

concern in 1971 due to the large number of workers covered by expiring contracts.

In fact, 1971 reflected the typical seasonal spread of strikes; the greatest number of stoppages occurred in the second and third quarters. (See table A-2.) The number of stoppages in all quarters but the first were moderately reduced from 1970. Over 600 strikes occurred in both May and June, the 2 months with the largest number of strikes recorded in 1970 and 1971. However, idleness for 2 consecutive months peaked in July and August, when eight major strikes involving 709,000 workers for 11.2 million man-days began.

The highest number of strikes involving 1,000 workers or more was similarly recorded in the second quarter. (See table 1.) Again, in all but the first quarter of 1971, the number of these strikes was lower than the number recorded in the comparable 1970 period, resulting in a 22-percent overall drop.

**Table 1. Monthly distribution of new strikes involving 1,000 workers or more, 1969-71**

Month	1971	1970	1969
January .....	30	12	29
February .....	19	15	28
March.....	29	29	32
First quarter .....	78	56	89
April .....	30	59	44
May .....	39	57	53
June .....	31	50	45
Second quarter .....	100	166	142
July .....	27	41	42
August .....	23	28	34
September .....	23	32	35
Third quarter .....	73	101	111
October .....	21	33	38
November .....	16	18	21
December .....	10	7	11
Fourth quarter .....	47	58	70
Total .....	298	381	412

## Size of Stoppages

In every size category in 1971, the number of strikes fell at least 4 percent from the number in 1970 and in most categories significantly more. (See table A-3.) The greatest percentage decline was in stoppages of 1,000 workers or more, the greatest absolute drop, in strikes in the 20 to 99 workers category. Almost three-fourths of all stoppages involved fewer than 250 workers. However, four-fifths of total idleness resulted from stoppages involving 1,000 workers or more.

The 29 stoppages involving 10,000 workers or more that occurred in 1971 idled 1.9 million persons for 23.2 million man-days. (See table A-4.) Although 248,000 more workers were involved in these stoppages than were involved in strikes in 1970, idleness dropped by more than 12 million man-days. (See table A-5.) Six of these stoppages in the communications, construction, mining, and longshore industries resulted in 14.8 million idle man-days, almost one-third of total idleness for 1971. Nine of the 29 major stoppages were in manufacturing industries, 23 in nonmanufacturing.<sup>2</sup> (See table A-6.)

## Affiliation of Unions

More than three-fifths of the strikes recorded in 1971 involved unions affiliated with the AFL-CIO, the latest available membership of which was placed at almost 14.7 million, or 70 percent of all organized workers in the United States.<sup>3</sup> However, strikes by AFL-CIO affiliates accounted for only 55 percent of all idleness. (See table A-7.) At the other extreme, less than 2 percent of strikes involved no unions and contributed less than 1 percent of idleness. Another third of all strikes and idleness involved unaffiliated unions, which included the United Auto Workers; District 50; the United Mine Workers; and the Teamsters. According to the latest figures available, unaffiliated unions had a membership of 4.5 million, 21 percent of all union members in the United States.<sup>4</sup> Though 8 percent of all organized workers belonged to professional and State employee associations, only 44,000 workers were involved in the 123 stoppages by these organizations. In total, these stoppages were the cause of 326,000 man-days of idleness (0.7 percent of total idleness).

## Contract Status

As in 1970, more than one-half of work stoppages in 1971 occurred after the expiration or during the reopening of the contract. (See table 2.) Approximately nine-tenths of total idleness was attributable to strikes that occurred during contract renegotiations. Of the 5,138 1971 strikes, 51 percent occurred during contract renegotiations, 33 percent during the term of the agreement, and 13 percent at the negotiation of a first agreement. A comparison of these figures with those of 1961 reveals that they have remained relatively stable over time.

<sup>2</sup> Because of interindustry strikes, the sum of the individual items does not equal the total.

<sup>3</sup> *Directory of National Unions and Employee Associations, 1971*, Bulletin 1750 (Bureau of Labor Statistics, 1972), p. 69.

<sup>4</sup> *Directory of National Unions*, p. 69.

The percentage of workers involved in strikes during contract renegotiations rose to 77 percent in 1971 from 70 percent in 1970; the percent of idleness resulting from these strikes varied little from the number in 1970. (See table A-8.) Over 47 percent of all man-days of idleness were attributable to strikes involving 10,000 workers or more. (See table A-9.) In May, June, and July alone, 14 major contract renegotiation strikes occurred, mainly in the construction, railroad, and communications industries. Although these were significant stoppages in themselves, they were also significant as they may have tended to set a precedent for strikes at smaller companies in the same industry. Almost 70 percent of total idleness during the year was accounted for by contract renegotiation strikes involving 1,000 employees or more, a percentage slightly smaller than the rate in 1970. At the same time, more than one-third of the total number of strikes involved stoppages of fewer than 250 workers who were renegotiating contracts.

The greatest number of strikes occurring during the renegotiation of a contract were caused by disagreements over general wage changes. About 2,300 such strikes involved 2.1 million workers for 31.1 million man-days of idleness. (See table A-8.) These figures represented moderate percentage increases in workers involved and idleness between 1970 and 1971. Similarly causing large percentages of strike-related idleness during contract renegotiations were problems concerning other contractual matters, including contract duration and local issues (10 percent), and issues relating to supplementary benefits (6 percent).

