .....                                     | <b>178</b>                          | <b>14,187</b>              | <b>169,634</b>            |
| Hotels, restaurants, and boarding houses.....                                  | 94                                  | 4,436                      | 72,826                    |
| Personal service, barbers, beauty parlors.....                                 | 3                                   | 1,240                      | 15,480                    |
| Laundries.....   | 49                                  | 7,236                      | 62,935                    |
| Dyeing, cleaning, and pressing.....  | 20                                  | 605                        | 9,624                     |
| Elevator and maintenance workers (when not attached to specific industry)..... | 11                                  | 540                        | 3,559                     |
| Other.....   | 1                                   | 130                        | 5,210                     |
| <b>Professional service</b> .....  | <b>47</b>                           | <b>4,037</b>               | <b>30,009</b>             |
| Recreation and amusement.....  | 40                                  | 3,652                      | 26,082                    |
| Professional.....  | 1                                   | 100                        | 200                       |
| Semiprofessional, attendants, and helpers.....                                 | 6                                   | 285                        | 3,727                     |
| <b>Building and construction</b> .....   | <b>315</b>                          | <b>44,399</b>              | <b>405,482</b>            |
| Buildings, exclusive of P. W. A.....   | 191                                 | 31,752                     | 268,284                   |
| All other construction (bridges, docks, etc., and P. W. A. buildings).....     | 124                                 | 12,637                     | 137,198                   |
| <b>Agriculture and fishing</b> .....   | <b>48</b>                           | <b>24,313</b>              | <b>409,951</b>            |
| Agriculture.....   | 34                                  | 11,023                     | 94,040                    |
| Fishing.....   | 13                                  | 13,240                     | 313,961                   |
| Other.....   | 1                                   | 50                         | 1,950                     |
| <b>W. P. A., relief, and resettlement projects</b> .....                       | <b>87</b>                           | <b>31,031</b>              | <b>136,056</b>            |
| <b>Other nonmanufacturing industries</b> .....                                 | <b>48</b>                           | <b>6,673</b>               | <b>106,596</b>            |

### *States Affected*

More than one-fourth (764) of the strikes in the United States in 1938 were in New York State. There were 352 in Pennsylvania, 198 in New Jersey, 168 in California, 138 in Illinois, 123 in Massachusetts, 116 in Ohio, and less than 100 in each of the other States. Wyoming is the only State for which no strikes were recorded in 1938.

States with the largest numbers of workers involved in strikes during the year were New York (122,000), Pennsylvania (115,000), and Michigan (77,000). The highest numbers of man-days of idleness were in New York (1,789,000), Pennsylvania (1,411,000), and California (967,000).



TABLE 4.—*Strikes in 1938, by States*

| State                       | Number of strikes beginning in 1938 | Workers involved |                  |                    | Man-days idle during 1938 |                  |
|-----------------------------|-------------------------------------|------------------|------------------|--------------------|---------------------------|------------------|
|                             |                                     | Number           | Percent of total | Average per strike | Number                    | Percent of total |
| All States.....             | 1,272                               | 638,376          | 100.0            | 248                | 9,148,273                 | 100.0            |
| Alabama.....                | 41                                  | 6,627            | 1.0              | 162                | 366,794                   | 4.0              |
| Arizona.....                | 8                                   | 815              | .1               | 102                | 8,191                     | .1               |
| Arkansas.....               | 7                                   | 2,076            | .3               | 297                | 10,489                    | .1               |
| California.....             | 168                                 | 45,791           | 6.7              | 273                | 966,712                   | 10.6             |
| Colorado.....               | 11                                  | 1,922            | .3               | 175                | 15,070                    | .2               |
| Connecticut.....            | 46                                  | 7,765            | 1.1              | 173                | 94,902                    | 1.0              |
| Delaware.....               | 4                                   | 274              | ( <sup>1</sup> ) | 69                 | 3,690                     | ( <sup>1</sup> ) |
| District of Columbia.....   | 26                                  | 1,545            | .2               | 59                 | 20,556                    | .2               |
| Florida.....                | 11                                  | 2,033            | .3               | 185                | 15,245                    | .2               |
| Georgia.....                | 16                                  | 1,909            | .3               | 119                | 17,635                    | .3               |
| Idaho.....                  | 4                                   | 357              | .1               | 89                 | 5,343                     | .1               |
| Illinois.....               | 138                                 | 27,394           | 4.0              | 199                | 399,630                   | 4.4              |
| Indiana.....                | 67                                  | 14,518           | 2.1              | 217                | 239,783                   | 2.6              |
| Iowa.....                   | 36                                  | 4,779            | .7               | 133                | 123,043                   | 1.3              |
| Kansas.....                 | 10                                  | 2,073            | .3               | 207                | 17,454                    | .2               |
| Kentucky.....               | 18                                  | 2,942            | .4               | 163                | 48,430                    | .5               |
| Louisiana.....              | 27                                  | 15,407           | 2.2              | 571                | 160,655                   | 1.8              |
| Maine.....                  | 8                                   | 944              | .1               | 118                | 24,842                    | .3               |
| Maryland.....               | 25                                  | 9,467            | 1.4              | 379                | 64,658                    | .7               |
| Massachusetts.....          | 123                                 | 14,941           | 2.2              | 121                | 184,914                   | 2.0              |
| Michigan.....               | 95                                  | 76,968           | 11.2             | 810                | 849,553                   | 8.8              |
| Minnesota.....              | 67                                  | 8,651            | 1.3              | 152                | 141,774                   | 1.5              |
| Mississippi.....            | 2                                   | 195              | ( <sup>1</sup> ) | 98                 | 1,110                     | ( <sup>1</sup> ) |
| Missouri.....               | 68                                  | 8,903            | 1.3              | 131                | 193,626                   | 2.1              |
| Montana.....                | 7                                   | 744              | .1               | 106                | 30,851                    | .3               |
| Nebraska.....               | 15                                  | 2,209            | .3               | 147                | 106,918                   | 1.2              |
| Nevada.....                 | 1                                   | 38               | ( <sup>1</sup> ) | 38                 | 646                       | ( <sup>1</sup> ) |
| New Hampshire.....          | 6                                   | 1,331            | .2               | 222                | 11,177                    | .1               |
| New Jersey.....             | 198                                 | 49,289           | 7.2              | 249                | 384,506                   | 4.2              |
| New Mexico.....             | 6                                   | 1,099            | .2               | 183                | 9,406                     | .1               |
| New York <sup>3</sup> ..... | 764                                 | 122,032          | 17.7             | 160                | 1,789,181                 | 19.8             |
| North Carolina.....         | 18                                  | 6,999            | 1.0              | 389                | 56,875                    | .6               |
| North Dakota.....           | 5                                   | 75               | ( <sup>1</sup> ) | 15                 | 780                       | ( <sup>1</sup> ) |
| Ohio.....                   | 116                                 | 46,846           | 6.8              | 404                | 322,222                   | 3.5              |
| Oklahoma.....               | 13                                  | 1,700            | .2               | 131                | 20,870                    | .2               |
| Oregon.....                 | 19                                  | 9,273            | 1.3              | 483                | 228,610                   | 2.5              |
| Pennsylvania.....           | 352                                 | 114,568          | 16.6             | 325                | 1,410,615                 | 15.4             |
| Rhode Island.....           | 22                                  | 3,148            | .5               | 143                | 48,978                    | .5               |
| South Carolina.....         | 9                                   | 3,114            | .5               | 346                | 55,160                    | .6               |
| South Dakota.....           | 2                                   | 62               | ( <sup>1</sup> ) | 31                 | 506                       | ( <sup>1</sup> ) |
| Tennessee.....              | 28                                  | 3,544            | .5               | 127                | 82,216                    | .9               |
| Texas.....                  | 50                                  | 9,185            | 1.3              | 184                | 197,452                   | 2.2              |
| Utah.....                   | 8                                   | 532              | .1               | 67                 | 2,808                     | ( <sup>1</sup> ) |
| Vermont.....                | 2                                   | 2,659            | .4               | 1,330              | 38,931                    | .4               |
| Virginia.....               | 23                                  | 2,412            | .4               | 105                | 27,462                    | .3               |
| Washington.....             | 51                                  | 18,840           | 2.7              | 369                | 444,879                   | 4.9              |
| West Virginia.....          | 13                                  | 4,099            | .6               | 315                | 55,752                    | .6               |
| Wisconsin.....              | 88                                  | 21,559           | 3.1              | 245                | 302,867                   | 3.2              |
| Interstate.....             | 15                                  | 4,723            | .7               | 945                | 44,507                    | .5               |

<sup>1</sup> The sum of this column is more than 2,772. This is due to the fact that 41 strikes which extended across State lines have been counted, in this table, as separate strikes in each State affected, with the proper allocation of number of workers involved and man-days idle. In 5 additional strikes it was impossible to allocate accurately the workers and man-days to the various States into which the strikes extended.

