

primary reason for the lower number of workers involved in the last half of the year was the decline in the number of large stoppages (1,000 workers or more). As the year ended, only six large strikes were in effect. The following tabulation presents the monthly distribution of new strikes involving 1,000 workers or more for 1966-68.

| Month | 1968 | 1967 | 1966 |
|---------------------|------|------|------|
| January | 29 | 22 | 21 |
| February | 31 | 21 | 14 |
| March | 33 | 22 | 18 |
| April | 52 | 36 | 30 |
| May | 50 | 53 | 42 |
| June | 35 | 43 | 33 |
| July | 40 | 33 | 39 |
| August | 32 | 20 | 29 |
| September | 27 | 36 | 28 |
| October | 34 | 34 | 33 |
| November | 21 | 42 | 24 |
| December | 8 | 19 | 10 |
| Total | 392 | 381 | 321 |

Contract status

For the first time since the contract status of the parties involved in a stoppage has been tabulated, more than half of all strikes have occurred during the renegotiation or reopening of an agreement. Since 1961 the number of all stoppages has increased 50 percent, and the number of renegotiation disputes 76 percent. Idleness attributable to all disputes has tripled, mainly because the idleness attached to renegotiation disputes has more than tripled. However, the workers involved in these disputes have not increased at the same rate as for other stoppages.

The number of workers in 1968 covered by the larger collective bargaining agreements (1,000 workers or more) that expired or were subject to reopening was not

below the level of the previous year. Some 600,000 fewer workers were affected.⁴ However, negotiations took place in several key industries and of these only aircraft-aerospace settled on a new agreement without a stoppage. In 1968, strikes occurring during renegotiation or reopening of an agreement accounted for 67 percent of the workers involved and 86 percent of the idleness (table 4). Three-quarters of this idleness arose over economic issues. As the 1967 copper industry strike continued in effect during the early part of the year, demands for recognition or union security accounted for the second highest level of idleness in renegotiation disputes. Renegotiation disputes are typically larger than the other categories; in 1968, they averaged 664 workers per stoppage, compared with 457 per strike during the term of the agreement. Twenty-four of the 32 major strikes occurred during renegotiation.

Strikes during the term of the agreement (when the negotiation of a new agreement is not involved) ranked second in frequency. The number of these strikes increased only slightly from 1967, but remained below the 1966 level. Almost one-third of all workers were involved in disputes taking place during the term of the agreement. These stoppages may be regarded as grievance stoppages, as almost two-fifths were concerned with administration issues (and involved 53 percent of the workers); more than a quarter were over interunion matters. As many contracts specify arbitration or other procedures for resolving such issues, this category of stoppage is generally of shorter duration, 6.7 man-days idle per worker compared with 18.5 for all stoppages. Two industries, mining and contract construction, accounted for almost one-half of the strikes in this classification. Over half of all construction strikes and 86 percent of all mining stoppages, including a 12-day

⁴Cordelia Ward and William Davis, "The Wage Calendar for 1968," *Monthly Labor Review*, January 1968, pp. 20-21.

| | Percent of | | | | | |
|--|------------|-------|-------|---------------|-------|-------|
| | Stoppages | | | Man-days idle | | |
| | 1968 | 1967 | 1961 | 1968 | 1967 | 1961 |
| All stoppages | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Negotiation of first agreement or union recognition . . | 13.4 | 16.0 | 15.2 | 3.1 | 4.8 | 6.0 |
| Renegotiation of agreement (expiration or reopening) | 52.9 | 46.9 | 45.1 | 86.0 | 87.6 | 81.3 |
| During term of agreement (negotiation of new agreement not involved) | 31.4 | 33.9 | 32.2 | 9.9 | 7.3 | 11.6 |
| Other | 1.8 | 2.7 | 1.7 | .9 | .3 | .3 |
| Insufficient information to classify | .5 | .5 | 5.8 | - | - | .8 |

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

sympathy strike in January, took place during the term of the contract. To end this pattern in the soft coal industry, during renegotiations in the autumn the Bituminous Coal Operators Association offered a Christmas bonus which included features to discourage wildcat strikes. Four other major stoppages occurred during the term of the agreement.

Idleness accruing from stoppages that occurred during attempts to establish a collective bargaining relationship declined a half-million man-days from 1967 and reduced the proportion of idleness to the lowest level recorded since World War II. These low levels of activity reflected both a decline in the number of stoppages, and their shorter duration. Man-days idle per worker involved in strikes for union recognition are typically greater than the figure for all stoppages (24.5 in 1967 compared with 14.7 for all strikes) whereas in 1968, the measure was lower (16.7 against 18.5). Because most certifications by the NLRB are bargaining units at the lower end of the size scale, most strikes involved a relatively small number of workers. In 1968 more than one-fourth directly affected fewer than 20 workers.

Major issues

Over the past 4 years, as the rate of consumer price increases has accelerated, the proportion of idleness incurred by economic disputes rose 16 percentage points. In absolute terms, this represented an additional 23 million man-days between 1965 and 1968. The proportions of man-days lost by major issues appears in the following tabulation.

Economic demands caused more than one-half of the strikes in 1968, and three-quarters of the idleness (table 5). Twenty-one of the 32 major stoppages (page 9), and 230 of the 392 strikes involving 1,000 workers or more were over this issue. Despite increasing prices in the past several years, the demand for an escalator clause was a dominant factor in only 14 of the 5,045 stoppages.

