INDEX—LABOR IN WARTIME

ALIEN LAWS
restrictive, enacted, 375-6, 388-9.

ALLOCATION
of labor supply: as between industry and armed forces, 432-4; conversion of industries to war production, 435; development of new industries in places without labor supply, 435-6; influence of strategic factors in, 436; use of priorities system in, 436-7; use of occupational questionnaires in, 437; planned ratings of industries by WBP for use in, 437; deficiencies in current program for, 437; successive orders for, in Great Britain, 523-5; in Australia, 533, in Canada, 537, in New Zealand, 540; in Germany, 556-56. See COMPELLARY LABOR MOBILIZATION, LABOR SUPPLY.

AMERICAN FEDERATION OF LABOR
requested labor advisory committees, 376; agrees to limitation on double pay, 382; stabilization agreements of Building Trades Unions of, 408, 409.

APPRENTICESHIP
work of, Section in Federal Security Agency in training youth, 428-9; problem of, in Germany, 559-60.

APPROPRIATION ACTS
importance of, in developing labor policy, 392-4.

ARBITRATION
in labor disputes: use of, by U. S. Conciliation Service, 387, 404, 465-6, procedure used, 465-6; two types of, 466; use of, by NWLB, 486, in jurisdictional disputes, 487; provision for, in Great Britain, 529-9, in Australia, 534-5, in Canada, 538, in New Zealand, 539-40.

AUSTRALIA
draatic action in, begun after Japan’s entry into war, 522, 532; emergency war legislation in 1939, 532; price and wage stabilization in 1942, 533; control over employment of skilled workers, 533; training program for workers in, 533-4; arbitration of disputes in, 534-5; strikes in, 535; hours and wages in, 535.

BRIDGE, HARRY
deportation proceedings against, 389.

BUILDING TRADES STABILIZATION BOARD OF REVIEW
creation of, by AFL building trades unions and Gov’t defense construction agencies, 408; composition of, 408; limited functions of, 408; procedure of, 408-9; address of, 416.

BUILDING TRADES WAGE ADJUSTMENT BOARD
creation of, by AFL building trades unions and Gov’t war construction agencies, 409; composition of, 409; powers of, over wage rates under wage stabilization agreement, 409; address of, 416.

CANADA
curbs on prices and wages imposed in 1940, in, 523, 536; cost-of-living bonuses added to wage rates in, 536-7; hours of labor in, 539; control over agricultural labor in, 537; restraints on strikes in, and their volume, 537-8; training program for war workers in, 538.

Captive Mines Case, 376, 378, 474, 504, 519, 521.

CHECK-OFF
rulings of NWLB relating to, 476-7, 479-81.

CHILD CARE
programs of, proposed for working mothers, 392, in Great Britain, 526.

CHILD LABOR
attacks on laws restricting, 397; relaxing laws on, for agricultural work, in New York, California, New Jersey, 398; policy statement of federal agencies on employment of, in agriculture, 398; laws further restricting, 398-9; increasing importance of, in wartime labor supply, 421-2.

CLOSED SHOP
see UNION SECURITY.

COMMITTEE ON FAIR EMPLOYMENT PRACTICE
appointed by President to attack discrimination in employment, 384, 414; types of orders issued by, 414; address of, 416.

COMPELLARY LABOR MOBILIZATION
defined, 438-9; invasion by, of peacetime rights of individual, 439, of employer, 440; various means of: conscription, 440, operation of industry by Gov’t, 441, increasing controls over various aspects of employment relationship, 441-2; rights of employer as less inviolable than those of employee, 442; analogy of, to control over employer’s access to materials, 442; greater ease in attaining, through regulation of employer, 443; establishment of priorities in employment as means of, 444-7, problems in, 446-7; conservation of critical workers and maximum utilization of skills as means of, 447-53; labor conservation defined, 447; basis of Gov’t interest in labor conservation, 448-9; job simplification, upgrading, and discharge, as means of labor conservation, 449-50; constitutionality of measures to prevent labor waste, 450-3; compulsory discharge of workers in nonessential work as means of, 453-5, compared to prohibition of executory contract, 454; need for classifying businesses for purpose of, 454-5; freezing in employment as means of, 456-7, by avoiding wasteful turn-over, 456, as requiring Gov’t protection of terms of employment, 457; compulsory transfer to war employment as means of, 457-61, constitutionality of, under 13th Amendment, 457-61, compared to prohibition of executory contract, 454; need for classifying businesses for purpose of, freezing as means of, 454-5; freezing industrial labor, 560-1, by freezing agricultural labor, 560-1, by freezing industrial labor, 561-2, by conscription, 562-3, by using foreign labor, 563-4, and war prisoners, 564-5, by using labor in occupied countries, 565. See ALLOCATION, LABOR SUPPLY.