<sup>2</sup> Less than 1/10 of 1 percent.

<sup>3</sup> The large number of strikes reported for New York is due in part to a better collection of data on small strikes in clothing shops of a type which the Bureau had been unable to learn about in previous years.

### *Cities Affected*

There were 35 cities in the United States which had 10 or more strikes in 1938. Figures are shown in table 5 for these cities and 38 other cities which have been included in reports for previous years.

There were more strikes (639) in New York City in 1938 than in all the other large cities together. The number of workers involved and man-days idle in New York exceeded, by far, the corresponding figures for any other city. Philadelphia had the next highest number of strikes (122) and was also second to New York in man-days of idleness, although Detroit had twice as many workers involved as Philadelphia. The Detroit strikes were of short duration on the average, and did not cause as much idleness proportionately as the strikes in many of the other cities.

A number of strikes during the year were intercity in character, that is, they affected workers in two or more cities. For the purposes of table 5, such strikes have been counted as separate strikes in each city affected, insofar as the available information permitted, with the proper allocation of workers and man-days idle to the respective cities. By this method, the data for each individual city are more nearly complete, although some of the strikes recorded for certain cities were only fractional parts of large strikes. Eighty-two strikes affecting cities listed in table 5 were prorated in this way.

There were seven strikes affecting these cities, however, on which sufficient information could not be obtained to allocate properly the workers and man-days. The cities affected by these strikes were:

Chicago, Ill., by a strike of construction workers on several paving jobs in Cook County.

Jersey City, Newark, Paterson, and Passaic, N. J., by a strike against a chain grocery-store firm operating in northern New Jersey.

Kansas City and St. Louis, Mo., by a strike against motor freight companies with terminals in Missouri, Oklahoma, Illinois, and Kansas.

Newark, N. J., by a strike against moving and storage companies in Essex County.

New Orleans, La., by a strike against the Federal Barge Lines, operating between various cities along the Mississippi River.

New York, N. Y., by a strike in wineries throughout the city and nearby areas.

Philadelphia and Reading, by a hosiery workers' strike which affected plants in several Pennsylvania and New Jersey centers.

TABLE 5.—*Strikes in 1938 in Cities Which Had 10 or More Strikes in Any Year From 1927 to 1938*

| City                     | Number of strikes beginning in 1938 | Number of workers involved | Man-days idle during 1938 | City                                  | Number of strikes beginning in 1938 | Number of workers involved | Man-days idle during 1938 |
|--------------------------|-------------------------------------|----------------------------|---------------------------|---------------------------------------|-------------------------------------|----------------------------|---------------------------|
| Akron, Ohio.....         | 12                                  | 21,658                     | 68,145                    | New Bedford, Mass.....                | 4                                   | 567                        | 18,716                    |
| Allentown, Pa.....       | 5                                   | 773                        | 6,882                     | New Haven, Conn.....                  | 2                                   | 279                        | 3,069                     |
| Baltimore, Md.....       | 8                                   | 2,455                      | 14,465                    | New Orleans, La.....                  | 15                                  | 10,328                     | 71,058                    |
| Birmingham, Ala.....     | 15                                  | 1,486                      | 26,304                    | New York (Greater) <sup>1</sup> ..... | 639                                 | 102,330                    | 1,575,330                 |
| Boston, Mass.....        | 34                                  | 3,872                      | 32,316                    | Norfolk, Va.....                      | 5                                   | 97                         | 2,229                     |
| Buffalo, N. Y.....       | 14                                  | 3,363                      | 17,059                    | Paducah, Ky.....                      |                                     |                            | 120                       |
| Chattanooga, Tenn.....   | 9                                   | 1,795                      | 18,050                    | Passaic, N. J.....                    | 15                                  | 1,569                      | 6,672                     |
| Chicago, Ill.....        | 47                                  | 7,771                      | 95,412                    | Paterson, N. J.....                   | 26                                  | 5,591                      | 31,033                    |
| Cincinnati, Ohio.....    | 16                                  | 1,899                      | 29,888                    | Pawtucket, R. I.....                  | 1                                   | 463                        | 3,241                     |
| Cleveland, Ohio.....     | 22                                  | 4,895                      | 55,049                    | Peoria, Ill.....                      | 4                                   | 119                        | 1,201                     |
| Columbus, Ohio.....      | 9                                   | 1,467                      | 9,129                     | Philadelphia, Pa.....                 | 122                                 | 27,905                     | 488,843                   |
| Denver, Colo.....        | 4                                   | 594                        | 9,508                     | Pittsburgh, Pa.....                   | 44                                  | 13,627                     | 124,477                   |
| Des Moines, Iowa.....    | 10                                  | 1,191                      | 11,682                    | Portland, Oreg.....                   | 8                                   | 6,622                      | 196,492                   |
| Detroit, Mich.....       | 47                                  | 55,651                     | 168,857                   | Providence, R. I.....                 | 10                                  | 406                        | 2,199                     |
| Duluth, Minn.....        | 4                                   | 589                        | 22,779                    | Reading, Pa.....                      | 6                                   | 1,529                      | 26,775                    |
| Easton, Pa.....          | 3                                   | 100                        | 2,592                     | Richmond, Va.....                     | 6                                   | 641                        | 6,670                     |
| East St. Louis, Ill..... | 14                                  | 1,240                      | 12,411                    | Rochester, N. Y.....                  | 13                                  | 2,913                      | 21,784                    |
| Elizabeth, N. J.....     | 7                                   | 787                        | 4,542                     | Rockford, Ill.....                    | 3                                   | 2,217                      | 48,013                    |
| Erie, Pa.....            | 6                                   | 1,230                      | 3,620                     | Saginaw, Mich.....                    | 4                                   | 1,618                      | 8,603                     |
| Evansville, Ind.....     | 4                                   | 2,234                      | 4,116                     | St. Louis, Mo.....                    | 33                                  | 4,950                      | 97,833                    |
| Fall River, Mass.....    | 9                                   | 1,075                      | 7,292                     | St. Paul, Minn.....                   | 12                                  | 715                        | 15,770                    |
| Flint, Mich.....         | 6                                   | 10,425                     | 31,599                    | San Francisco (bay area).....         | 55                                  | 17,877                     | 462,770                   |
| Haverhill, Mass.....     | 2                                   | 212                        | 1,028                     | Scranton, Pa.....                     | 11                                  | 2,661                      | 9,784                     |
| Houston, Tex.....        | 16                                  | 1,223                      | 12,834                    | Seattle, Wash.....                    | 17                                  | 9,148                      | 85,676                    |
| Indianapolis, Ind.....   | 19                                  | 1,894                      | 19,309                    | South Bend, Ind.....                  | 7                                   | 479                        | 4,301                     |
| Jersey City, N. J.....   | 22                                  | 3,530                      | 35,127                    | Springfield, Ill.....                 | 8                                   | 687                        | 76,354                    |
| Kansas City, Mo.....     | 21                                  | 1,462                      | 30,769                    | Springfield, Mass.....                | 11                                  | 595                        | 4,299                     |
| Lancaster, Pa.....       | 3                                   | 262                        | 2,614                     | Terre Haute, Ind.....                 | 3                                   | 224                        | 4,068                     |
| Los Angeles, Calif.....  | 40                                  | 8,627                      | 170,656                   | Toledo, Ohio.....                     | 13                                  | 1,836                      | 36,851                    |
| Louisville, Ky.....      | 3                                   | 133                        | 1,524                     | Trenton, N. J.....                    | 15                                  | 3,032                      | 29,336                    |
| Lowell, Mass.....        | 6                                   | 808                        | 3,124                     | Washington, D. C.....                 | 25                                  | 1,545                      | 20,556                    |
| Lynn, Mass.....          | 7                                   | 1,641                      | 10,350                    | Waterbury, Conn.....                  | 6                                   | 767                        | 3,676                     |
| Memphis, Tenn.....       | 7                                   | 377                        | 2,962                     | Wausau, Wis.....                      | 2                                   | 383                        | 2,943                     |
| Milwaukee, Wis.....      | 40                                  | 10,053                     | 215,607                   | Wilkes-Barre, Pa.....                 | 8                                   | 1,158                      | 54,196                    |
| Minneapolis, Minn.....   | 29                                  | 4,741                      | 76,403                    | Woonsocket, R. I.....                 | 2                                   | 1,070                      | 17,380                    |
| Newark, N. J.....        | 56                                  | 8,395                      | 58,917                    | Worcester, Mass.....                  | 4                                   | 255                        | 1,955                     |
|                          |                                     |                            |                           | York, Pa.....                         | 4                                   | 46                         | 489                       |