Slightly less than 10 percent of the idleness in the year was attributable to stoppages over plant administration matters which encompasses issues such as physical facilities, safety, and work rules. Frequently professional government employees, particularly public school teachers, strike over these issues; in 1968 three-eighths of the idleness in this category was attributable to stoppages by public employees. In the private sector, stoppages over plant administration generally occur during the term of the contract (in 1968, more than four-fifths of the strikes). More than three-quarters were terminated in 2 weeks or less.

Idleness attributable to interunion or intraunion disputes declined almost 200,000 man-days from 1967. As in past years, most of these disputes (80 percent) occurred in the contract construction industry (table A-2). Despite sizable declines in idleness in the construction and in manufacturing industries in 1968, sympathy strikes in the coal industry and in the telephone industry kept total idleness attributable to this issue above the average for the sixties although it was below the levels of the previous 2 years. Over two-thirds of these strikes involved fewer than 100 workers, and three-fifths were resolved in less than a week (table 6).

Stoppages over job security and other work rules remained at the low level of the previous year, possibly because of the high employment levels. Railroad manning disputes and longshoring stoppages over containerization accounted for over half of this idleness.

Duration

All measures of strike duration indicate that stoppages were longer in 1968 than in earlier years. As a result, idleness during the year was above the 1967 level despite a decline in the number of workers involved. Mean duration increased to 24.5 man-days, almost 1 day above the 23.7 average for the decade. When the duration was weighted by the workers involved, the mean duration was even higher, 30.0 days, and indicated

Percent of man-days of idleness

| <i>Major issue</i> | <i>1968</i> | <i>1967</i> | <i>1966</i> | <i>1965</i> |
|---|-------------|-------------|-------------|-------------|
| Economic issues | 75.1 | 74.5 | 70.4 | 59.1 |
| Union organization and security | 8.5 | 15.3 | 12.4 | 12.8 |
| Plant administration | 9.2 | 3.9 | 7.3 | 8.1 |
| Working conditions | 5.7 | 4.2 | 8.0 | 16.0 |
| Interunion or intraunion | 1.4 | 2.1 | 1.8 | 1.9 |

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

that the larger stoppages were longer than those involving smaller numbers of workers. Median duration increased from 9 days, the level for the past 3 years, to 10 days, the highest measure during the 15 years for which this measure has been computed. As the tabulation below indicates, the number of prolonged strikes (those lasting 90 days or more) increased for the second year. Only 1946, which had 303 such stoppages, had more prolonged strikes. Man-days idle per worker involved reached its highest level since 1959, and the third highest in the postwar period.

A significantly greater proportion of workers were involved in longer stoppages; in 1968, 42 percent were affected by strikes extending beyond 30 days, compared with 32 percent in 1967 (table 6). Most of the increase was recorded in the 30 to 59-day grouping which increased from 570 in 1967 to 690 this year. Although the percentage increase of workers striking 90 days or more was small, there the resulting idleness increased 10 million man-days. Some 63 percent of the prolonged disputes were over economic issues, while demands for union organization and security accounted for 24 percent of the total. One-third of the prolonged disputes occurred during the attempts to negotiate an initial contract (table 7).

As the median (10 days) implies, a large proportion of the stoppages were of short duration; in 1968, almost three-fifths ended in 2 weeks or less. Stoppages of less than a week affected 15 percent fewer workers in 1968

than in 1967. Three-fifths of these shorter strikes occurred during the term of the agreement. Five major stoppages—including two teachers' strikes—were terminated in less than a week.

Size of stoppages

The number of workers involved in strikes decreased 8 percent from the 1967 level, but at 2.6 million, was the second highest level for the past decade. Workers in stoppages directly affecting 5,000 workers or more declined 368,000 or 24 percent. The number of strikes in 1968, however, increased; the largest rise was concentrated in the 100 to 499-size group (table 8). As a result, median size, at 104 workers, exceeded 100 for the first time since the early fifties. As has been indicated above, the disputes that involved fewer workers than the median occur during the term of the agreement, over grievances or interunion matters. As such, most are settled rather promptly. Other small disputes involve union organization or security (15 percent), and may be prolonged.

Strikes that directly affected a larger number of employees (1,000 or more each), accounted for 70 percent of the workers involved in 1968, and almost the same proportion of idleness. Sixty-four percent of these stoppages occurred during renegotiations, while 32 percent took place during the term of the agreement. The most important issues in large stoppages by far were

| <i>All stoppages ending during year</i> | | | | |
|---|----------------------|------------------------|--|--|
| <i>Year</i> | <i>Mean duration</i> | <i>Median duration</i> | <i>Man-days idle per worker involved</i> | <i>Number of prolonged strikes¹</i> |
| 1954 | 22.5 | 6 | 14.7 | 172 |
| 1955 | 18.5 | 8 | 10.7 | 137 |
| 1956 | 18.9 | 8 | 17.4 | 132 |
| 1957 | 19.2 | 8 | 11.4 | 124 |
| 1958 | 19.7 | 8 | 11.6 | 133 |
| 1959 | 24.6 | 10 | 36.7 | 221 |
| 1960 | 23.4 | 10 | 14.5 | 201 |
| 1961 | 23.7 | 9 | 11.2 | 191 |
| 1962 | 24.6 | 9 | 15.0 | 224 |
| 1963 | 23.0 | 8 | 17.1 | 203 |
| 1964 | 22.9 | 8 | 14.0 | 189 |
| 1965 | 25.0 | 9 | 15.1 | 221 |
| 1966 | 22.2 | 9 | 12.9 | 210 |
| 1967 | 22.8 | 9 | 14.7 | 232 |
| 1968 | 24.5 | 10 | 18.5 | 261 |