Strikes in manufacturing industries made up three-fifths of the disputes that occurred while contracts were being renegotiated. (See table A-10.) The primary and fabricated metal products industries and the machinery, except electrical, industry, all of which experienced numerous major contract terminations in 1971, had the largest number of these strikes in manufacturing industries.

Strikes that occurred while the agreement was in effect remained at the same 33-percent level recorded in 1970; the percentage level of idleness also remained approximately the same. (See table 2.) The greatest percentage of these strikes involved 20 to 100 workers; however, more than one-half of the workers involved in stoppages that occurred while the agreement was in effect were part of strikes involving 1,000 workers or more. Most frequently, the issue cited as the cause of these strikes during the term of the contract was plant administration. This issue was cited in 820 of a total of 1,699 strikes. (See table A-8.) Seventy-seven percent of the strikes during the contract term were over in less than 7 days, a figure only slightly higher than the 1970 level. The mining and contract construction industries, particularly

affected by disputes over safety, working conditions, work rules, and physical facilities, accounted for almost 60 percent of the stoppages during the contract term, slightly more than in 1970. Less than one-third of these strikes occurred in manufacturing industries.

As in 1970, about three-fourths of all strikes caused by issues of union organization and security occurred during negotiations for a first contract. (See table A-8.) In this category, the greatest number of stoppages involved fewer than 100 workers. Fifty-seven percent of these strikes occurred in nonmanufacturing industries; contract construction and wholesale and retail trade accounted for the greatest number of stoppages.

**Table 2. Percent of stoppages and idleness by contract status, 1969-71**

Contract status	Stoppages		
	1971	1970	1969
All stoppages .....	100.0	100.0	100.0
Negotiation of first agreement or union recognition .....	12.8	12.7	14.2
Renegotiation of agreement (expiration or reopening) ....	51.3	51.0	48.6
During term of agreement (negotiation of new agreement not involved) .....	33.1	33.4	34.5
Other .....	1.6	2.0	2.2
Insufficient information to classify .....	1.3	.9	.5
Man-days			
All stoppages .....	100.0	100.0	100.0
Negotiation of first agreement or union recognition .....	4.7	3.7	4.8
Renegotiation of agreement (expiration or reopening) ....	89.4	90.5	85.4
During term of agreement (negotiation of new agreement not involved) .....	5.6	5.5	9.5
Other .....	.1	.2	.2
Insufficient information to classify .....	.2	.1	.1

NOTE: Because of rounding, sums of individual items may not equal totals.

## Major Issues

Economic issues were the cause of almost three-fourths of all man-days of idleness recorded in 1971.

(See table 3.) Although this percentage approached a record high, the past decade has consistently seen the majority of idleness attributed to disputes over wages, hours, and benefits. Only in 1961 and 1964 were economic issues the major cause of less than 50 percent of all stoppages. Over the last decade, idleness due to disputes over union organization, job security, and plant administration has shown an uneven decline; a more sizable drop occurred from 1968-69, as the inflationary trend brought on increasing concern for economic issues. Though economic issues accounted for proportionately more man-days of idleness in 1971 strikes than in 1970, the second and third major issues, other contractual matters, such as contract duration and local issues, and union organization and security, declined as major causes of idleness. (See table 3.)

In the category of economic issues, general wage changes accounted for over one-half of all strikes that occurred in 1971 and about two-thirds of the workers involved and man-days of idleness. (See table A-11.) Of these wage-related strikes, about three-fifths continued from 7 to 59 days, a figure comparable with the situation in 1970. However, about three-fourths of the man-days of idleness were recorded during strikes that lasted more than 30 days. Idleness in nonmanufacturing industries caused by economic issues—predominantly mining, contract construction, and transportation, communication, and public utilities industries—accounted for slightly over two-fifths of the idleness for all industries. (See table A-12.) This proportion is almost twice the rate that occurred in 1961. The issue of wage changes

**Table 3. Percent of idleness by major issue, 1968-71**

Major issue	Percent of man-days idle			
	1971	1970	1969	1968
All issues . . . . .	100.0	100.0	100.0	100.0
Economic <sup>1</sup> . . . . .	73.8	56.8	67.7	75.1
Other contractual matters . . . . .	10.6	27.6	.6	1.6
Union organization and security . . . . .	7.0	9.2	17.4	8.5
Job security . . . . .	2.1	.6	5.3	33.2
Plant administration . . . . .	5.1	2.6	6.6	9.2
Other working conditions . . . . .	.6	.6	1.0	.9
Intra- or interunion matters . . . . .	.7	2.4	1.2	1.4

<sup>1</sup> Includes wage changes, supplementary benefits, wage adjustments, and hours of work.

NOTE: Because of rounding, sums of individual items may not equal totals.

negotiated during the expiration or reopening of a contract brought on less than one-half of the total number of strikes but close to two-thirds of idleness. Only 21 strikes (0.4 percent of total strikes) involving 10,000 workers or more were caused by economic disputes; however, these strikes accounted for one-third of total idleness. General wage increase issues alone in strikes of 1,000 workers or more caused nearly one-half of the total man-days idle. (See table A-13.)

Other contractual matters, including the duration of the contract, local issues, and other unspecified problems, accounted for only 2 percent of all strikes but over 10 percent of man-days idle. This level represents a considerable year-to-year drop attributable to this issue; it also represents a movement back to the more typical 1 percent level of the late 1960's.