<sup>1</sup> The large number of strikes reported for New York City is due in part to a better collection of data on strikes in small clothing shops of a type which the Bureau had been unable to learn about in previous years.

<sup>2</sup> Man-days idle as result of a strike which began in 1937 and continued into 1938.

### Number of Workers Involved

There was an average of 248 workers involved in the 2,772 strikes beginning in 1938. About one-fourth of the strikes involved fewer than 20 workers each and half of them involved fewer than 48 workers each. As shown in table 6, about two-thirds of the strikes involved fewer than 100 workers each, 24 percent involved from 100 to 500 workers each, and 10 percent involved 500 or more workers each. Only two strikes in 1938 involved as many as 10,000 workers. These were the short strikes of approximately 21,000 hosiery workers in Pennsylvania, New Jersey, and New York in February and early March, and the strike of about 18,000 workers in the motor-trucking industry of New York City and New Jersey in September.

The largest strikes, on the average, were in the transportation-equipment manufacturing industries (mostly automobile strikes), where the average number of workers involved was 1,689. The domestic and personal-service industries had the smallest average (80 workers) per strike.

TABLE 6.—*Strikes Beginning in 1938, by Number of Workers Involved and Industry Group*

| Industry group   | Total | Average number of workers per strike | Number of strikes in which the number of workers involved was— |                  |                   |                   |                     |                       |                        |                 |
|--|-------|--------------------------------------|--|------------------|-------------------|-------------------|---------------------|-----------------------|------------------------|-----------------|
|  |       |                                      | 6 and under 20   | 20 and under 100 | 100 and under 250 | 250 and under 500 | 500 and under 1,000 | 1,000 and under 5,000 | 5,000 and under 10,000 | 10,000 and over |
| All industries:  |       |                                      |  |                  |                   |                   |                     |                       |                        |                 |
| Number.....  | 2,772 | 248                                  | 704  | 1,130            | 437               | 236               | 117                 | 134                   | 12                     | 2               |
| Percent.....   | 100.0 | -----                                | 25.4   | 40.8             | 15.8              | 8.5               | 4.2                 | 4.8                   | 0.4                    | 0.1             |
| <i>Manufacturing</i>   |       |                                      |  |                  |                   |                   |                     |                       |                        |                 |
| Iron and steel and their products, not including machinery.....      | 85    | 346                                  | 8  | 31               | 17                | 8                 | 11                  | 10                    | -----                  | -----           |
| Machinery, not including transportation equipment.....               | 85    | 249                                  | 13   | 29               | 18                | 12                | 8                   | 5                     | -----                  | -----           |
| Transportation equipment.....  | 49    | 1,689                                | 3  | 5                | 4                 | 9                 | 8                   | 14                    | 6                      | -----           |
| Nonferrous metals and their products.....                            | 38    | 203                                  | 5  | 13               | 11                | 6                 | 2                   | 1                     | -----                  | -----           |
| Lumber and allied products.....                                      | 142   | 156                                  | 24   | 57               | 37                | 17                | 4                   | 3                     | -----                  | -----           |
| Stone, clay, and glass products.....                                 | 42    | 189                                  | 6  | 20               | 8                 | 5                 | 2                   | 1                     | -----                  | -----           |
| Textiles and their products.....                                     | 536   | 204                                  | 132  | 260              | 75                | 37                | 18                  | 13                    | -----                  | 1               |
| Leather and its manufactures.....                                    | 59    | 243                                  | 8  | 21               | 16                | 9                 | 2                   | 3                     | -----                  | -----           |
| Food and kindred products.....                                       | 168   | 330                                  | 36   | 61               | 35                | 10                | 7                   | 18                    | 1                      | -----           |
| Tobacco manufactures.....  | 9     | 287                                  | 1  | 3                | -----             | 4                 | -----               | 1                     | -----                  | -----           |
| Paper and printing.....  | 73    | 189                                  | 30   | 21               | 11                | 6                 | 3                   | 2                     | -----                  | -----           |
| Chemicals and allied products.....                                   | 38    | 106                                  | 10   | 19               | 5                 | 2                 | 2                   | -----                 | -----                  | -----           |
| Rubber products.....   | 29    | 883                                  | -----  | 7                | 11                | 6                 | 2                   | 1                     | 2                      | -----           |
| Miscellaneous manufacturing.....                                     | 83    | 169                                  | 28   | 32               | 14                | 4                 | 3                   | 1                     | 1                      | -----           |
| <i>Nonmanufacturing</i>  |       |                                      |  |                  |                   |                   |                     |                       |                        |                 |
| Extraction of minerals.....  | 63    | 595                                  | 7  | 16               | 12                | 10                | 11                  | 6                     | 1                      | -----           |
| Transportation and communication.....                                | 211   | 362                                  | 45   | 95               | 30                | 14                | 5                   | 21                    | -----                  | 1               |
| Trade.....   | 339   | 117                                  | 129  | 138              | 34                | 21                | 9                   | 8                     | -----                  | -----           |
| Domestic and personal service.....                                   | 178   | 80                                   | 85   | 68               | 14                | 4                 | 5                   | 2                     | -----                  | -----           |
| Professional service.....  | 47    | 86                                   | 16   | 20               | 8                 | -----             | -----               | 1                     | -----                  | -----           |
| Building and construction.....                                       | 315   | 141                                  | 96   | 144              | 42                | 21                | 5                   | 6                     | 1                      | -----           |
| Agriculture and fishing.....   | 48    | 507                                  | 3  | 16               | 10                | 9                 | 3                   | 7                     | -----                  | -----           |
| Works Progress Administration, relief and resettlement projects..... | 87    | 357                                  | 8  | 31               | 17                | 15                | 7                   | 9                     | -----                  | -----           |
| Other nonmanufacturing industries.....                               | 48    | 139                                  | 11   | 23               | 8                 | 5                 | -----               | 1                     | -----                  | -----           |