¹Extending 90 days or longer.

economic, followed by plant administration disputes, as the following distribution shows:

| <i>Major issue</i> | <i>Percent of idleness</i> |
|--|----------------------------|
| All large stoppages ¹ | 100.0 |
| Economic issues | 75.5 |
| Union organization and security | 8.3 |
| Plant administration | 9.8 |
| Other working conditions | 5.4 |
| Interunion or intraunion | 1.0 |

¹In stoppages involving 10,000 workers or more.

Thirty-two stoppages in 1968 involved as many as 10,000 workers (tables 2 and 9), and accounted for about two-fifths of the workers and a slightly greater proportion of the idleness. (For more extensive information see page 9.)

Industries affected

Between 1967 and 1968, idleness attributable to strikes in nonmanufacturing increased 75 percent while that in manufacturing decreased 14 percent. Despite the decline, manufacturing idleness remained considerably higher than the levels of each year from 1960 through 1966 (table A-6). Average duration for nonmanufacturing stoppages were 1½ days shorter than those in the manufacturing division (30.9 days). Both sectors shared in the increase in stoppages (manufacturing 75 percent), while the workers involved in manufacturing disputes decreased proportionately more (77 percent of the decrease).

As a result of six major stoppages, including a systemwide strike against Bell system units, communications, electric, gas and sanitary services sustained the most idleness of any industry this year (7 million man-days), and its highest idleness level since 1947, the year of the last systemwide telephone stoppage. (See tables 10 and A-6.) The contract construction industry, which had the next highest level of idleness, sustained the greatest idleness level recorded for that industry. There were five major construction strikes (table 19). Mining, which experienced two major strikes, and the continuation of a third had less idleness (2.6 million man-days) than in 1967, but the highest percentage of work time lost of any industry in 1968. Government, which had 2.5 million man-days idle had twice the idleness recorded in 1967.

In the manufacturing division, idleness attributable to the primary metals industry increased 18 percent. The extensive copper strike and a lengthy stoppage at smaller basic steel firms also contributed to the idleness in this industry. As a result of these large, long strikes, average duration was 3 weeks longer for the primary metals industry than for manufacturing. However, of all industries, printing and publishing recorded the highest average duration, 87 days. Two of the more prominent stoppages affected the Los Angeles *Herald-Examiner*, and the Detroit newspapers. As a result of the high average duration, idleness in this industry increased fourfold. Other manufacturing industries sustaining idleness levels above 0.47 percent of estimated total working time were tobacco manufacturing (0.77 percent), stone, clay, and glass products (1.30), fabricated metal products (0.57 percent), machinery (0.79 percent), and transportation equipment (0.58 percent). Idleness in electrical machinery decreased for the first time in 2 years.

Stoppages by location

Region. The East North Central Region ranked first in idleness in 1968 (table 11) with 0.62 percent of estimated total working time, considerably more than that of the next highest area. Second in the array, the Mountain Region with 0.46 percent, continued to experience the effects of the 316-day copper strike that started in 1967. However, idleness in 1968 did decline below that of the previous year in the Mountain States, as well as the West North Central and West South Central Regions.

States. Eight major strikes were responsible for the 7.8 million man-days of idleness that occurred in Michigan in 1968, the highest level for any State in that year (table 12). New York, which had the second highest idleness level, was affected by two major government employee strikes, and two stoppages by longshoremen. Idleness attributable to work stoppages in soft coal, the telephone industry, and two other major disputes caused Ohio to have the third highest idleness level, followed by Illinois and Pennsylvania. Nine other States had more than 1 million man-days of idleness each.

In addition to the States having high idleness totals, several others had a level of idleness as a percent of estimated total private, nonagricultural working time substantially above the national figure of 0.32. The copper strike continued to contribute to high idleness ratios in Montana (1.35), Arizona and Utah (0.77 for

both States), though each was well below the same measure for the previous year. West Virginia (0.81 percent) experienced two major coal strikes in 1968; while Washington was the scene of two major construction strikes and a 109-day strike against the Washington Metal Trades Association.

Metropolitan areas. The New York area, which sustained the highest idleness level (3.8 million man-days or 0.31 percent of estimated total working time) of any metropolitan area in 1968, experienced two major stevedoring strikes, a teachers strike, a taxicab drivers walkout, and one by sanitation workers (table 13). Detroit, which was second in the absolute level of idleness, experienced a higher relative level, 0.99 percent. Among the larger disputes were a major construction strike, as well as the telephone stoppage. Two other areas, Chicago (0.29 percent) and St. Louis (0.44 percent) had more than 1 million man-days of idleness each in 1968.

New York which had 296 strikes, ranked first in the incidence of stoppages, followed by San Francisco-Oakland (152) and Detroit (148). Philadelphia (127), which had experienced the second highest level for 8 years, dropped to fourth. Four other areas, Pittsburgh, Chicago, Los Angeles-Long Beach, and St. Louis, sustained more than 100 stoppages each in 1968.