Union security and organization problems ranked third as a cause of stoppages; strikes over this issue resulted in 7.0 percent of man-days of idleness in 1971, a 46-percent reduction from 1970. About two-fifths of these disputes centered around the issue of certification; nearly half of the man-days idle were due to union security problems. Almost three-fourths of the workers involved and three-fifths of the idleness in these strikes, most of which occurred during the negotiation of the first agreement, were attributed to stoppages of 15 to 29 days. Both of these figures considerably exceeded levels for 1970. Accounting for nearly three-fourths of the workers involved in union organization and security related strikes, contract construction disputes also resulted in nearly 50 percent of the man-days of idleness attributed to this issue. These issues ranked third among causes of government work stoppages. Although about three-fourths of all of these union organization and security strikes involved fewer than 100 workers, the majority of workers involved and man-days idle occurred during strikes involving more than 5,000 workers.

## Industries Affected

Over 60 percent of all idleness in 1971, nearly 29.1 million man-days, resulted from work stoppages in the nonmanufacturing sector. (See table A-14.) Although the absolute level of idleness in this sector increased only slightly over the year, the relative proportion these strikes constituted of the total has risen substantially. In 1970, idleness attributable to stoppages in the non-manufacturing sector accounted for about 43 percent of all man-days of idleness.

Because of a 16 million decline in man-days idle in the transportation equipment and electrical machinery industries, idleness in the manufacturing sector decreased

from 38.0 million man-days in 1970 to 18.5 million in 1971, the lowest idleness level in this sector since 1966. An even larger percentage decline occurred in government, where idleness was reduced by nearly 56 percent. This reduction was primarily due to the absence of large and prolonged stoppages, as had occurred in 1970.

Nearly all other primary strike indexes were lower in 1971 than they were in 1970. The number of strikes beginning in the year, for example, declined in each sector; the most significant reduction occurred in non-manufacturing (15 percent). Over 80 percent of this decline of 480 resulted from the curtailment of work stoppages in the construction industry. (See p. 2.) In manufacturing, where the number of strikes was reduced by 4 percent, the number of workers involved in labor disputes declined by nearly 24 percent, an indication that strikes were smaller in 1971 than they were in 1970. In the government sector, the number of strikes decreased by 20 percent and the number of workers involved by 54 percent. Only in nonmanufacturing did the number of workers engaging in strikes increase, and in that sector by about 11 percent.

In 1971, the average duration of work stoppages was far higher in the manufacturing sector (35.3 days) than in either nonmanufacturing (17.3 days) or government (8.5 days). Nonetheless, each sector registered shorter average stoppages in 1971 than in 1970—by 11.6 days in manufacturing, 3.7 days in nonmanufacturing, and 2.7 days in government.

Nearly doubling the 1970 total, idleness in the transportation, communication, and utilities grouping (13.4 million man-days) was the highest experienced by any industry in 1971. The bulk of the idleness was attributable to the occurrence of nine major stoppages (those involving 10,000 workers or more), which accounted for 86 percent of the idleness total and 93 percent of all workers involved. Among these nine major strikes were four nationwide stoppages: railway clerks against REA Express, Inc.; railroad employees against the major rail operators; telegraph workers against Western Union; and telephone workers against the Bell Telephone System. In three other major stoppages, over 1 million man-days were lost: two longshoring strikes which closed all major ports on the east, gulf, and west coasts, and the New York Telephone strike which lasted for 7 months after the nationwide settlement was reached.

Declining 55 percent from 1970 to 1971, idleness in the contract construction industry reached its lowest level since 1967. Statistically, this decline was attributable to the shorter duration and thus lessened impact of major stoppages in the industry. Although the number of workers involved in these large strikes increased since 1970, the number of man-days idle declined sub-

stantially. In 1971, eight major stoppages, involving 268,000 workers and 3.9 million man-days, were initiated, compared with 10 stoppages, 258,000 workers and 7.2 million man-days for 1970. Relatively, major strikes constituted a higher proportion of the total construction industry idleness in 1971 than in 1970, 57 percent and 47 percent, respectively. Both the major strikes that accounted for 1 million or more man-days of idleness involved construction workers in the State of California.

In contrast to the declines reported for many industries, strike idleness in mining reached its highest level since 1959. More than 4.9 million man-days were lost due to work stoppages in the industry, representing 3.23 percent of estimated available worktime, the highest proportion for any industry in 1971. The preponderance of strike idleness occurred in the bituminous coal industry, which accounted for 92 percent of all mining strikes, 92 percent of total workers involved, and 85 percent of all idleness. Two major strikes against the Nation's bituminous coal companies alone involved 41 percent of all workers in mining disputes and 76 percent of total idleness. Failure to reach a new contract precipitated one major stoppage; the other was staged in protest of a Federal court decision ordering United Mine Workers' President W. A. Boyle to step down as a trustee of the union's Welfare and Retirement Fund.

As a result of reduced collective bargaining activity, a number of industries experienced fewer days idle in 1971 than they did in 1970. In the rubber industry, for example, strike-related idleness declined by 1.9 million man-days, or 82 percent, primarily because all major contracts were renegotiated in 1970. An even more dramatic reduction in idleness occurred in the transportation equipment industry, where idleness declined by 11.3 million man-days in 1971. Contracts with the Big Three auto producers were renegotiated in 1970 after a lengthy strike at General Motors, which resulted in 12.3 million man-days of idleness. Strike idleness was also significantly reduced in the electrical machinery, equipment and supplies (75 percent), chemicals and allied products (49 percent), and fabricated metals (41 percent) industries.