### *Number of Establishments Involved*

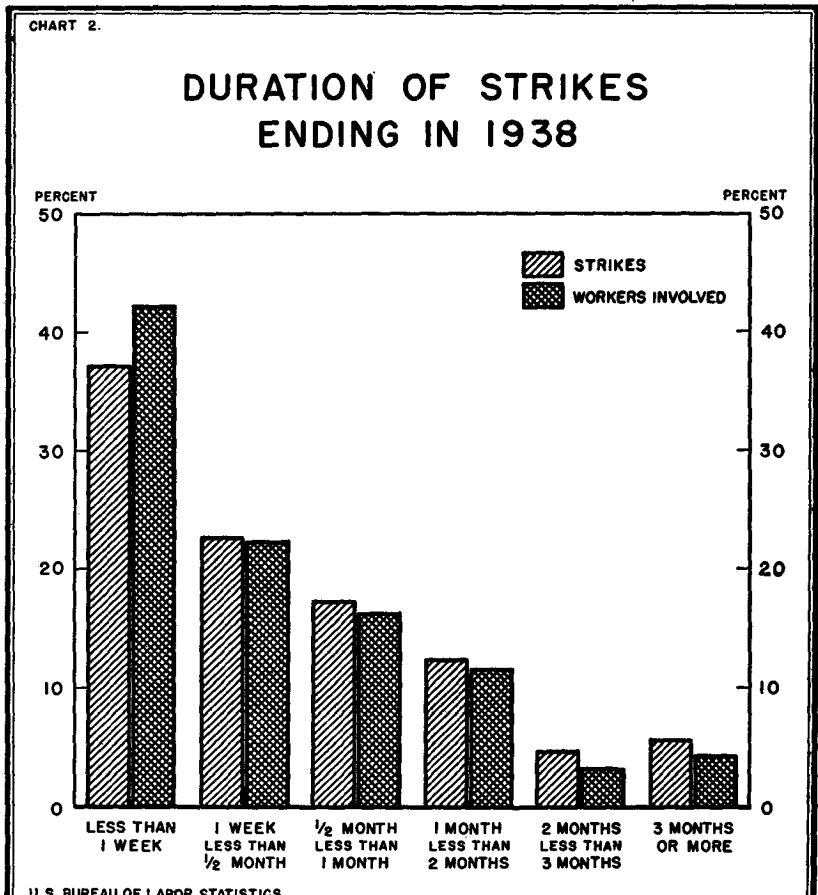
Nearly three-fourths of the strikes ending in 1938 were confined to single establishments. These strikes included only 43 percent of the total workers involved, however, and accounted for a similar proportion of the man-days idle. Twenty percent of the strikes involved 2 to 10 establishments, and 9 percent extended to 11 or more establishments of the same or different companies. This latter group included about one-third of the total workers involved, and accounted for 29 percent of the total man-days of idleness.

TABLE 7.—*Strikes Ending in 1938, by Number of Establishments Involved*

| Number of establishments involved | Strikes |                  | Workers involved |                  | Man-days idle |                  |
|-----------------------------------|---------|------------------|------------------|------------------|---------------|------------------|
|                                   | Number  | Percent of total | Number           | Percent of total | Number        | Percent of total |
| Total.....                        | 2,772   | 100.0            | 687,629          | 100.0            | 8,926,099     | 100.0            |
| 1.....                            | 1,967   | 71.0             | 293,688          | 42.7             | 3,728,170     | 41.8             |
| 2 to 5.....                       | 437     | 15.8             | 115,165          | 16.7             | 1,958,865     | 21.9             |
| 6 to 10.....                      | 117     | 4.2              | 39,153           | 5.7              | 560,611       | 6.3              |
| 11 and over.....                  | 236     | 8.5              | 227,470          | 33.1             | 2,609,454     | 29.2             |
| Not reported.....                 | 15      | .5               | 12,153           | 1.8              | 68,999        | .8               |

### *Duration of Strikes*

The average duration of the 2,772 strikes ending in 1938 was 23½ calendar days. About 37 percent of the strikes lasted less than a week, 40 percent lasted from a week to a month, 17 percent from 1 to 3 months, and nearly 6 percent had been in progress for 3 months or more when they were terminated.



The 37 percent of the strikes which lasted less than a week included 42 percent of the total workers involved but accounted for only 8 percent of the total man-days idle. On the other hand, the 6 percent of the strikes which lasted 3 months or more included only 4.4 percent of the total workers but accounted for 31 percent of the man-days idle.

TABLE 8.—Duration of Strikes Ending in 1938

| Duration of strikes                 | Strikes |                  | Workers involved |                  | Man-days idle |                  |
|-------------------------------------|---------|------------------|------------------|------------------|---------------|------------------|
|                                     | Number  | Percent of total | Number           | Percent of total | Number        | Percent of total |
| Total.....                          | 2, 772  | 100. 0           | 687, 629         | 100. 0           | 8, 926, 099   | 100. 0           |
| Less than 1 week.....               | 1, 031  | 37. 2            | 289, 689         | 42. 2            | 715, 036      | 8. 0             |
| 1 week and less than 1/4 month..... | 630     | 22. 7            | 153, 677         | 22. 3            | 992, 830      | 11. 1            |
| 1/4 and less than 1 month.....      | 488     | 17. 4            | 111, 951         | 16. 3            | 1, 345, 761   | 15. 1            |
| 1 and less than 2 months.....       | 344     | 12. 4            | 79, 683          | 11. 6            | 2, 020, 783   | 22. 6            |
| 2 and less than 3 months.....       | 130     | 4. 7             | 22, 325          | 3. 2             | 1, 081, 891   | 12. 1            |
| 3 months or more.....               | 154     | 5. 6             | 30, 304          | 4. 4             | 2, 769, 798   | 31. 1            |

### Sex of Workers

Only men were involved in 57 percent of the strikes ending in 1938. Women only were involved in 3 percent, and in 39 percent of the 1938 strikes both men and women were involved.

Of the 687,629 workers involved in the strikes ending in the year, 553,765 (81 percent) were men and 124,138 (18 percent) were women. The much greater proportion of men is largely accounted for in the comparatively large number of strikes in the automobile, motortruck and construction industries, where few women are employed.

### Labor Organizations Involved

Unions affiliated with the American Federation of Labor were involved in 50 percent of the strikes ending in 1938. These strikes included 35 percent of the total workers involved in all strikes and accounted for 36 percent of the man-days of idleness. Affiliates of the Congress of Industrial Organizations were involved in 40 percent of the strikes, which included 55 percent of the workers and accounted for 52 percent of the total man-days idle. The relatively larger proportion of workers and man-days idle involved in the C. I. O. strikes is due to the fact that more of these strikes occurred in large plants in the, mass-production industries. In addition to the above figures for A. F. of L. and C. I. O. unions, affiliates of both of these organizations were involved in most of the 92 strikes in which "two rival unions" were involved. These 92 strikes do not include jurisdictional disputes or strikes between factions within a union. Such strikes are included in table 9 under the appropriate A. F. of L., C. I. O., or unaffiliated classification.

The labor organizations indicated in table 9 did not in all cases officially call the strikes. Some were started without the formality of a union vote or sanction of a proper union official. However, most of the workers responsible for the strikes were union members, and after the workers were out the unions assisted in negotiating settlements. In a few cases unorganized workers struck, and some union later stepped in and offered leadership and assistance in carrying on the strike and in effecting a settlement.