CONCILIATION SERVICE
see UNITED STATES CONCILIATION SERVICE.

CONGRESS OF INDUSTRIAL ORGANIZATIONS
representatives of, withdrew from NDMB, 376; advocated tripartite industry councils, 376; agrees to limitation on double pay, 382.
CONSTITUTIONAL LAW
compulsory labor mobilization as invasion of peace-time rights of employees, 439-49, of employer, 440; "conscription" for labor service not within power to raise armies, 440; power of Gov't to take over private industries for war needs, 441; invasions of employees' and employers' peace-time rights contrasted, 442-3; control over hiring process as valid interest of Gov't, 445-6; extent of Gov't interest in assuring production by means of labor conservation measures, 448-9; compulsory discharge of unneeded workers not in conflict with 5th Amendment, 449; where compulsory training program may require compensation by Gov't, 450, where, as valid regulation, it will not, 451-3; compulsory discharge of workers in nonessential industry not in violation of 5th and 13th Amendments, 454; validity of freezing in employment same question as validity of compulsory transfer, 456; Gov't control over terms of employment as due process condition to freezing, 457, and compulsory transfer measures, 451; compulsory transfer as valid compulsory servitude under 13th Amendment, 457-60, as a valid regulation under 5th Amendment, without compensation, 460-1; basis of NWLB's power in President's power as Chief Executive and Commander-in-Chief, 567; limitations on NWLB's power as federal agency, 571.

COUNCIL ON NATIONAL DEFENSE
Advisory Commission to labor representative on, 375; labor policy formulated by, 375.

DAVIS-BACON ACT
preserved in acts amending Gov't contracting procedure, 379; administrative relaxations of, 382.

DEPENDENTS' ALLOWANCES
uniform law for, to service men's families enacted, 392.

EMPLOYMENT AGENCIES
consolidation of state, under federal control, 383; refusal of Congress to enact law to regulate private, 384; centralization of, in Germany, 549-50.

EMPLOYMENT SERVICE
see United States Employment Service.

FAIR LABOR STANDARDS ACT
attacks in Congress on, in 1939, 374, 379; Act supported by President, 378, 379; administrative relaxations of, 382; possibility of using industry committee device in, to stabilize wartime wages, 494-5; attacks on hours provisions of, criticized, 495; wage rates under, as within ability of industry to pay, 497-8; not comparable to French 40-hour week law, 500.

FEDERAL EIGHT HOUR LAW
absolute limit of, relaxed, 374, 381.

GERMANY
question whether Nazi party will share spoils of exploitation with working classes, 544-6; insecurity of German worker, 546; workers' attitude of passive acceptance of Nazi party, 547; size of labor supply and distribution among occupations, 547-48, augmented by war prisoners and foreign civilian workers expd. stages in development of control over labor supply in, 548-9; centralization of control over labor exchanges in, 549-50; wage controls exercised by Trustees of Labor, 550-3, compared to collective agreements, 551; maximum wages and wage freezing in, 551-3, temporary abolition of overtime, 553; limited powers of Labor Courts in, 553, of Social Honor Courts, 554; nature of Labor Front as party agency, 554-5; work of "combing-out commissions" and Deputy for Labor Supply, 556-8; use of "work book" to inventory and control labor, 557-8; major acts and decrees controlling labor supply, 558-9; apprentice problem in, 559-60; agricultural labor problem in, 560-1; use of Hitler Youth as remedy for, 560-1; control of labor in metals and building trades, 561; labor freezing and conscription in, 561-3; importation of foreign labor into, 563-4; harsh treatment of Jews, Poles, and Russians, 564; utilization by, of war prisoners, 564-5, of labor in occupied countries, 565; probable future consequences of exploitation of labor by National Socialists, 565-6.