## Government Work Stoppages

For the first time since 1961, the number of government work stoppages <sup>5</sup> declined. The 329 stoppages in 1971 represented a 20-percent decline from the 412

<sup>5</sup> See *Work Stoppages in Government, 1958-68*, Report 348, and *Summary Report, 1960, 1969-70* (Bureau of Labor Statistics, 1971).



in 1970, the highest number ever recorded. (See table A-14.) Dropping more than 50 percent from 1970, both the number of workers involved and the man-days of idleness similarly halted the marked upward trend that began in 1966, when the drive for recognition by public employees began. Nevertheless, the number of strikers in 1971 was almost 13 times the 1965 figure; idleness increased more than sixfold. However, this sizable 6-year increase should not overinflate the significance of government strikes, which made up only 6 percent of total stoppages and less than 2 percent of all idleness in 1971.

Local government stoppages constituted the largest proportion of government strikes—more than 90 percent—and about the same proportion of idleness. The 304 local strikes in 1971 represented more than a sevenfold increase from 1965; idleness in 1971 was more than five times the level reached in 1965.

In State governments, no new strikes began in 1965; 23 began 1971. These strikes accounted for 14,500 idle workers and 81,800 man-days of idleness. The fact that local governments employed more than two and a half times the workers of State governments in 1971 and consequently carried on a greater proportion of collective bargaining partly explains the significant variation in strike occurrence at State and local levels.

Strike-related idleness was significantly reduced in the Federal sector between 1970 and 1971. Two Federal strikes idled 1,000 workers for fewer than 10,000 man-days in 1971, compared with three strikes, 156,000 workers, and 648,000 man-days of idleness in 1970. A 10-day Tennessee Valley Authority strike of 990 workers over plant administration issues was the cause of almost 8,000 man-days of idleness in 1971. A smaller 6-day stoppage of 35 employees at the Library of Congress resulted in less than 150 man-days of idleness. The 1970 strike by 152,000 Post Office workers was primarily responsible for the year-to-year difference.

Government strikes in 1971 generally revealed these characteristics: (1) One-third of the stoppages occurred at the negotiation of the first agreement, about two and a half times the all-industry level. Another 37 percent were precipitated during contract renegotiations. (2) Over two-thirds of government idleness was recorded in strikes over general wage changes, a level comparable with the all-industry figure. Over one-fourth of government stoppages were brought on by disputes over plant administration or union organization and security. (3) More than four-fifths of all government strikes were over in 2 weeks or less, a high proportion compared with the 56 percent of all strikes settled in 14 days or less. Only four stoppages lasted 60 days or longer.

Typical of the general strike pattern, wage issues accounted for the greatest number of government strikes.

(58 percent) and more than two-thirds of idleness. (See table A-15.) School district strikes made up the greatest part of wage-related stoppages: 109 strikes involving 70,000 workers for 521,200 man-days. Plant administration problems, particularly in cities and school districts, caused another 49 strikes. As unionization and recognition drives continue, the fact that another 43 strikes were caused by this issue is not surprising.

At the State and county level, strikes occurred among numerous occupation groups; service (including house-keeping, maintenance and cafeteria workers) and blue-collar and manual workers accounted for the greatest proportion of stoppages, workers involved, and man-days idle. (See table A-16.) At the city level, however, sanitation and blue-collar and manual workers together were involved in almost three-fifths of the strikes. Strikes by teachers in public schools and libraries numbered 131 and accounted for the largest proportion of strike activity in school districts; three-fifths of total government idleness was attributable to these strikes. (See table A-17.) Of course almost one-third of all government employees were engaged in educational occupations at the local level in 1971.

## Stoppages by Location

### Regions

In line with the overall reduction in strike activity, idleness declined in 5 of 9 regions from 1970 to 1971. (See table A-18.) In the West North Central region, the absolute level of idleness decreased by 65 percent, the sharpest reduction for all regions in 1971. A 60-percent decline occurred in the East North Central region, where idleness was reduced by 16.8 million man-days. Other regions experiencing fewer man-days idle were New England (48 percent), the East South Central (36 percent), and the West South Central (10 percent).

Man-days of idleness increased by 94 percent in the Mountain, 53 percent in the Pacific, 21 percent in the Middle Atlantic, and 5 percent in the South Atlantic regions.

For the first time since the inclusion of this measure, the Middle Atlantic region led the Nation in the percentage of total available working time idled by labor disputes. This high percentage was principally a result of the New York Telephone Co. strike, which alone accounted for slightly over 30 percent of the region's idleness. The east coast longshoring strike of October and November added 900,000 man-days to the regional total. Demands for higher wages and improved hours of work

precipitated the latter stoppage; the New York Telephone Co. strike, which evolved from the system-wide Bell Telephone strike, was primarily over wage issues.

## **States**

New York State, experiencing the effects of 11 major stoppages, sustained the highest absolute level of idleness of any State in 1971. (See tables A-5, A-19.) The 7.3 million man-days of idleness were an increase of 24 percent over the 1970 level, and represented the highest annual idleness for the State in the past two decades. Nearly 60 percent of the idleness was due to the New York Telephone Co. strike in July.