TABLE 9.—*Strikes Ending in 1938, by Types of Labor Organizations Involved*

| Labor organization involved  | Strikes |                  | Workers involved |                  | Man-days idle |                  |
|--|---------|------------------|------------------|------------------|---------------|------------------|
|  | Number  | Percent of total | Number           | Percent of total | Number        | Percent of total |
| Total.....   | 2, 772  | 100. 0           | 687, 629         | 100. 0           | 8, 926, 099   | 100. 0           |
| American Federation of Labor.....                                    | 1, 385  | 50. 1            | 242, 975         | 35. 3            | 3, 209, 914   | 36. 0            |
| Congress of Industrial Organizations.....                            | 1, 121  | 40. 4            | 376, 770         | 54. 9            | 4, 637, 685   | 52. 0            |
| Railroad brotherhoods.....   | 1       | ( <sup>1</sup> ) | 25               | ( <sup>1</sup> ) | 125           | ( <sup>1</sup> ) |
| Unaffiliated <sup>2</sup> .....                                      | 85      | 3. 1             | 26, 943          | 3. 9             | 242, 849      | 2. 7             |
| 2 rival unions.....  | 92      | 3. 3             | 29, 108          | 4. 2             | 784, 734      | 8. 8             |
| Company unions <sup>3</sup> .....                                    | 4       | . 1              | 395              | . 1              | 1, 292        | ( <sup>1</sup> ) |
| Organization involved but type not reported.....                     | 6       | . 2              | 264              | ( <sup>1</sup> ) | 1, 829        | ( <sup>1</sup> ) |
| No organization.....   | 74      | 2. 7             | 10, 851          | 1. 6             | 46, 818       | . 5              |
| Not reported as to whether or not any organization was involved..... | 4       | . 1              | 298              | ( <sup>1</sup> ) | 853           | ( <sup>1</sup> ) |

<sup>1</sup> Less than 1/10 of 1 percent.

<sup>2</sup> Not affiliated with the American Federation of Labor, the Congress of Industrial Organizations, or the railroad brotherhoods. Of the 85 strikes in this group, the Workers' Alliance was involved in 33 (W. P. A. strikes) and the International Ladies' Garment Workers' Union was involved in 31 which took place after November 1 when the union withdrew from the C. I. O. The unions involved in the remaining strikes were local organizations covering workers of more than 1 employer but belonging to no federation which was national in scope.

<sup>3</sup> Organizations confined to 1 company.

### *Causes of Strikes*

In half of the strikes ending in 1938 the major issues were recognition, closed shop, discrimination, or other union-organization matters. These strikes included nearly one-third of the workers involved, and caused about 44 percent of the total man-days idle resulting from all strikes ending in the year.

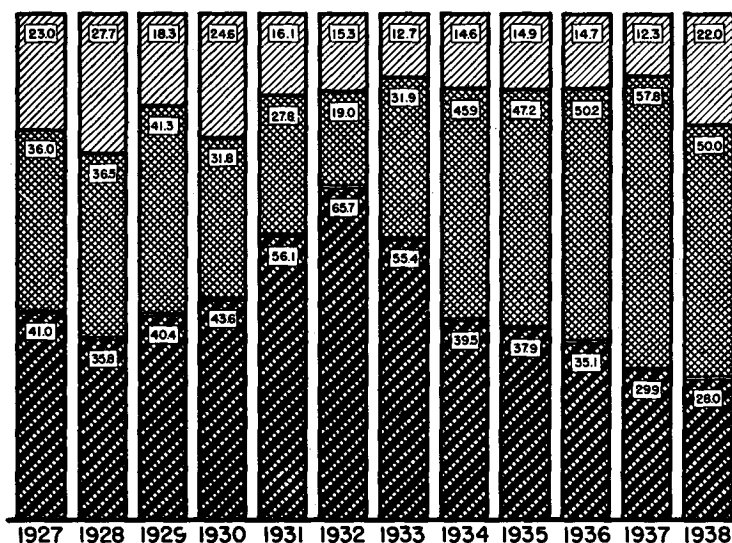
Wage increases, coupled with demands for decreased hours in some cases, were the principal issues in about 17 percent of the strikes, while about 10 percent were protests against wage decreases and hour increases. Altogether about 28 percent of the strikes were over wage-and-hour issues. Nearly 37 percent of the workers involved were concerned with these strikes, which accounted for about 35 percent of the total idleness.

In 22 percent of the strikes, which included 31 percent of the workers and caused 21 percent of the total man-days of idleness, the major issues were rivalry between unions or factions, jurisdictional questions, and miscellaneous grievances over working conditions and rules—disputes over such matters as delayed pay, disciplinary methods,

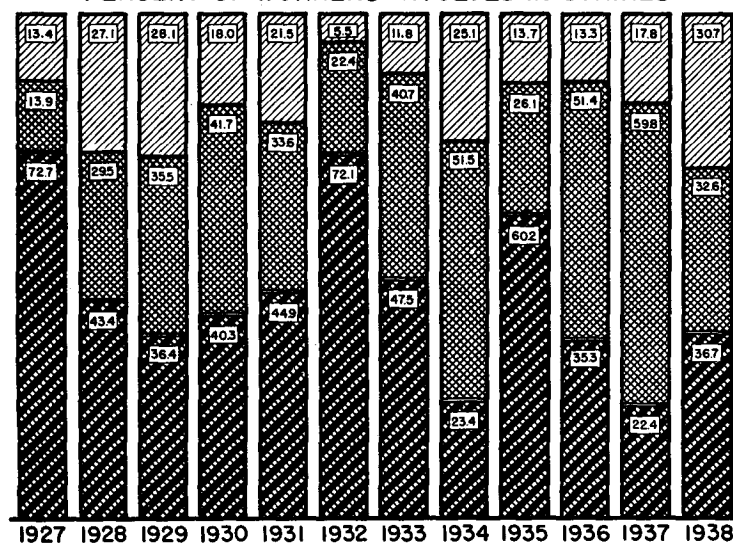
CHART 3.




# MAJOR ISSUES INVOLVED IN STRIKES 1927-1938

## PERCENT OF STRIKES



## PERCENT OF WORKERS INVOLVED IN STRIKES



MAJOR ISSUES:  
 MISCELLANEOUS  
 UNION ORGANIZATION  
 WAGES AND HOURS



vacations, changes in work methods and methods of wage payment, and increased work loads or "speed-up," etc. Less than 1 percent of the total were sympathetic strikes.

TABLE 10.—Major Issues Involved in Strikes Ending in 1938

| Major issue                        | Strikes |                  | Workers involved |                  | Man-days idle |                  |
|------------------------------------|---------|------------------|------------------|------------------|---------------|------------------|
|                                    | Number  | Percent of total | Number           | Percent of total | Number        | Percent of total |
| All issues.....                    | 2,772   | 100.0            | 687,629          | 100.0            | 8,926,099     | 100.0            |
| Wages and hours.....               | 776     | 28.0             | 252,166          | 36.7             | 3,108,445     | 34.8             |
| Wage increase.....                 | 383     | 13.8             | 85,981           | 12.5             | 914,867       | 10.2             |
| Wage decrease.....                 | 260     | 9.4              | 101,872          | 14.9             | 1,326,050     | 14.9             |
| Wage increase, hour decrease.....  | 98      | 3.5              | 46,875           | 6.8              | 643,173       | 7.2              |
| Wage decrease, hour increase.....  | 13      | .5               | 4,188            | .6               | 174,391       | 2.0              |
| Hour increase.....                 | 5       | .2               | 9,199            | 1.3              | 18,911        | .2               |
| Hour decrease.....                 | 17      | .6               | 4,051            | .6               | 31,053        | .3               |
| Union organization.....            | 1,385   | 50.0             | 224,491          | 32.6             | 3,961,769     | 44.4             |
| Recognition.....                   | 277     | 10.0             | 24,860           | 3.6              | 703,237       | 7.9              |
| Recognition and wages.....         | 248     | 8.9              | 40,556           | 5.9              | 758,691       | 8.5              |
| Recognition and hours.....         | 8       | .3               | 642              | .1               | 5,991         | .1               |
| Recognition, wages, and hours..... | 334     | 12.1             | 44,340           | 6.4              | 727,291       | 8.1              |
| Closed shop.....                   | 318     | 11.5             | 58,223           | 8.5              | 884,330       | 9.9              |
| Discrimination.....                | 106     | 3.8              | 12,971           | 1.9              | 187,080       | 2.1              |
| Other.....                         | 94      | 3.4              | 42,899           | 6.2              | 695,149       | 7.8              |
| Miscellaneous.....                 | 611     | 22.0             | 210,972          | 30.7             | 1,855,885     | 20.8             |
| Sympathy.....                      | 25      | .9               | 8,622            | 1.3              | 50,270        | .6               |
| Rival unions or factions.....      | 96      | 3.5              | 30,018           | 4.4              | 789,429       | 8.8              |
| Jurisdiction.....                  | 54      | 1.9              | 4,495            | .7               | 62,162        | .7               |
| Other.....                         | 347     | 12.5             | 164,706          | 23.8             | 914,532       | 10.3             |
| Not reported <sup>1</sup> .....    | 89      | 3.2              | 3,131            | .5               | 39,492        | .4               |

<sup>1</sup> Most of the strikes in this group were against women's clothing manufacturers—many of them in New York City. The union involved regarded them as strikes for the enforcement of the union agreements, but the specific issue involved in each case was not reported.