GREAT BRITAIN
gradual introduction of labor controls in, 522; pledge to restore labor practices waived in wartime, 522; successive orders allocating workers to war industries, 523-5; orders affecting employment of women in, 524, 525, 526; measures for training war workers in, 526-7; arbitration of industrial disputes in, 527-9; increase in hours of labor in, after Dunkirk, 529, subsequent reduction, 529, effect on health and efficiency, 529-30; increase in wage rates in, 530; allowances given transferred workers, 530-1; operation of price controls and rationing in, 531; methods of enforcing labor orders, 531-2.

HEALTH
see SAFETY.

HILLMAN, SIDNEY
labor commissioner on Adv. Comm'n to CND, 375; co-director of OPM, 375, 376; testified on anti-strike legislation, 375, 593.

HOURS OF LABOR
amendment to Eight Hour Law, 374, 381; hours provisions of FSLA attacked in 1942, 370, 380; bill to repeal all hours laws requiring overtime pay, 381-2; Washington conference on relaxation of state laws regulating, 395; 8-hour day and 48-hour week declared optimum, 395, 423; state laws on, liable to restrict war production, 395; state acts relaxing standards for, in New York, Virginia, Louisiana, 395, Massachusetts, Maine, Louisiana, Rhode Island, Kentucky, So. Carolina, New Jersey, Mississippi, 396; administration of special exemptions from, laws, 396; controversy as to effects of increased, on production, 425; overtime, worked in war industries, 496-7 (tables), ability of employers to pay higher rates for overtime, 497-8; extra payment for overtime, as aid in recruiting labor force, 498-9; analogy between Wage and Hour Law rules as to, and French 40-hour law, criticized, 500; British experience as to, 500, 529-30; German experience as to, 501, 553; of war workers in Australia, 535, in Canada, 537, in New Zealand, 542. See WAGES.
INDEX—LABOR IN WARTIME

Kearny Shipyard Case, 406.
Knudsen, William, co-director of OPM, 375; testified on antistrike legislation, 375, 593.

Labor Supply
total and distribution of U. S., 418, 419; numbers of war workers, 394, 418, 419; increases in, for manufacturing, 419; increased demand for skilled workers, 419; sources of, for war work, in non-essential industries, 420, among “unemployables,” 420, unemployed, 420, women, 421, young people, 421-2, old and retired workers, 422, physically handicapped, 422, partly employed, 423, prison workers, 423; competition of armed forces and industry for, 430; in Germany, 547. See also Allocation, Compulsory Labor Mobilization.

Maritime Commission
U. S., established training schools, 383.
Maritime War Emergency Board
appointment of, by President, 412; wartime wage and insurance problems decided by, 422-3; address of, 416.

National Air Transportation Adjustment Board
powers of, over airline labor agreements, 405.

National Defense Mediation Board
appointment of, in 1941, 375, 405; composition of, 406; initial successes of, 416; disruption of, by captive mines dispute, 426, 430, 431, 474; three orders of, enforced by President, 375; certification of cases to, 406; procedure of, 406; situation of, compared to that of NWLB, 474-5.

National Labor Relations Act
attacks in Congress on, in 1939, 374, 419, 490, 491, 502; abandoned in 1940, 374, 377, 503; denial of benefits under, proposed as penalty for violations of wartime labor measures, 506, 518, 521.

National Labor Relations Board
case load of, as affected by, 404; liaison between, and NWLB, 570.

National Mediation Board
powers of, over railroad and airline labor disputes, 404-5; address of, 416.

National Railroad Adjustment Board
powers of, over railway labor agreements, 405; address of, 416.

National Railway Labor Panel
created to handle unadjusted railway labor disputes, 405; address of, 416.