The second highest level of idleness was experienced in California. Eleven major stoppages in that State accounted for over 80 percent of the total idleness of 5.1 million man-days; two large construction strikes, each entailing over 1 million man-days of idleness, constituted over half of the time idle. Pennsylvania, which had 5.1 million man-days idle, was third in the time lost category. A sizable construction strike in the eastern sector of the State and the interstate bituminous coal strike which began in October accounted for approximately one-fifth of the total. An additional eight States also experienced more than 1 million man-days of idleness each.

Expressed as a proportion of private nonagricultural workingtime, 20.9 days per 1,000 were lost due to work stoppages in West Virginia, the highest level this year. Eighty-two percent of the total was caused by strikes in mining. Several other States substantially surpassed the national average of 0.32 percent of estimated worktime idle: Montana (1.12 percent), Kentucky (0.65 percent), and Delaware (0.64 percent).

## **Metropolitan areas**

The New York SMSA, as a result of the New York Telephone Co. strike, which accounted for two-thirds of the time idle, sustained the highest level of strike idleness of any metropolitan area in 1971 (5.4 million man-days). (See table A-20.) Comparable figures for 1970 indicated that work stoppage activity in the New York SMSA increased by over 2.7 million man-days, or, in short, doubled. A massive construction dispute, which was precipitated by a Teamster walkout, cost the Los Angeles—Long Beach metropolitan area 1.0 million working days; in total, workers in the area were away from their jobs for 1.8 million man-days, the second highest number in 1971. The Philadelphia area experienced the third highest level, in part due to a 73-day construction strike which idled 11,000 workers. Nonetheless, days on strike in that metropolitan area decreased by 516,000 man-days, or 23 percent, from the 1970 level. Three other metro-

politan areas sustained more than 1 million man-days of idleness each: San Francisco—Oakland (1.3 million), Detroit (1.1 million), and Chicago (1.0 million). In 1970, 14 metropolitan areas were in this category.

For the 13th consecutive year, the New York SMSA had the highest incidence of work stoppages in the Nation (247). This number, however, represented a 30-percent decline from 1970 to 1971. Philadelphia again ranked second, as it has 11 of the last 12 years, as a result of 210 stoppages. Pittsburgh (178), Chicago (145), Los Angeles—Long Beach (132), San Francisco—Oakland (125), and Detroit (125) were next.

## Duration

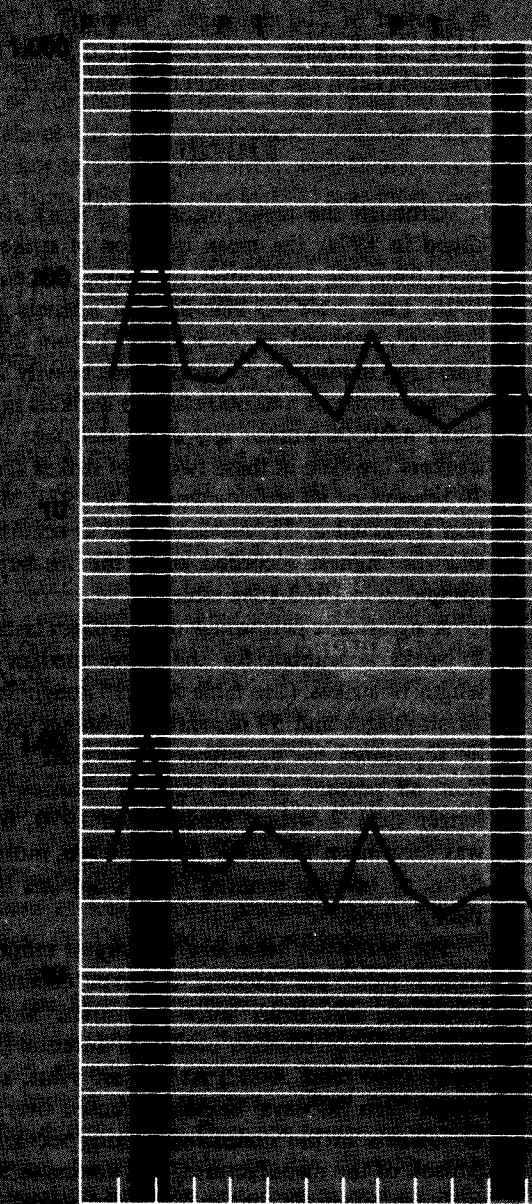
Although the major measures of work stoppages declined in 1971, the mean duration of strikes rose by 2 days from the 1970 level to a level not equaled since 1928. (See table 4.) Man-days of idleness per worker, however, declined to 14.5 in 1971 from 20.1 in 1970. This drop in idleness per worker was heavily weighted by a 3-day strike of 540,000 railroad workers in May, and a 7-day 440,000-worker telephone stoppage in July. The workers involved in these two brief strikes accounted for 30 percent of all striking workers in 1971. Median duration remained at 11, the same level as occurred in 1970, and the highest recorded since the measure was first computed in 1950. (See table 4.)

A significant percentage of stoppages lasting less than 2 weeks accounted for the lower median than mean length of strikes. (See table A-21.) Though 56 percent of all stoppages and 59 percent of workers involved could be accounted for by strikes of less than 2 weeks' duration, 89 percent of total idleness occurred in strikes of longer than 2 weeks' duration. In 1970, the situation was very much the same. A decade ago, more than four-fifths of idleness resulted from stoppages lasting more than 2 weeks.