Establishment and employer units

As in 1967, single establishment disputes constituted over three-fourths of the strikes in 1968 (table 14). The proportion of all workers involved in these disputes increased, but remained below the 1966 level. Stoppages affecting more than 10 establishments accounted for two-fifths of the workers involved and man-days idle during the year, a 10-percent decline from 1967.

The proportion of stoppages confined to a single employer operating one plant or more has continued at slightly under 90 percent. However, strikes involving two employers or more were larger and involved 28.5 percent of the workers. Nine-tenths of the multiemployer strikes occurred during renegotiation. All but 2 percent of the strikes occurring during the term of the contract affected a single employer.

Affiliation of unions involved

Unions affiliated with the AFL-CIO were involved in about three-fourths of the stoppages beginning in

1968, and accounted for a slightly higher proportion of the idleness (table 15). In 1966, the AFL-CIO represented 85 percent of all union workers and 67 percent of the national unions. National unaffiliated unions accounted for slightly more than one-fifth of the strikes and lower proportions of the workers and man-days involved. The number of workers involved in strikes by professional employee associations increased fivefold.

Mediation

Slightly more than one-half the stoppages ending in 1968 used the services of mediators (table 16). Because the proportion of workers involved (68 percent) was greater, mediators participated in negotiations to end strikes involving large numbers of workers. Federal mediators⁵ were involved in 86 percent of the disputes employing mediation, or 43 percent of all strikes. These disputes accounted for 82 percent of the idleness incurred during 1968.

Slightly more than four-fifths of the stoppages in which mediation was required occurred during renegotiation. The 2,189 stoppages involving Federal mediation amounted to 83 percent of all renegotiation disputes that ended during the year. Mediation was used in slightly more than 45 percent of the strikes resulting from attempts to establish collective bargaining.

Settlement

As in recent years, almost nine-tenths of the stoppages that ended in 1968 were terminated by a settlement or by an agreement for a procedure to resolve the issues remaining in the dispute (table 17). Eleven percent ended without a formal agreement and employers resumed operations either with new employees or with returning strikers. Less than 10 percent of all workers involved in stoppages were in this group.

Settlements were reached in 75 percent of those stoppages occurring during attempts to establish a collective bargaining relationship. On the other hand, settlements were concluded in 96 percent of the

⁵Two 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 Department of Labor, or other persons designated by the President are directly involved in mediation. Several States also have mediation agencies.

*Stoppages beginning
in 1968*

| <i>Type of employer unit</i> | <i>Number</i> | <i>Workers involved (in thousands)</i> | <i>Man-days idle during 1968 (all stoppages) (in thousands)</i> |
|--|---------------|--|---|
| All stoppages | 5,045 | 2,649 | 49,018 |
| Single establishment or more than 1 but under the same ownership or management | 4,452 | 1,894.3 | 31,163.6 |
| 2 or more employers—no indication of a formal association or joint bargaining arrangement. | 194 | 122.1 | 4,133.6 |
| 2 or more employers in a formal association | 399 | 632.4 | 13,720.4 |

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

stoppages occurring during the renegotiation of a contract and 81 percent of the stoppages during the term of the agreement.

Interunion (or intraunion) matters accounted for three-fifths of the issues remaining, as the tabulation shows.

Procedures for handling unsettled issues

In some instances, stoppages were terminated by an agreement to resolve unsettled issues after work had been resumed. Information was available for 536 strikes in 1968 (table 18). In about one-fifth of the cases, the parties agreed to submit all unresolved issues to final and binding arbitration; 16 percent were to be settled by direct negotiations. In 5 percent of the disputes, the issues were submitted to government agencies.

Stoppages occurring during the term of the agreement accounted for 57 percent of all those submitted to arbitration. About two-fifths of the referrals to government agencies were cases involving the negotiation of the initial contract.