National War Labor Board
based on agreement of industry and labor representatives with President, 376, 378, 387, 568; stabilization policy first applied cautiously by, 380; criteria for wage adjustments set by, in “Little Steel” case, 380, 481-2; three orders of, enforced by President, 382, 489-9, 572; composition of, 406, 571-2; address of, 417; disputes considered by, 406; certification of cases to, by Sec’y of Labor, 407, 467-8, 572; taking cases on motion of, 407, 468; mediation of cases before consideration by, 407; jurisdiction over labor status disputes taken by, 407, 570; disposition of cases brought before, 407; insistence of, on compliance with orders, 408; precedent for, in Nat. War Labor Bd. in 1918, 470-1, 568; intervening labor developments since 1918 Bd., 471-2; agreements with labor on strikes and union status in 1918 and 1941 compared, 472-3; 1918 War Labor Conference Bd. code, 473-4; rulings of, relating to union security, 475-51; developing pattern of, 478-51; rulings on, relating to check-off, 476-7, 479-51; rulings of, on wages and wage differentials, 481-51; position of, in “Little Steel” case, 481-2; rulings on overtime, shift differentials, and vacations, 489-51; relation of arbitration awards to rulings of, 486; increasing business of, 486; recent rulings of, 489; effect of creation of, on Congressional demand for labor curbs, 505; as agency of the President, 567, unlike NDMB, 568; limitations on jurisdiction of, in Executive Order, 568-9; two criteria of jurisdiction of, 569-70; liaison between, and NLRB, 569; reluctance of, to settle disputes of governmental employees, 570; staff organization of, 571-2; course of action by, upon certification of case, 572; informality of procedure of, 572; investigations and recommendations to, 573; hearings sessions of, 573.

National War Labor Board Cases

National Youth Administration
vocational training programs of, 427.

Negroes
action taken to stop discrimination against, in employment, 384, 413, 414; training of, for war industries, 413.

New Zealand
drastic action in, begun after Japan’s entry into war, 523; extended industrial controls in, at beginning of war, 539; conscription of labor author—
INDEX—LABOR IN WARTIME 577

ized in, 539; control over termination of employment in, 540; restraints on, and volume of, strikes in, 540-1; training program for war workers in, 541; rates of pay in, 541-2; hours of labor in, 542.

OFFICE OF EDUCATION

OFFICE OF PRODUCTION MANAGEMENT
Labor Division of, planned action to aid displaced workers, 382, undertook training programs, 383; created branch to aid Negro employment, 413.

OLD AGE INSURANCE
loss of benefits resulting from military service, 391; decrease in benefits paid as result of, 391.

OPPRESSIVE LABOR PRACTICES BILL
introduced by Sen. La Follette, 374, 507; passed Senate in 1939, 507.

PLANT SEIZURE

PRESIDENT OF THE UNITED STATES
limited emergency proclaimed by, in 1939, 374; executive action of, relating to labor, in 1940, 375, in 1941, 376, 403, in 1942, 405; calls conference of industry and labor representatives in Dec. 1941, 376, 378, 387, 472, 568; effect of anti-inflation program of, 376; urges maintenance of wage standards in defense program, 378; suspends hours limitations of Eight Hour Law, 381; secures union agreement to suspension of double pay, 381; powers affecting labor granted to, by First and Second War Powers Acts, 393; transfers by, of bureaus among departments and agencies, 393; makes U. S. Conciliation Service first-line agency to handle labor disputes, 493; creates Nat. Ry. Labor Panel, 495; creates NDMB, 405, 593; creates NWLB, 328, 406, 467; creates Maritime War Emergency Board, 412; orders plant seizures in aid of NDMB, 387, 504, in aid of NWLB, 489.

PRICE CONTROL ACT
proposals to include wage controls in, 375, 380.

RECRUITMENT
sources of labor force for, 420-3; centralized responsibility for, in U. S. Employment Service, 424, in activities in aid of, 425-6. See ALLOCATION, COMPELLATORY LABOR MIGRATION, TRAINING.