## Results

In any statistical analysis made soon after the strikes occur, the results must necessarily be evaluated in terms of the demands made or issues involved when the strikes were called. In other words, the basis for judging the outcome of a strike is necessarily the apparent gain or loss to the workers at the close of the strike, since it is impossible to keep in touch with each situation to determine what bearing the strike has on later developments.

Such interpretation may be misleading in the light of later developments. For example, a strike may come to a close with the workers obtaining none of the things demanded. Yet the experience of the strike may influence the employer to effect certain improvements in order to avoid another strike. On the other hand, an apparently successful strike may be the cause in later months of an employer's decision to close his place of business or move to another locality. A decision made or action taken by the National Labor Relations Board several months after a strike is closed may change the influence or effect of the strike.

Table 11 indicates that in 40 percent of the strikes which ended in 1938 the immediate results were substantial gains to the workers, 30

percent resulted in partial gains or compromises, and 21 percent brought little or no gains to the workers. Of the nearly 688,000 workers involved, 30 percent obtained substantially all that they demanded, 48 percent obtained compromise settlements, and 15 percent gained little or nothing.

About 27 percent of the total man-days idle resulted from the 40 percent of strikes which were successful from the workers' point of view; 44 percent of the idleness was in connection with the strikes which were compromised; and 19 percent was due to the strikes which brought little or no gains to the workers. Nearly 10 percent of the idleness was due to jurisdictional, rival union, or factional disputes, which cannot be measured in terms of results to all the workers.

TABLE 11.—*Results of Strikes Ending in 1938*

| Result                                       | Strikes |                  | Workers involved |                  | Man-days idle |                  |
|--|---------|------------------|------------------|------------------|---------------|------------------|
|  | Number  | Percent of total | Number           | Percent of total | Number        | Percent of total |
| Total.....                                   | 2, 772  | 100. 0           | 687, 629         | 100. 0           | 8, 926, 099   | 100. 0           |
| Substantial gains to workers.....            | 1, 110  | 40. 0            | 203, 201         | 29. 6            | 2, 379, 845   | 26. 7            |
| Partial gains or compromises.....            | 829     | 29. 9            | 333, 207         | 48. 4            | 3, 956, 864   | 44. 3            |
| Little or no gains to workers.....           | 578     | 20. 9            | 100, 156         | 14. 6            | 1, 673, 684   | 18. 8            |
| Jurisdiction, rival unions, or factions..... | 150     | 5. 4             | 34, 513          | 5. 0             | 851, 591      | 9. 5             |
| Indeterminate.....                           | 25      | . 9              | 13, 339          | 1. 9             | 28, 286       | . 3              |
| Not reported <sup>1</sup> .....              | 80      | 2. 9             | 3, 213           | . 5              | 35, 829       | . 4              |

<sup>1</sup> Most of the strikes in this group were against small shops in the women's clothing industry. The union involved regarded many of them as being satisfactorily settled, yet the exact terms of settlement were not reported.

Table 12 indicates that a larger proportion (46.4 percent) of the strikes over union organization matters were successful from the workers' point of view than those over questions of wages and hours (40.2 percent). However, almost one-fourth of the union-organization strikes were unsuccessful while only one-fifth of the strikes over wages and hours were lost. Of the wages-and-hours strikes, 36 percent were defensive, that is, in protest against a wage decrease or lengthening of hours. Practically the same proportion of the strikes called to gain better conditions (that is, wage increases and hour decreases) were successful as of the defensive strikes.

So far as workers involved were concerned, the greatest proportion were in strikes which resulted in compromise settlements. One-half (55.0 percent) of the workers who struck over wages and hours got compromise settlements, while slightly less than half (47.4 percent) of those involved in union-organization strikes were partially unsuccessful. On the other hand, almost twice as large a proportion of the workers (40.4 percent) in the union-organization strikes obtained substantially all they sought as those (22.4 percent) in the wages-and-hours strikes.

