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The following principles, based on the fundamental proposition that "there should be no strikes or lockouts during the war," are proposed by the National War Labor Conference Board.

- (1) Right of workers and employers respectively to organize and bargain collectively through representatives is recognize and affirmed.
- (2) Employers not to discharge workers for membership in trade unions or for legitimate union activities.
- (3) Trade unionists not to use coercive measures to extend membership or to force recognition by employers.
- (4) Existing union establishments to continue as such and union standards to be maintained.
- (5) Where, in establishments employing union and non-union workers, employers have hitherto negotiated only with employees of such establishments, continuance of this practice shall not constitute a grievance; this, however, not to preclude unionization by legitimate means.
- (6) Established health and safety regulations not to be relaxed.
- (7) Women shall receive equal pay with men for equal work, and shall not be called on to perform unduly heavy labor.
- (8) Basic eight-hour day recognized in all cases in which existing law requires it, in all other cases hour of work to be determined with due regard to Government's necessities and health and welfare of workers.
- (9) Maximum production of all war industries to be maintained and all restrictive methods discouraged.
- (10) Department of Labor to keep lists of available labor supply, such information to be furnished by trade unions, industrial managers, and employment agencies.
- (11) Wages to be fixed with due regard to local wage scales and conditions.
- (12) Right of all workers to living wage declared.
- (13) In fixing wages, minimum rates to be established which will assure reasonable subsistence of workers and their families.

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