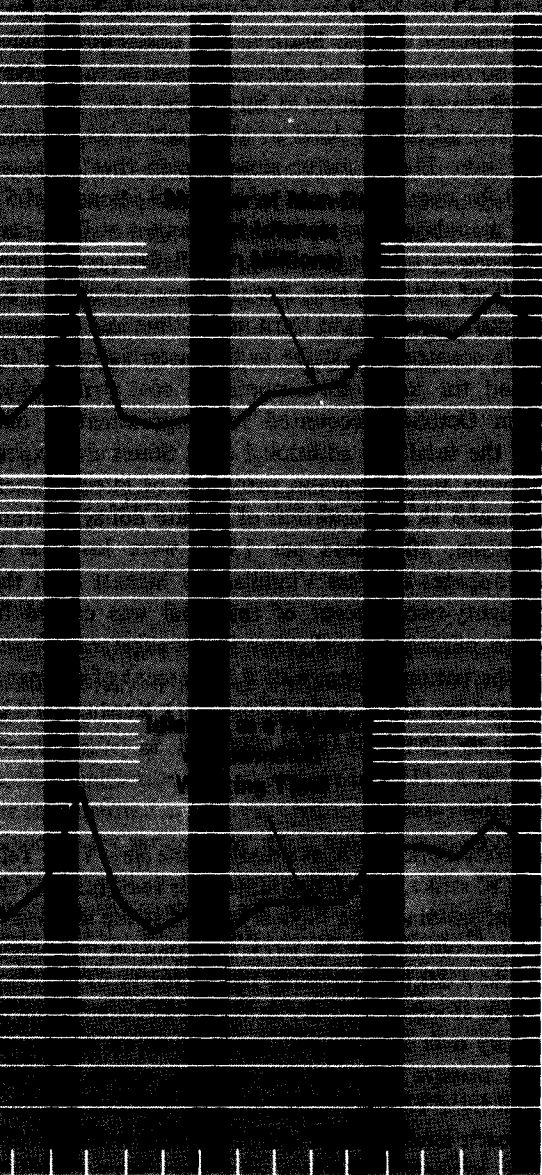
The industries recording the largest number of 1971 strikes were the mining, contract construction, and wholesale and retail trade industries. Most of these strikes were of short to moderate duration (less than 30 days). (See table A-21.) As in past years, stoppages of longer than 30 days' duration caused over three-fifths of idleness in the nonmanufacturing sector. In a comparison of the manufacturing and nonmanufacturing sectors, manufacturing industries experienced proportionately fewer stoppages of less than 7 days (26 compared with 49 percent) and proportionately more stoppages that were longer than 30 days (38 compared with 20 percent) than in nonmanufacturing industries.

Accounting consistently for a significant proportion of strikes of every duration were stoppages caused by

# Man Days Idle in Work Stoppages



1945-71



**Table 4. Work stoppages by mean and median duration, man-days idle per worker, and number of prolonged strikes, 1954-71**

Year	All stoppages ending during year	
	Mean duration	Median duration
1954 .....	22.5	6
1955 .....	18.5	8
1956 .....	18.9	8
1957 .....	19.2	8
1958 .....	19.7	8
1959 .....	24.6	10
1960 .....	23.4	10
1961 .....	23.7	9
1962 .....	24.6	9
1963 .....	23.0	8
1964 .....	22.9	8
1965 .....	25.0	9
1966 .....	22.2	9
1967 .....	22.8	9
1968 .....	24.5	10
1969 .....	22.5	10
1970 .....	25.0	11
1971 .....	27.0	11
	Man-days idle per worker	Number of prolonged strikes <sup>1</sup>
1954 .....	14.7	172
1955 .....	10.7	137
1956 .....	17.4	132
1957 .....	11.4	124
1958 .....	11.6	133
1959 .....	36.7	221
1960 .....	14.5	201
1961 .....	11.2	191
1962 .....	15.0	224
1963 .....	17.1	203
1964 .....	14.0	189
1965 .....	15.1	221
1966 .....	12.9	210
1967 .....	14.7	232
1968 .....	18.5	261
1969 .....	17.3	274
1970 .....	20.1	334
1971 .....	14.5	375

<sup>1</sup> Extending 90 days or longer.

disputes over general wage changes and union organization and security, a situation similar to that in 1970. (See table A-22.) Seven strikes brought on by disputes over other contractual matters lasting over 90 days contributed the greatest number of man-days idle for any time period, over 18 million, 29 percent of total idleness. In 1970, the greatest number of man-days of idleness were accumulated in strikes over general wage

changes lasting over 90 days. A considerable number of 1971 strikes of less than 2 weeks were caused by issues of plant administration and inter- or intraunion matters.

The greatest number of strikes occurred during contract renegotiations in 1971, the largest proportion in any category lasting 30 to 59 days. (See table A-23.) Another 10 percent of strikes were 1-day stoppages occurring during the contract term. In 1970, similar results were recorded. Over 90 percent of strikes during the contract term lasted less than 2 weeks, compared with approximately one-third of contract renegotiation stoppages. Almost one-half of total idleness was recorded during contract renegotiation strikes of more than 90 days, a high percentage figure compared with that of the previous decade. Showing a 12-percent increase, the number of prolonged strikes (90 days or longer) rose to 375 in 1971; this level is 96 percent higher than the number recorded in 1961.