TABLE 12.—Results of Strikes Ending in 1938 in Relation to Major Issues Involved

| Major issue                       | Total   |          | Strikes resulting in—        |                              |                               |   |               |              |         |  |
|-----------------------------------|---------|----------|------------------------------|------------------------------|-------------------------------|---|---------------|--------------|---------|--|
|                                   | Number  | Per cent | Substantial gains to workers | Partial gains or compromises | Little or no gains to workers | Jurisdiction, rival union, or faction settlements | Indeterminate | Not reported |         |  |
|                                   |         |          |                              |                              |                               |   |               |              | Strikes |  |
| All issues.....                   | 2,772   | 100.0    | 40.0                         | 29.9                         | 20.9                          | 5.4   | 0.9           | 2.9          |         |  |
| Wages and hours.....              | 776     | 100.0    | 40.2                         | 40.1                         | 19.3                          |   | .1            | .3           |         |  |
| Wage increase.....                | 383     | 100.0    | 35.5                         | 44.4                         | 19.8                          |   | .3            |              |         |  |
| Wage decrease.....                | 260     | 100.0    | 40.8                         | 37.7                         | 21.5                          |   |               |              |         |  |
| Wage increase, hour decrease..... | 98      | 100.0    | 55.1                         | 33.7                         | 9.2                           |   |               | 2.0          |         |  |
| Wage decrease, hour increase..... | 13      | 100.0    | 38.5                         | 23.0                         | 38.5                          |   |               |              |         |  |
| Hour increase.....                | 5       | 100.0    | 20.0                         | 60.0                         | 20.0                          |   |               |              |         |  |
| Hour decrease.....                | 17      | 100.0    | 58.9                         | 23.5                         | 17.6                          |   |               |              |         |  |
| Union organization.....           | 1,385   | 100.0    | 46.4                         | 28.8                         | 24.4                          |   | .3            | .1           |         |  |
| Recognition.....                  | 277     | 100.0    | 53.7                         | 13.7                         | 31.8                          |   | .4            | .4           |         |  |
| Recognition and wages.....        | 248     | 100.0    | 46.4                         | 35.9                         | 17.3                          |   | .4            |              |         |  |
| Recognition and hours.....        | 8       | 100.0    | 37.5                         | 12.5                         |                               |   |               |              |         |  |
| Recognition, wages and hours..... | 334     | 100.0    | 48.5                         | 30.2                         | 21.3                          |   |               |              |         |  |
| Closed shop.....                  | 318     | 100.0    | 39.7                         | 35.2                         | 24.8                          |   | .3            |              |         |  |
| Discrimination.....               | 106     | 100.0    | 42.5                         | 28.3                         | 29.2                          |   |               |              |         |  |
| Other.....                        | 94      | 100.0    | 41.4                         | 29.8                         | 27.7                          |   | 1.1           |              |         |  |
| Miscellaneous.....                | 611     | 100.0    | 25.4                         | 19.5                         | 14.7                          | 24.5  | 3.3           | 12.6         |         |  |
| Sympathy.....                     | 25      | 100.0    | 44.0                         | 4.0                          | 4.0                           |   | 48.0          |              |         |  |
| Rival unions or factions.....     | 96      | 100.0    |                              |                              |                               | 100.0   |               |              |         |  |
| Jurisdiction.....                 | 54      | 100.0    |                              |                              |                               | 100.0   |               |              |         |  |
| Other.....                        | 347     | 100.0    | 41.5                         | 34.0                         | 21.9                          |   | 2.3           | .3           |         |  |
| Not reported.....                 | 89      | 100.0    |                              |                              | 14.6                          |   |               | 85.4         |         |  |
|                                   |         |          | Workers                      |                              | Percent of workers involved   |   |               |              |         |  |
| All issues.....                   | 687,629 | 100.0    | 29.6                         | 48.4                         | 14.6                          | 5.0   | 1.9           | 0.5          |         |  |
| Wages and hours.....              | 252,166 | 100.0    | 22.4                         | 55.0                         | 22.5                          |   | (1)           | .1           |         |  |
| Wage increase.....                | 85,981  | 100.0    | 24.6                         | 53.1                         | 22.2                          |   | .1            |              |         |  |
| Wage decrease.....                | 101,872 | 100.0    | 19.2                         | 46.8                         | 34.0                          |   |               |              |         |  |
| Wage increase, hour decrease..... | 46,876  | 100.0    | 26.0                         | 72.5                         | .8                            |   |               | .7           |         |  |
| Wage decrease, hour increase..... | 4,188   | 100.0    | 36.0                         | 7.4                          | 56.0                          |   |               |              |         |  |
| Hour increase.....                | 9,199   | 100.0    | .2                           | 99.7                         | .1                            |   |               |              |         |  |
| Hour decrease.....                | 4,051   | 100.0    | 47.7                         | 47.6                         | 4.7                           |   |               |              |         |  |
| Union organization.....           | 224,491 | 100.0    | 40.4                         | 47.4                         | 11.6                          |   | .6            | (1)          |         |  |
| Recognition.....                  | 24,860  | 100.0    | 42.6                         | 31.9                         | 24.9                          |   | .6            | (1)          |         |  |
| Recognition and wages.....        | 40,556  | 100.0    | 40.5                         | 48.4                         | 8.5                           |   | 2.6           |              |         |  |
| Recognition and hours.....        | 642     | 100.0    | 74.3                         | 25.7                         |                               |   |               |              |         |  |
| Recognition, wages and hours..... | 44,840  | 100.0    | 57.2                         | 32.9                         | 9.9                           |   |               |              |         |  |
| Closed shop.....                  | 58,223  | 100.0    | 34.3                         | 53.4                         | 12.2                          |   | .1            |              |         |  |
| Discrimination.....               | 12,971  | 100.0    | 48.3                         | 28.0                         | 23.7                          |   |               |              |         |  |
| Other.....                        | 42,899  | 100.0    | 26.8                         | 68.5                         | 4.6                           |   | .1            |              |         |  |
| Miscellaneous.....                | 210,972 | 100.0    | 26.6                         | 41.7                         | 8.2                           | 16.4  | 5.7           | 1.4          |         |  |
| Sympathy.....                     | 8,622   | 100.0    | 31.6                         | 8.1                          | .3                            |   | 60.0          |              |         |  |
| Rival unions or factions.....     | 30,018  | 100.0    |                              |                              |                               | 100.0   |               |              |         |  |
| Jurisdiction.....                 | 4,496   | 100.0    |                              |                              |                               | 100.0   |               |              |         |  |
| Other.....                        | 164,706 | 100.0    | 32.5                         | 53.1                         | 10.3                          |   | 4.1           | (1)          |         |  |
| Not reported.....                 | 3,131   | 100.0    |                              |                              | 8.6                           |   |               | 91.4         |         |  |

<sup>1</sup> Less than 1/10 of 1 percent.

The data in table 13 indicate that as a general rule the successful strikes from the workers' viewpoint were of comparatively short duration and that the strikes which lasted for more than 2 or 3 weeks were less likely to succeed. About 45 percent of the strikes lasting less than 2 weeks were successful, but the proportion of successful

strikes decreased with the longer disputes to only 23 percent of the strikes which lasted 3 months or more. Only 18 percent of the strikes lasting less than 2 weeks were lost, as compared with 40 percent of those lasting 3 months or more.

TABLE 13.—Results of Strikes Ending in 1938 in Relation to Their Duration

| Duration of strikes                 | Total | Number of strikes resulting in— |                              |                               |                    | Total | Percent of strikes resulting in— |                              |                               |                    |
|-------------------------------------|-------|---------------------------------|------------------------------|-------------------------------|--------------------|-------|----------------------------------|------------------------------|-------------------------------|--------------------|
|                                     |       | Substantial gains to workers    | Partial gains or compromises | Little or no gains to workers | Other <sup>1</sup> |       | Substantial gains to workers     | Partial gains or compromises | Little or no gains to workers | Other <sup>1</sup> |
| Total.....                          | 2,772 | 1,110                           | 829                          | 578                           | 255                | 100.0 | 40.0                             | 29.9                         | 20.9                          | 9.2                |
| Less than 1 week.....               | 1,031 | 465                             | 259                          | 195                           | 112                | 100.0 | 45.1                             | 25.1                         | 18.9                          | 10.9               |
| 1 week and less than 1/4 month..... | 630   | 275                             | 192                          | 110                           | 53                 | 100.0 | 43.6                             | 30.5                         | 17.5                          | 8.4                |
| 1/4 and less than 1 month.....      | 483   | 184                             | 170                          | 99                            | 30                 | 100.0 | 38.1                             | 35.2                         | 20.5                          | 6.2                |
| 1 and less than 2 months.....       | 344   | 116                             | 122                          | 75                            | 31                 | 100.0 | 33.7                             | 35.5                         | 21.8                          | 9.0                |
| 2 and less than 3 months.....       | 130   | 34                              | 42                           | 38                            | 16                 | 100.0 | 26.2                             | 32.3                         | 29.2                          | 12.3               |
| 3 months or more.....               | 154   | 36                              | 44                           | 61                            | 13                 | 100.0 | 23.4                             | 28.6                         | 39.6                          | 8.4                |

<sup>1</sup> Includes strikes for which sufficient information was not available, as well as those involving rival unions and questions of jurisdiction, the results of which cannot be evaluated in terms of their effect on the welfare of all workers concerned.

Table 14 indicates that the 1938 strikes involving fewer than 20 workers had a definite tendency to result in either substantial gains or losses, less than 20 percent of them being compromised. The proportion of compromise settlements became greater with the increase in size of the strikes, over half of those involving more than 1,000 workers resulting in compromises. On the other hand, except for the two strikes involving over 10,000 workers, the proportion of strikes which were lost became less as the size of the strikes increased. Over 30 percent of the smallest strikes resulted in little or no gains, while only about 12 percent of those involving over 1,000 workers were lost. Of the two largest strikes one was compromised and one was lost.