Major Strikes in 1968

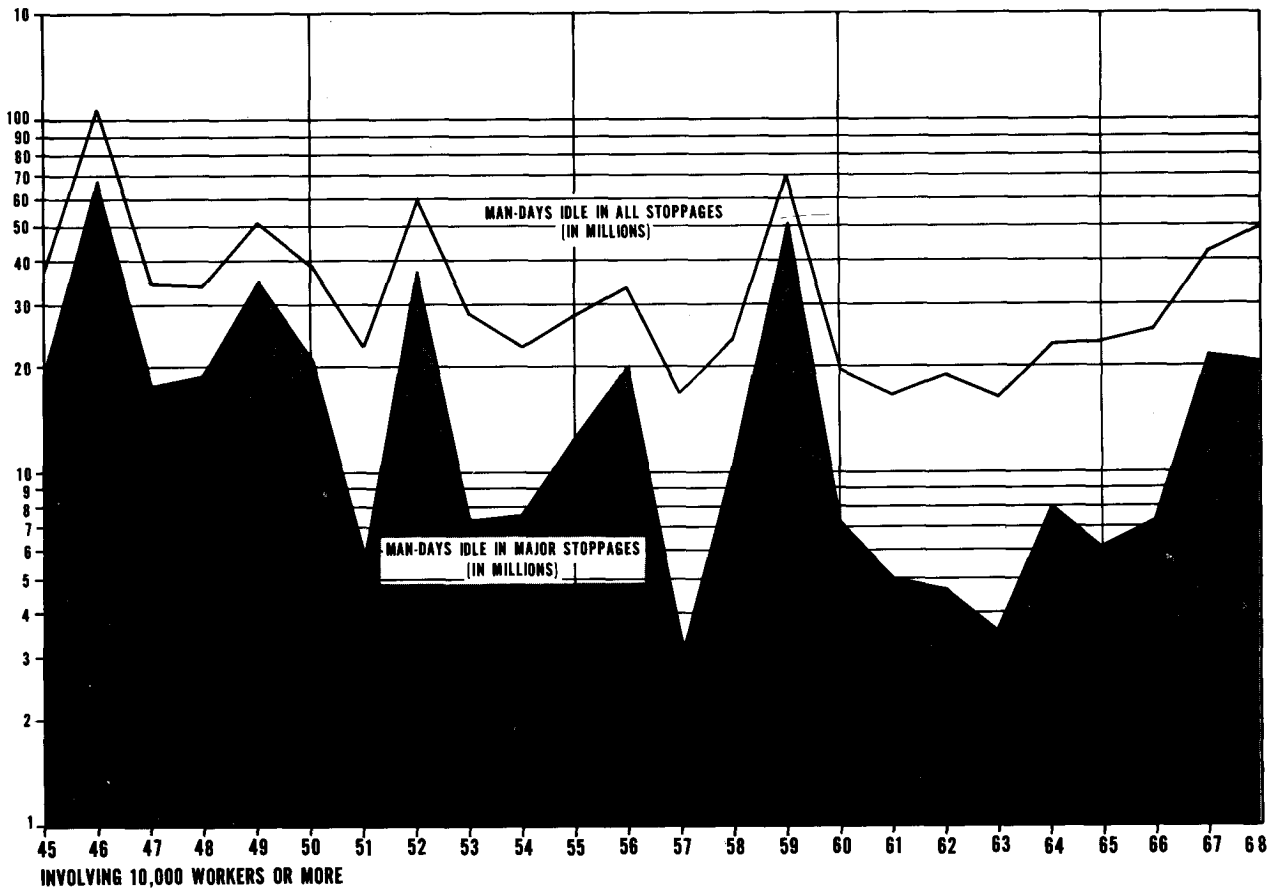
Thirty-two work stoppages (table 2), defined as those involving 10,000 workers or more, represented a moderate increase over the 28 in 1967, but constituted less than 1 percent of all stoppages in 1968. However, as in the past, these major stoppages contributed an impressive proportion of the total number of workers affected and man-days of idleness in the year. Approximately 2.6 million workers who participated in 5,045 strikes lost an estimated 49.0 million man-days of work last year, or more than in any year since 1959. Because major strikes accounted for about two-fifths of all the workers who struck during the year (chart 3) and about the same proportion of all man-days of idleness, the impact of these stoppages is particularly significant.

| | <i>Stoppages</i> | | <i>Workers involved</i> | | <i>Man-days idle</i> | |
|---|------------------|----------------|-----------------------------|----------------|----------------------|----------------|
| | <i>Number</i> | <i>Percent</i> | <i>Number</i> | <i>Percent</i> | <i>Number</i> | <i>Percent</i> |
| Total stoppages covered ^{1/} . . . | 519 | 100.0 | 173.5 | 100.0 | 983.2 | 100.0 |
| Wages and hours | 89 | 17.1 | 27.0 | 15.6 | 228.4 | 23.2 |
| Fringe benefits | 10 | 1.9 | .8 | .5 | 4.0 | .4 |
| Union organization | 19 | 3.7 | 3.3 | 1.9 | 19.3 | 2.0 |
| Working conditions | 74 | 14.3 | 92.3 | 53.1 | 414.1 | 42.2 |
| Interunion | 309 | 59.5 | 31.3 | 18.1 | 177.2 | 18.0 |
| Combinations | 5 | 1.0 | 11.6 | 6.7 | 66.4 | 6.7 |
| Other | 13 | 2.5 | 7.1 | 4.1 | 74.0 | 7.5 |

^{1/}Excludes stoppages for which there was no information on issues remaining or no agreement for issues remaining.

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

CHART 3. COMPARISON BETWEEN TOTAL IDLENESS AND MAN-DAYS LOST IN MAJOR STOPPAGES, 1945-68



In 1968 major strikes exceeded those in the previous year by four, but affected 346,000 fewer workers (table 2). Strike idleness decreased almost 890,000 man-days. Thus, the number of workers engaged in major strikes in 1968 constituted 38 percent of the total as compared with 47 percent in 1967, and 42 percent of all man-days of idleness in the current compared with 51 percent in the earlier year. The significantly higher proportions in 1967 reflect the effects of three large and prolonged stoppages—nationwide over-the-road trucking and railroad stoppages and a Ford Motor Company walkout, each involving more than 100,000 workers.