Over 60 percent of all work stoppages involved more than 20 and less than 250 workers; the greatest proportion of these strikes lasted less than 60 days. (See table A-3.) Close to the same percentage of workers participated in strikes of more than 10,000 workers; most of these workers were involved in stoppages of less than 30 days. Again, the 3-day major railroad stoppage in May and the 7-day major telephone stoppage in July weighted this statistic heavily. More than four-fifths of total idleness was accumulated in strikes involving more than 1,000 workers. The greatest proportion were in strikes that lasted longer than 30 days.

## Mediation

Government mediation, most frequently by the Federal Mediation and Conciliation Service, was employed in 46 percent of all 1971 strikes, fractionally higher than the number in 1970.<sup>6</sup> (See table A-24.) In another 3 percent of 1971's strikes, private or other mediation was employed; 51 percent of all strike cases reported no mediation. In 1961, results were comparable.

Government mediation was called into use most frequently in strikes occurring during the renegotiation of contracts; 38 percent of all strikes involving 68 percent of workers idled and 55 percent of total idleness. These are typically larger strikes of longer duration than those occurring under other contract circumstances.

<sup>6</sup> Two agencies, the Federal Mediation and Conciliation Service and the National Mediation Board, conduct most of the mediation on the Federal level. Occasionally, officials of the U.S. Department of Labor or other persons designated by the President are directly involved. Several States also have mediation agencies.



Thirty percent of all strikes used no mediation and occurred while the contract was in effect. This phenomenon is not unexpected in view of the short duration of most of these strikes. For the majority of strikes occurring during efforts to negotiate an initial agreement, the participants reported that the assistance of mediators was not required. Only one-fourth of strikes that took place during contract renegotiations were resolved with no mediatory assistance.

## Settlement

As in recent years, more than 8 of every 10 stoppages ending in 1971 were terminated by either a formal settlement or by the establishment of a procedure to resolve remaining differences. Nine percent of all strikes ended without a formal agreement; workers returned to their jobs after participating in a short protest or sympathy strike. In an additional 5 percent of the cases, employers resumed operations either with new employees or with returning strikers. Court-ordered injunctions terminated 118 stoppages, or 2 percent; over 20 percent of all workers involved in stoppages were in this group.

A formal settlement concluded seven-tenths of all strikes that occurred during attempts to establish a collective bargaining relationship and nine-tenths of all strikes staged during the renegotiation or reopening of an existing agreement. (See table A-25.) In nearly one-quarter of all strikes that occurred during the term of an agreement, however, no formal settlement was reached. Consequently, approximately nine-tenths of all situations in which no formal settlement was reported occurred during the term of an existing agreement.

Workers returned to their jobs with a formal settlement in 85 percent of the strikes caused by economic issues and 59 percent of the stoppages when the major

**Table 5. Unresolved issues in work stoppages, 1971**

(Workers and man-days idle in thousands)

Issues	Stoppages	
	Number	
Total stoppages covered <sup>1</sup> . . . . .	513	
Wages and hours . . . . .	36	
Fringe benefits . . . . .	6	
Union organization . . . . .	32	
Working conditions . . . . .	114	
Interunion . . . . .	291	
Combinations . . . . .	28	
Other . . . . .	6	

<sup>1</sup> Excludes stoppages which have no information on issues un-

NOTE: Because of rounding, sums of individual items may not

issue was union organization and security. Well over half of the strikes staged as a short protest or sympathy strike were over plant administration issues, such as the award of overtime pay, work rules, safety measures, and work assignments. (See table A-26.)

All areas of disagreement were resolved in a far greater proportion of manufacturing than nonmanufacturing strikes—81 percent compared with 53 percent. An additional 22 percent of nonmanufacturing strikes, however, were settled when the parties agreed on a procedure to resolve remaining issues. Nearly 41 percent of all construction strikes and 25 percent of all mining strikes were concluded in this manner. (See table A-27.)

## Procedures for Handling Unsettled Issues

In 550 situations in 1971, the disputing parties agreed to resume work before all disagreements had been resolved. In most instances, these agreements occurred in work stoppages which arose during the contract term (78 percent). (See table A-28.) Stoppages of this nature accounted for 73 percent of all cases submitted to arbitration, 58 percent of all cases in which direct negotiation was employed, 81 percent of cases that were referred to a government agency, and nearly 100 percent of all cases in which other means of resolution were attempted. In over half of the situations involving the negotiation of a first agreement, unresolved disputes were referred to a government agency. Direct negotiation was the primary method of resolution in work stoppages evolving from the renegotiation or reopening of an existing agreement.

As was true in past years, interunion or intraunion discord accounted for the bulk of strike cases in which issues remained unsettled. (See table 5.) Nonetheless, a larger proportion of workers and days idle were involved in stoppages in which working conditions were the primary issue.