TABLE 14.—Results of Strikes Ending in 1938 in Relation to Number of Workers Involved

| Number of workers involved   | Total | Number of strikes resulting in— |                              |                               |                    | Total | Percent of strikes resulting in— |                              |                               |                    |
|------------------------------|-------|---------------------------------|------------------------------|-------------------------------|--------------------|-------|----------------------------------|------------------------------|-------------------------------|--------------------|
|                              |       | Substantial gains to workers    | Partial gains or compromises | Little or no gains to workers | Other <sup>1</sup> |       | Substantial gains to workers     | Partial gains or compromises | Little or no gains to workers | Other <sup>1</sup> |
| Total.....                   | 2,772 | 1,110                           | 829                          | 578                           | 255                | 100.0 | 40.0                             | 29.9                         | 20.9                          | 9.2                |
| 6 and under 20.....          | 692   | 301                             | 132                          | 210                           | 49                 | 100.0 | 43.5                             | 19.1                         | 30.3                          | 7.1                |
| 20 and under 100.....        | 1,117 | 473                             | 299                          | 222                           | 123                | 100.0 | 42.3                             | 26.8                         | 19.9                          | 11.0               |
| 100 and under 250.....       | 458   | 171                             | 174                          | 71                            | 42                 | 100.0 | 37.3                             | 38.0                         | 15.5                          | 9.2                |
| 250 and under 500.....       | 244   | 83                              | 103                          | 37                            | 21                 | 100.0 | 34.0                             | 42.2                         | 15.2                          | 8.6                |
| 500 and under 1,000.....     | 116   | 44                              | 44                           | 19                            | 9                  | 100.0 | 37.9                             | 37.9                         | 16.4                          | 7.8                |
| 1,000 and under 5,000.....   | 131   | 35                              | 68                           | 17                            | 11                 | 100.0 | 26.7                             | 51.9                         | 13.0                          | 8.4                |
| 5,000 and under 10,000.....  | 12    | 3                               | 8                            | 1                             | 1                  | 100.0 | 25.0                             | 66.7                         | 8.3                           | -----              |
| 10,000 workers and over..... | 2     | -----                           | 1                            | 1                             | -----              | 100.0 | -----                            | 50.0                         | 50.0                          | -----              |

<sup>1</sup> Includes strikes for which sufficient information was not available, as well as those involving rival unions and questions of jurisdiction, the results of which cannot be evaluated in terms of their effect on the welfare of all workers concerned.

### Methods of Negotiating Settlements

In 44 percent of the strikes ending in 1938, settlements were worked out between employers and representatives of organized workers directly. These strikes, generally speaking, were smaller than the average—they included 34 percent of all workers involved in strikes during the year and accounted for only 25 percent of the man-days idle resulting from all strikes. In 37 percent of the strikes, which included 52 percent of the workers involved and accounted for 55½ percent of the idleness, settlements were negotiated with the assistance of Government officials or boards—either Federal, State or local. Private conciliators or arbitrators assisted in settling 1 percent of the strikes. When third parties assisted, the workers were usually represented by union officials.

Of the 1,025 strikes which Government officials or boards assisted in settling, 989 were terminated by conciliation methods and 36 were arbitrated. Of the 28 cases in which settlements were negotiated with the assistance of private conciliators or arbitrators, 11 were settled by conciliation methods and 17 by arbitration.

About 16 percent of the strikes ending in 1938 were terminated without formal settlements. Some of these strikes ended by the workers simply returning to work on the same conditions as when they left, and some were terminated through removal or permanent closing of the employers' business.

TABLE 15.—Methods of Negotiating Settlements of Strikes Ending in 1938

| Negotiations toward settlements carried on by—                   | Strikes |                  | Workers involved |                  | Man-days idle |                  |
|--|---------|------------------|------------------|------------------|---------------|------------------|
|  | Number  | Percent of total | Number           | Percent of total | Number        | Percent of total |
| Total.....   | 2, 772  | 100. 0           | 687, 629         | 100. 0           | 8, 926, 099   | 100. 0           |
| Employers and workers directly.....                              | 40      | 1. 4             | 6, 349           | . 9              | 17, 562       | . 2              |
| Employers and representatives of organized workers directly..... | 1, 225  | 44. 2            | 233, 234         | 33. 9            | 2, 236, 747   | 25. 1            |
| Government officials or boards.....                              | 1, 025  | 37. 0            | 359, 154         | 52. 3            | 4, 962, 736   | 55. 5            |
| Private conciliators or arbitrators.....                         | 28      | 1. 0             | 19, 464          | 2. 8             | 534, 130      | 6. 0             |
| Terminated without formal settlement.....                        | 454     | 16. 4            | 69, 428          | 10. 1            | 1, 174, 924   | 13. 2            |

### Sit-Down Strikes

There were only 52 sit-down strikes in 1938, as compared with 477 in 1937.<sup>2</sup> In 1936,<sup>2</sup> the first year in which there was a significant number, there were 48 sit-down strikes. These figures exclude sit-down strikes of only a few hours and include only those in which all or part of the workers involved remained at their machines or other places of work for a full day or shift after stopping work. The number of sit-down strikes in 1936, 1937, and 1938 by months, with the number of workers involved, is given in table 16.

<sup>2</sup> For information on 1937 sit-down strikes see Monthly Labor Review, August 1938, and for data on 1936 sit-downs see Monthly Labor Review, May 1937.

TABLE 16.—*Sit-Down Strikes, 1936 to 1938, by Months*

| Month          | 1936    |                               | 1937    |                               | 1938    |                               |
|----------------|---------|-------------------------------|---------|-------------------------------|---------|-------------------------------|
|                | Strikes | Workers involved <sup>1</sup> | Strikes | Workers involved <sup>1</sup> | Strikes | Workers involved <sup>1</sup> |
| Total.....     | 48      | 87, 817                       | 477     | 398, 117                      | 52      | 28, 749                       |
| January.....   | 1       | 500                           | 25      | 74, 479                       | -----   | -----                         |
| February.....  | 2       | 2, 250                        | 47      | 31, 236                       | 10      | 6, 367                        |
| March.....     | 1       | 266                           | 170     | 167, 210                      | 7       | 803                           |
| April.....     | -----   | -----                         | 52      | 33, 339                       | 7       | 2, 464                        |
| May.....       | 1       | 7, 000                        | 72      | 25, 250                       | 4       | 2, 936                        |
| June.....      | 2       | 12, 146                       | 29      | 18, 804                       | 1       | 27                            |
| July.....      | 1       | 1, 238                        | 20      | 4, 721                        | 6       | 2, 540                        |
| August.....    | 4       | 1, 416                        | 23      | 6, 020                        | 3       | 332                           |
| September..... | 9       | 11, 522                       | 13      | 3, 163                        | 4       | 2, 096                        |
| October.....   | 4       | 4, 050                        | 10      | 8, 747                        | 4       | 2, 958                        |
| November.....  | 5       | 7, 988                        | 12      | 24, 791                       | 2       | 6, 892                        |
| December.....  | 18      | 39, 441                       | 4       | 357                           | 4       | 1, 334                        |

<sup>1</sup> These figures include the total number of workers involved in the strikes. Only a portion of them actually participated in the sit-down.

*Industries affected.*—The 52 sit-down strikes in 1938 were distributed in the following industry groups: Iron and steel 5; machinery manufacturing 5; transportation equipment 5; nonferrous metals and their products 3; lumber and allied products 2; textiles 5; food and kindred products 6; paper and printing 1; rubber 1; other manufacturing 2; transportation and communication 5; domestic and personal service 2; building and construction 2; W. P. A. projects 4; and other nonmanufacturing industries 4.

*Causes and results.*—A greater proportion (36 percent) of the sit-down strikes were due to specific grievances, such as work load, lay-off or rehiring policies, methods of wage payment, etc., than of the strikes in general, where only 22 percent were due to such reasons. On the other hand, only 35 percent of the sit-down strikes taking place in 1938 were due to union-organization questions, while 50 percent of all strikes were over union-organization matters. The proportion of 1938 sit-down strikes due to union organization was also considerably less than in 1937, when almost 54 percent of the sit-down strikes were over questions of union organization. About the same proportion (29 percent) of the 1938 sit-down strikes were due to wage-and-hour issues as were all strikes (28 percent) ending in 1938.

There was practically no difference in the results of the sit-down strikes from other strikes. As a result of about 44 percent of the sit-downs, as compared with 40 percent of all strikes, the workers obtained substantially all that was demanded; 29 percent, as compared with 30 percent of all strikes, were terminated with compromise settlements; and 23 percent, as compared with 21 percent of all strikes, brought the workers little or no gains.