Issues

Work stoppages may result (1) from disputes during the term of the agreement, (2) from jurisdictional rivalries, or (3) from renegotiating, when parties are unable to agree on one or a combination of contract changes under consideration. Economic issues, which

include wages as well as supplementary benefits such as company-paid pensions, insurance coverage, and paid leave, figured in three-quarters (25) of the major disputes. A relatively small number (6) of these disputes were confined solely to wage issues. In this respect, the cause of 1968 major strikes deviated somewhat from the pattern found in stoppages generally, where about 50 percent relate to wages and other economic issues. In one important stoppage, Consolidated Edison in New York, agreement had been reached on general wage increases and other matters, but not until the workers had been out for 14 days were the parties able to settle their differences on fringe benefits. The demands of unions in the public sector sometimes provide complex and unusual problems. Public school teacher strikes in Florida and Oklahoma arose from wage demands that were accompanied by a public policy issue—greater State assistance to local educational systems.

Issues related to job security and working conditions were predominant in most of the remaining seven major walkouts. Again in the public sector, the

most publicized of these was the 54-day strike of New York City school teachers during the term of the agreement. Educators in the school system left their classrooms to protest the alleged arbitrary transfer of union members by a local school board during a decentralization experiment. The dispute was resolved when teachers were guaranteed a hearing and the State appointed trustees to oversee operations of the school district.

Job security questions were also prominent in the Atlantic and Gulf Coast longshoring strike, which continued into 1969. A key roadblock to settlement was the contention of the International Longshoremen's Association (ILA) that the use of containers in shipping would substantially lower labor requirements in many ports. To cushion the effects of this change on dockworkers, the union demanded the right to unpack and repack containers assembled by freight forwarders in each port area, guaranteed minimum annual earnings, and a reduction in the retirement age. This stoppage continued well into February 1969 in all ports despite agreement by some local stevedoring associations and union leaders.

Issues of job security and working conditions were commingled in the year's two major railroad strikes: A February stoppage of the Missouri Pacific Railroad, Seaboard Coast Line Railroad, and other lines, and in November of the Louisville & Nashville Railroad Company. Both stoppages stemmed from demands for increases in the size of train crews, which had been reduced by a 1964 arbitration award. A settlement was reached in the February dispute when the struck railroads agreed to increase the size of some crews. Negotiations at the Louisville & Nashville continued into 1969.⁶

Industries affected

Major strikes occurred in almost all of the principal sectors of the economy in 1968. Nine stoppages in manufacturing industries accounted for more than one-sixth of all workers involved in major disputes and one-fifth of total man-days of idleness. However, less time was lost and fewer workers were involved in manufacturing strikes in 1968 than the average for the preceding 5 years (table 19). During that period, the

proportion of workers involved and man-days lost were also considerably higher than 1968 levels; 37 percent and 56 percent, respectively. Notable among 1968's major manufacturing stoppages was a walkout of 50,000 workers in the glass container manufacturing industry. The strike, which affected about 90 percent of the Nation's bottle producers, began in the East in February and spread to the West Coast a month later. Settlement was reached in April when workers accepted a 3-year contract. Although a threatened nationwide steel stoppage was averted by the signing of a new agreement in the final days of the old contract, walkouts involving 14,000 workers started on August 1 at seven smaller steel companies over local issues. The last of these strikes was not settled until the end of September.

In contrast with the situation in manufacturing, major strike activity in most other industries was higher in 1968 than in 1963-67. This dissimilarity was especially true in communications and utilities, where man-days lost rose from less than 1 percent of the total during the previous 5 years to more than one-third in 1968. A walkout of 257,000 workers at American Telephone and Telegraph operating companies in May 1968 was chiefly responsible for this substantial rise. The strike, the first on a nationwide scale in 21 years, ended when the Communications Workers of America and Bell system units agreed on a 3-year contract.

More than twice as many man-days of idleness in the construction industry were reported in 1968 than for the average of the 5 preceding years. Statewide stoppages in Missouri and Michigan were the major contributors to the higher 1968 levels. Effects of a Michigan strike by construction unions were intensified when many contractors not involved in the dispute locked out their workers. In the past, construction management has felt itself handicapped in negotiations by the availability of work for strikers at nearby sites not involved in the local dispute. The statewide Michigan lockout, called to counter this situation, closed an estimated 95 percent of construction activity in the State.

Man-days lost because of major stoppages in the mining industry were well above the long-term level. Chiefly responsible were strikes led by the United Steel Workers against copper producers, which began in July 1967 but were not settled until March and April 1968. A week-long, nationwide bituminous coal stoppage also contributed to the high 1968 total.

The level of strike idleness declined one-quarter in transportation from 1967 but rose 2½ times in government. In the former, although dislocation because

⁶The strike ended in February 1969 when the railroad agreed to add a trainman-helper to 250 of the 500 crews where they had been eliminated since 1964. The size of the remaining 250 crews was to be determined by future union-management evaluations.

of the Atlantic and Gulf Coast longshore strike and other stoppages was great, man-days lost did not approach the totals in years such as 1967, when nationwide trucking and rail stoppages occurred. In government, Strike statistics were greatly affected by four statewide teacher walkouts. Over 40 percent of Florida's public school teachers resigned in February to protest the State's educational spending policies. The teachers returned after 3 weeks when new legislation was passed. On March 4, 20,000 Pennsylvania teachers took a "professional day" to demonstrate in support of teachers' pay legislation pending in the State legislature. Teachers in Oklahoma also participated in a "professional holiday" not previously scheduled by the administration. The New York teachers dispute was discussed previously.