REGISTRATION
of unions: bills to require, 377, 386, 507-11; large assets of unions as reason for, 507-8; Vinson Bill provisions for, 508; attacked by unions, 509, defended by Ant' Att'y, Gen. Arnold, 509-10; criticisms answered by Vinson, 510-11. See UNION REGULATION.

SABOTAGE
legislation against, 375, 388; in states, sponsored by Council of State Gov'ts., 394, 397.

SAFETY
program, 390; various changes in federal safety laws, 390; state laws for, generally unaffected by war, 390; Rhode Island law to compensate workers for time lost by illness, 390; effect on, of long hours of work in Great Britain, 529-30, in German, 553.

SEDITION
legislation against, 387-8.

SELECTIVE SERVICE SYSTEM
provisions of Act relating to deferment by, 430-1, compared to those in First World War, 431; policy of, as to occupational deferment, 431; instructions of, to local boards to check essentiality of registrants' occupations, 433; physical deferment policy of, criticized, 433; importance in deferment policy of time required for training, 434; National Occupational Inventory conducted by, 425, 427; reclassification of striking workers by, 504, 506.

SELECTIVE SERVICE AND TRAINING ACT
rules in, as to reemployment of released soldiers, 393; deferment provisions of, 430-1; plant seizure amendments to, proposed, 511-2.

SHIP STABILIZATION COMMITTEE
creation of, by AFL and CIO unions and Gov't shipbuilding agencies, 409-10; composition of, 410; functions of, 410; policies of, 410; Pacific, Atlantic, Great Lakes and Gulf stabilization conferences of, 409-10; wage rates set by, 411-2; successful operation of, 412; address of, 417.

SMITH-VINSON BILL
legislative history and provisions of, described, 385-6, 516-8.

STABILIZATION
see NATIONAL WAR LABOR BOARD, WAGES.

STRIKES
bills to curtail, in defense industries proposed in, 1941, 375, 385-6, 503, 513-6; development of opposition to, 385, 503-4; omnibus bill to forbid, and to regulate unions, summarized, 385-6; laws restricting, in Maryland, Texas, Georgia, California, Mississippi, 397; small proportion of, affecting war effort among Conciliation Service cases, 404, 468; time lost by, as compared to colds and accidents, 469; increased use of conciliation to prevent, 469; pledges against, in wartime in 1918 and 1941 compared, 472-73; effect of NDMB on, 474; attitude of NWLB toward jurisdictional, 487-8; dangers in arousing emotional attitudes toward, 493; relation of, to Congressional attitudes on labor bills, 503-4; survey showing extent of, in defense industries, 507; provisions of Ball Bill to restrain wartime, 514-6; provisions of Smith-Vinson Bill to restrain, 385-6, 517, 520; restraints on, and volume of, in Great Britain, 527-9, in Australia, 534-5, in New Zealand, 540-1. See HOURS OF LABOR, NATIONAL WAR LABOR BOARD, UNION SECURITY, WAGES.

SUBVERSIVE ACTIVITIES
legislation against, 387-8; in maritime industry, 388; provisions in Smith-Vinson Bill against persons suspected of, employed by defense contractors, 517-8, proposals to deny union membership or office to persons suspected of, 506-7.
Training
of workers for war industries: emergence of need for, 382-3; 419; various governmental agencies engaging in, 383, 413; upgrading and job simplification to shorten needed, 424; emphasis on development of currently needed skills, 423; programs for, of U.S. Office of Education, 427, 428; National Youth Adm’n, 427; Apprenticeship Section of FSA, 427, WPA, 428, Training-Within-Industry Branch of FSA, 428, of commercial schools, colleges, and universities, 429; advantages of military services in, for skills, 430; as a means of avoiding labor waste, 430; programs for, in Great Britain, 526-7, in Australia, 533-4, in Canada, 538, in New Zealand, 541.


Unemployment
caused by priorities, 382-3; as providing source of labor supply, 420.

Unemployment Compensation
proposed for workers displaced by conversion, 376, 390-1, successfully resisted by state officials, 391; amendments in state laws to protect service men from loss of credit, 399, to meet other war needs, 399-400.