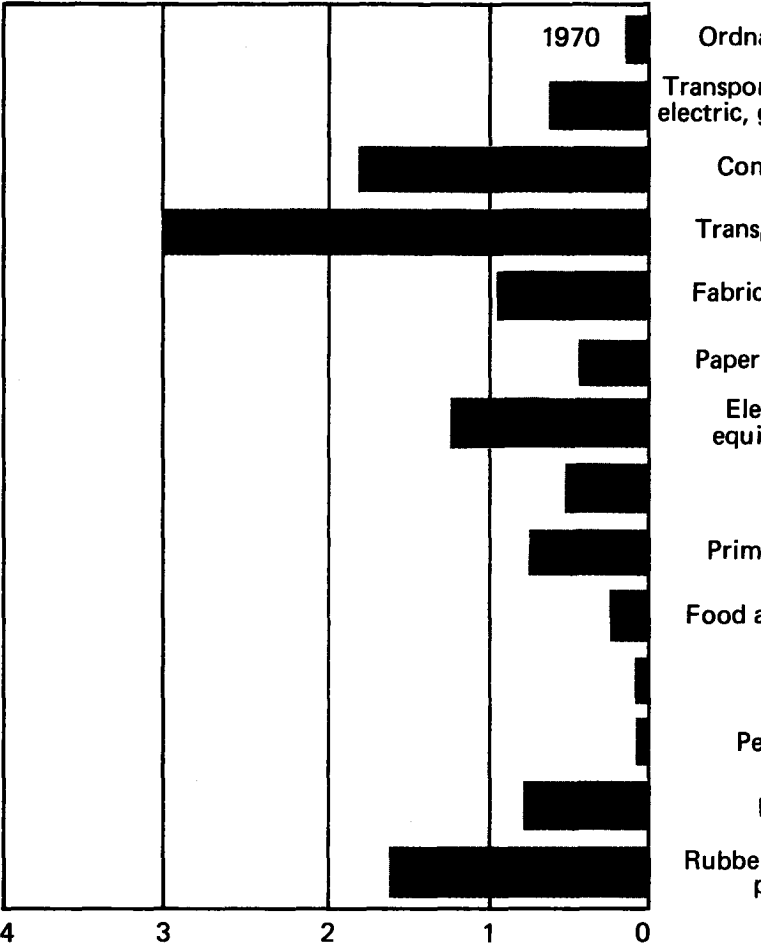
Cases	Workers involved		Man-days idle	
	Number	Percent	Number	Percent
100.0	152.9	100.0	1,381.8	100.0
7.0	24.7	16.2	103.2	7.5
1.2	.3	.2	2.0	.1
6.2	4.2	2.7	58.5	4.2
22.2	42.9	28.0	580.1	42.0
56.7	24.7	16.1	121.0	8.8
5.5	21.5	14.1	219.8	15.9
1.2	34.7	22.7	297.2	21.5

settled or no agreement for issues remaining.

not equal totals.

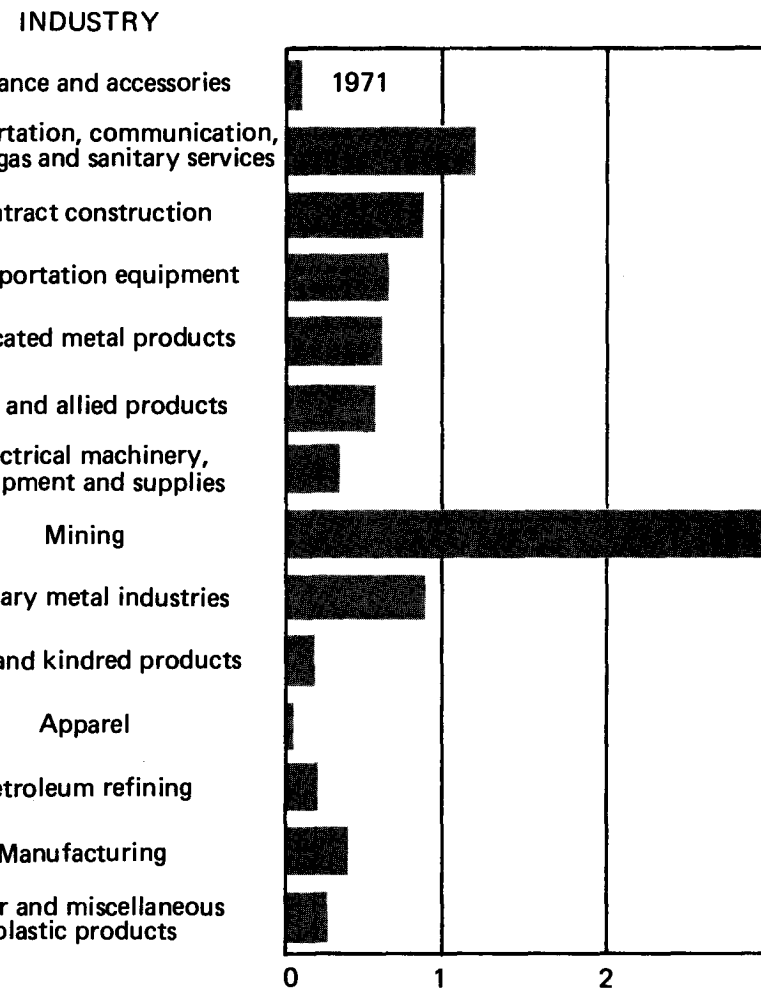
Chart 3

Idleness as a percent of total available work



1/ Industries selected, ranked in descending order of organization, were the most highly organized. Source: *Unions and Employer Associations, 1971*, Bulletin 1750, Bureau of Labor Statistics, U.S. Department of Labor.

# Working time, in selected industries,<sup>1/</sup> 1970 and 1971



<sup>1/</sup> Fully unionized in 1970. (Reference: *Directory of National Industries*, p. 81.)