Size

Because of the size distribution of bargaining units in the economy, most of these disputes developed in the smaller size classes (table 20). In 1968, only about 30 percent of the walkouts occurred in bargaining units which exceeded 25,000 workers; in all but one of the years from 1963 through 1967 the proportion of major strikes which have more than 25,000 workers was lower than the 1968 level.

The impact of the major strikes was consistently more pronounced in workers involved. In 1968, stoppages of firms hiring over 25,000 employees accounted for two-thirds of all workers idled by major strikes. This ratio varied widely in the earlier years and ranged from three-fifths in 1964 to two-fifths in 1965. From 1963 through 1967, only five walkouts of 100,000 workers or more occurred. But these five—two railroad strikes, a trucking stoppage, and two automotive disputes—idled 1.2 million workers compared with 1.1 million involved in the 74 stoppages of from 10,000 to 25,000 workers during the same years.

Trends

Although the number of major strikes in only two of the past 24 years exceeded those in 1968 (table 2) this measure alone does not indicate the total impact of these stoppages. The importance of strike levels must

also be measured by the number of workers involved and the man-days of labor that have been lost.

The annual number of major strikes since 1945 has varied and ranged from a low of seven in 1963 to a high of 42 in the first year of the post-war period. The level of major strikes in 1945 heralded the first of two sweeping major wage movements in the post-war reconversion period while the second highest number, in 1952, occurred during the Korean conflict. In the past decade the number of major strikes in any given year has been influenced by the existence of long-term agreements, particularly in large collective bargaining situations. This widespread practice has resulted in "heavy" and "light" bargaining years and thus has a direct influence on the number of strikes in any year.

In 1968 the economy was faced with the third highest number of major strikes recorded in 24 years, but in workers affected the year ranked eighth. Considerably fewer workers participated in major work stoppages last year than in either of the first two post-war years, or in 1949, 1952, 1955, and 1967. More workers were involved in major strikes in 1947, but the difference between the 2 years was small—less than 4 percent. Not only was the absolute measure higher in each of the 7 years but the workers involved in major strikes also constituted a larger proportion of the total than in 1968. In 1946 and 1949, for example, workers affected by major stoppages composed over three-fifths of all strikers, while in 1968 less than two-fifths were attributable to major strikes.

Man-days lost in major stoppages have exceeded the almost 21 million level for 1968 in one-fourth of the years under consideration. The peak year, 1946, reflects the efforts of organized labor to maintain wartime take-home pay and bolster purchasing power. The somewhat lower, but substantial, man-days of idleness in 1959 is accounted for largely by a 116-day strike of steel workers against the country's major producers.

Another measure of the importance of major strikes, and probably the most revealing, is the ratio of man-days of idleness resulting from these stoppages to the total. In 10 of the 24 years under consideration, 50 percent or more of the man-days lost because of industrial disputes were contributed by major stoppages. Man-days attributable to major strikes composed less than 25 percent of the total in only 2 years—1957 and 1963.