Union Regulation
bills to require union registration or incorporation, 377, 386, 507-11; bills defining responsibility of unions and officials, 377, 506; bills regulating use of union funds, 377, 507; bills requiring democratic procedures in union action, 377, 386; bills setting qualifications for union officials, 386, 520; bill forbidding violence and intimidation, 386, 518, 520.

Union Security
proposals that status of unions be frozen, 378, 386, 515, 518; union counter-demand that membership be continued, 378; NDMB rulings relating to, 378, 406, 475; issue of, in President’s industry-labor conference, 378; jurisdiction over, asserted by NWLB, 407; rulings on, of NWLB, 475-81, developing pattern in, 479-81.

United States Conciliation Service
great bulk of labor disputes handled by, 386, 403; liaison between, and war departments and agencies, 386, 467-8; panel technique used by, 387, 404, 465; voluntary arbitration by, 387, 404, 465; named by President as first-line agency to handle war labor disputes, 403; increase in case load of, during 1943, 404, 469; not an indication of increased strikes, 469; success of, in settling disputes, 404, 469; address of, 417; origin of, 465; organization of, 465-4; volume of business of, 464; techniques of conciliation used by, 464; technical service given by, to negotiators, 466-7.

United States Employment Service
as mechanism through which War Manpower Comm’n may control transfer of workers, 415; centralization of labor recruiting duties in, 424; limitation of peacetime activities of, 424; “Dictionary of Occupational Skill” compiled by, 425; work of Farm Placement Service of, 425; National

Occupational Inventory conducted by, 425, 437; clearance among offices of, 426; current recruitment problems of, 426; ordered to prepare list of essential activities, 432; cooperation of, with Selective Service System, 433; system of priorities adopted in referrals by, 436-7, 444.

United States Supreme Court
small number of labor decisions of, revealing impact of war, 401-2. See Constitutional Law.

Wages
control of, excluded from Price Control Act, 375; stabilization of, proposed by President, 376, 380; support of minimum wage laws by President, 378-9; minimum wage laws sustained by Congress, 379; agreements limiting, in shipbuilding and construction industries, 380, 409, 410-2; criteria for adjustments in, set by NWLB, 380, 481-5; double pay for holiday overtime limited, 382; rulings of NWLB on overtime, shift differentials, and vacations, 483-5; dangers in arousing emotional attitudes toward disputes affecting, 492-3; effect of First World War on, 493-4; stabilization of, compared to freezing of, 494; possibility of using Wage and Hour Law industry committee device as means of stabilizing, 494-5; ability of industry to pay higher, for overtime, 497-8; overtime, as means of labor recruiting, 499; increases in, in Great Britain, 530-1, in Australia, 535, in Canada, 536-7, in New Zealand, 541-2; control of, in Germany, 550-3; wage freezing in Germany, 552; temporary abolition of overtime in Germany, 553. See Hours of Labor, National War Labor Board.

Walsh-Healey Act
attacks in Congress on, in 1939, 374; preserved in acts amending government contracting procedure, 379; administrative relaxations of, 382.

War Manpower Commission
creation of, in 1942, 376, 413, 414; address of, 417; joins staffs of vocational, apprenticeship and in-plant training programs, 383; early announcements as to program of, 385, 415; transfer to, of various branches of WPB Labor Division, 413; composition of, 414; functions of, generally, 414; Gov’t agencies which must conform to directives of, 414-5; Gov’t agencies transferred to, 415; probable use by, of U.S. Employment Service to control transfers of employment, 415; ordered list prepared of essential activities for use in deciding deferments, 432.

War Production Board
reorganization of Labor Division of, 376, 413; address of, 416; various branches of Labor Division of, before reorganization, 413; ratings by, of importance of industries in war program, 437.

Women
early reluctance of schools and employers to train, 384, 421; importance of, in wartime labor supply, 421; power to conscript, in Great Britain, 524-5; aid to working mothers in Great Britain, 526; training of, in Great Britain, 526; use of, in war work in Australia, 534, in Canada, 538, in New Zealand, 542.

Works Projects Administration
vocational training programs of, 428.