Table 1. Work Stoppages in the United States, 1916-68¹

| Year | Work stoppages | | Workers involved ² | | Man-days idle during year | | | |
|-----------|----------------|---|-------------------------------|---------------------------|---------------------------|---|-----------------|---------------------|
| | Number | Average duration (calendar days) ³ | Number (in thousands) | Percent of total employed | Number (in thousands) | Percent of estimated total working time | | Per worker involved |
| | | | | | | Total economy | Private nonfarm | |
| 1916..... | 3,789 | | 1,600 | 8.4 | | | | |
| 1917..... | 4,450 | | 1,227 | 6.3 | | | | |
| 1918..... | 3,353 | | 1,240 | 6.2 | | | | |
| 1919..... | 3,630 | | 4,160 | 20.8 | | | | |
| 1920..... | 3,411 | | 1,463 | 7.2 | | | | |
| 1921..... | 2,385 | | 1,099 | 6.4 | | | | |
| 1922..... | 1,112 | | 1,613 | 8.7 | | | | |
| 1923..... | 1,553 | | 757 | 3.5 | | | | |
| 1924..... | 1,249 | | 655 | 3.1 | | | | |
| 1925..... | 1,301 | | 428 | 2.0 | | | | |
| 1926..... | 1,035 | | 330 | 1.5 | | | | |
| 1927..... | 707 | 26.5 | 330 | 1.4 | 26,200 | (⁴) | 0.37 | 79.5 |
| 1928..... | 604 | 27.6 | 314 | 1.3 | 12,600 | (⁴) | .17 | 40.2 |
| 1929..... | 921 | 22.6 | 289 | 1.2 | 5,350 | (⁴) | .07 | 18.5 |
| 1930..... | 637 | 22.3 | 183 | .8 | 3,320 | (⁴) | .05 | 18.1 |
| 1931..... | 810 | 18.8 | 342 | 1.6 | 6,890 | (⁴) | .11 | 20.2 |
| 1932..... | 841 | 19.6 | 324 | 1.8 | 10,500 | (⁴) | .23 | 32.4 |
| 1933..... | 1,695 | 16.9 | 1,170 | 6.3 | 16,900 | (⁴) | .36 | 14.4 |
| 1934..... | 1,856 | 19.5 | 1,470 | 7.2 | 19,600 | (⁴) | .38 | 13.4 |
| 1935..... | 2,014 | 23.8 | 1,120 | 5.2 | 15,500 | (⁴) | .29 | 13.8 |
| 1936..... | 2,172 | 23.3 | 789 | 3.1 | 13,900 | (⁴) | .21 | 17.6 |
| 1937..... | 4,740 | 20.3 | 1,860 | 7.2 | 28,400 | (⁴) | .43 | 15.3 |
| 1938..... | 2,772 | 23.6 | 688 | 2.8 | 9,150 | (⁴) | .15 | 13.3 |
| 1939..... | 2,613 | 23.4 | 1,170 | 3.5 | 17,800 | 0.21 | .28 | 15.2 |
| 1940..... | 2,508 | 20.9 | 577 | 1.7 | 6,700 | .08 | .10 | 11.6 |
| 1941..... | 4,288 | 18.3 | 2,360 | 6.1 | 23,000 | .23 | .32 | 9.8 |
| 1942..... | 2,968 | 11.7 | 840 | 2.0 | 4,180 | .04 | .05 | 5.0 |
| 1943..... | 3,752 | 5.0 | 1,980 | 4.6 | 13,500 | .10 | .15 | 6.8 |
| 1944..... | 4,956 | 5.6 | 2,120 | 4.8 | 8,720 | .07 | .09 | 4.1 |
| 1945..... | 4,750 | 9.9 | 3,470 | 8.2 | 38,000 | .31 | .47 | 11.0 |
| 1946..... | 4,985 | 24.2 | 4,600 | 10.5 | 116,000 | 1.04 | 1.43 | 25.2 |
| 1947..... | 3,693 | 25.6 | 2,170 | 4.7 | 34,600 | .30 | .41 | 15.9 |
| 1948..... | 3,419 | 21.8 | 1,960 | 4.2 | 34,100 | .28 | .37 | 17.4 |
| 1949..... | 3,606 | 22.5 | 3,030 | 6.7 | 50,500 | .44 | .59 | 16.7 |
| 1950..... | 4,843 | 19.2 | 2,410 | 5.1 | 38,800 | .33 | .40 | 16.1 |
| 1951..... | 4,737 | 17.4 | 2,220 | 4.5 | 22,900 | .18 | .21 | 10.3 |
| 1952..... | 5,117 | 19.6 | 3,540 | 7.3 | 59,100 | .48 | .57 | 16.7 |
| 1953..... | 5,091 | 20.3 | 2,400 | 4.7 | 28,300 | .22 | .26 | 11.8 |
| 1954..... | 3,468 | 22.5 | 1,530 | 3.1 | 22,600 | .18 | .19 | 14.7 |
| 1955..... | 4,320 | 18.5 | 2,650 | 5.2 | 28,200 | .22 | .26 | 10.7 |
| 1956..... | 3,825 | 18.9 | 1,900 | 3.6 | 33,100 | .24 | .29 | 17.4 |
| 1957..... | 3,673 | 19.2 | 1,390 | 2.6 | 16,500 | .12 | .14 | 11.4 |
| 1958..... | 3,694 | 19.7 | 2,060 | 3.9 | 23,900 | .18 | .22 | 11.6 |
| 1959..... | 3,708 | 24.6 | 1,880 | 3.3 | 69,000 | .50 | .61 | 36.7 |
| 1960..... | 3,333 | 23.4 | 1,320 | 2.4 | 19,100 | .14 | .17 | 14.5 |
| 1961..... | 3,367 | 23.7 | 1,450 | 2.6 | 16,300 | .11 | .12 | 11.2 |
| 1962..... | 3,614 | 24.6 | 1,230 | 2.2 | 18,600 | .13 | .16 | 15.0 |
| 1963..... | 3,362 | 23.0 | 941 | 1.1 | 16,100 | .11 | .13 | 17.1 |
| 1964..... | 3,655 | 22.9 | 1,640 | 2.7 | 22,900 | .15 | .18 | 14.0 |
| 1965..... | 3,963 | 25.0 | 1,550 | 2.5 | 23,300 | .15 | .18 | 15.1 |
| 1966..... | 4,405 | 22.2 | 1,960 | 3.0 | 25,400 | .15 | .18 | 12.9 |
| 1967..... | 4,595 | 22.8 | 2,870 | 4.3 | 42,100 | .25 | .30 | 14.7 |
| 1968..... | 5,045 | 24.5 | 2,649 | 3.8 | 49,018 | .28 | .32 | 18.5 |

¹ The number of stoppages and workers relate to those stoppages beginning in the year; average duration not computed until 1927, relates to stoppages ending in the year. Man-days of idleness, also not computed until 1927, include all stoppages in effect.

Available information for earlier periods appears in *Handbook of Labor Statistics*, BLS Bulletin 1600 (1968), tables 130-135. For a discussion of the procedures involved in the collection and compilation of work stoppage statistics, see BLS *Handbook of Methods for Surveys and Studies*, BLS Bulletin 1458 (1966), ch. 19. Agricultural and government employees are included in the total employed. The number of workers involved in some strikes which occurred between 1916 and 1927 is not known, however, the missing information is for the smaller disputes and it is believed that the total is fairly accurate.

² In these tables, workers are counted more than once if they were involved in more than 1 stoppage during the year.

³ Figures are simple averages; each stoppage is given equal weight regardless of its size.

⁴ Not available.