

# LIGHT

**Bulletin of the Social Service Commission of the Southern Baptist Convention**  
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## **Study On The Causes Of Industrial Peace**

Twenty-nine outstanding leaders of American business and labor are engaged in an extensive study of industrial peace.

Because, usually most newspapers and radio commentators play up the strikes and industrial strife of this country, these leaders, in their reports, are showing that the overwhelming number of peaceful solution to industrial problems in recent years through the process of collective bargaining offer hope for the future.

In 1946, out of 100,000 contracts brought to the tables for collective bargaining, 96,000 were renewed peacefully without strikes.

This study consists of twelve reports on industries where peace, not strife, is the keynote in management-labor relations.

This first report of the Causes of Industrial Peace Under Collective Bargaining involves the Crown Zellerbach Corp., and the Pacific Coast Pulp and Paper Industry on one side of the bargaining table, and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and the International Brotherhood of Paper Makers on the other.

The second case study concerned the relations between the Libbey-Owens-Ford Glass Co., and the Federation of Glass, Ceramic and Silica Sand Workers.

From these studies, the committee found that the two successful union-management relationships had certain things in common. For example:

Management believes in the principles and practice of true collective bargaining.

The union fully accepts private ownership and operation of the industry.

There is a secure, strong, responsible and highly democratic union. Union membership is a condition of employment.

There is widespread union-management consultation and highly-developed information sharing. The company uses the union as a principal channel of communication with its employees.

Grievances are settled promptly, in internal affairs, and it does not seek to alienate the workers' allegiance and loyalty to the union.

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## **HOW CARTELS OPERATE**

The Federal Government has at last gotten around to its attack on the world-wide rubber cartel which almost caused the U. S. to lose the war. In the pre-war years the U. S. tried to stockpile such materials as rubber and other commodities needed in a defense program. But efforts to stockpile rubber were stopped by the monopolistic policy of the world-wide rubber cartel. When Uncle Sam started laying up a supply, the price was boosted until the Government found it impossible to continue stockpiling. Then came Pearl Harbor and this nation was caught without adequate rubber.

A small group of men were to blame for this rubber debacle. They are the men associated with the U. S. Rubber Co., Consolidated Manufacturers Ltd., and the Dunlop Rubber Co.—these three along with thirteen or fourteen foreign rubber companies all interlock into one giant cartel. The Federal Government is bringing monopolistic anti-trust suits against the three first named companies because they are sufficiently established on American soil to make such a Federal action possible. The Dept. of Justice hopes to break the world-wide cartel by the action against these three giant companies located here which are charged with restraint of trade, with operating since 1932 in a manner to make rubber a scarce and expensive material,—and with choking off competition among themselves and prohibiting competition developing outside their own activities. The U. S. Rubber Co. and four others organized the International Latex Corporation which pooled all the patents, inventions and processes and made this technical information inaccessible to any other group. In other words, they saw to it that no rubber business could be done except as it was done through them and by their permission and profitable cooperation, thus stifling all free enterprise in the rubber business.

ANTI-TRUST OFFICIALS state that international cartels cannot be permitted to establish a private foreign trade policy in this country that chokes off the development of our own industry. Since America buys a large proportion of the world's rubber sold by these corporations, it is believed that Federal action will be effective in freeing the rubber industry from this cartel system. This Federal action is significant because the

rubber corporations are very intimately tied in with the Dutch and British interests that are behind the military action in Indonesia. It is the oil and rubber and tin of Indonesia and South-eastern Asia that is behind the attack against the Indonesian Republic. The Queen of Holland had promised these people their freedom, but the rubber, oil and tin cartel told them "You can have your freedom, but we will keep the oil, the tin and the rubber." The Indonesian Republic leaders have insisted that freedom should include also the right for them to control their own natural resources. American news reports have shied off from the fact that the shooting in Indonesia has been going on in those areas where the oil, tin and rubber are found. **But this is strictly a commercial war and reveals in a miniature pattern the very nature of war itself.—Between the Lines.**

## **Catholics and Labor**

Here and there one hears that the Catholic Church has captured the labor movement in this country. The reasons for this opinion, far too few of us know.

A labor leader told the writer recently that he had been reared a Baptist but upon attaining manhood he became a Catholic primarily because of the pronouncements on labor which had been made by the Pope. The Catholic hierarchy is diligently promoting schools for labor leaders in many industrial communities. They are assigning young priests to specialized training in labor relations. Mr. Phillip Murray, president of the C. I. O., is himself a lay Jesuit.

The British Information Services in this country recently announced that a sound film is now available for American audiences. It deals with the application of the Papal Encyclicals to industrial life.

In Austria a Catholic Bishop has issued an order that all seminarians must now spend at least two months in industrial labor while they are enrolled as students of Theology.

The labor movement is a great people's movement. It looms larger and larger as a potent factor in the world of tomorrow. Will Catholics have the field alone to capture it?

## Child Labor Laws

Federal regulation of child labor in interstate commerce industries—obtained when child labor provisions were enacted in the Fair Labor Standards Act of 1938—is now 10 years old. During this decade, which has included years of acute unemployment, global war, and an exceptionally high degree of postwar employment, the strengths and weaknesses of the law have been thoroughly tested under a wide variety of conditions.

### WHAT HAS THE FEDERAL LAW DONE?

1. Vigorous enforcement of the law has given employers a wholesome respect for it. Warnings, prosecutions and heavy fines have let employers know the law has teeth in it. Nearly 80,000 minors under 18 were found illegally employed during the 10 year period, even though inspections in any one year could cover only a fraction of the establishments to which the Act applies.

2. Its 16 year limit for employment in manufacturing establishments prevented in World War II a repetition of the wholesale employment of 14 and 15 year old children in factories which took place in World War I.

3. It has kept children under 16 from working during school hours in all of the interstate commerce industries covered by the law. When the manpower shortages of the war years sent the employment figures for young people between 14 and 18 years of age skyrocketing from less than 1,000,000 in 1940 to over 3,000,000 in 1945, it was not the Federal law that was found wanting, in holding those under 16 in school, but the state laws. Under the many state laws which permit children to go to work at 14, or on completion of the eighth grade, thousands of 14 and 15 year old children left school during the War for full-time work in local industries subject only to state laws.

4. The standards set by the Federal law for interstate commerce industries serve as a stimulus to the states to adopt similar standards. Progress toward better state laws could not be made during the War but, since the end of the War, five states have joined the roster of states with child labor laws which approximate the Federal standards.

### WHAT HAS THE FEDERAL LAW BEEN UNABLE TO DO?

Serious loopholes which exclude large numbers of children from protection under the law have come to light during the 10 years of experience in enforcing it. These loopholes, which are in the wording of the law, need to be closed up in order to give maximum protection to the children who should be covered by Federal regulation.

### First, there is the "30 day" loophole

Under this loophole any logging concern, any cannery, or any other concern which can hold its products for 30 days before shipping, is outside the reach of the Federal law.

So, the logging concern which cuts timber in winter and has to wait until spring to float it down the streams for shipment can employ children of any age without violating the Federal law—even in the most hazardous occupations in logging and sawmilling which are prohibited under 18 years under the Federal law.

And any cannery which can wait for 30 days to ship its products can employ as many young children as it wants to without being touched by the Federal law.

Why? Because the present wording of the law does not directly prohibit child labor in interstate commerce industries but prohibits shipment of goods in interstate commerce by establishments which have employed children within 30 days prior to shipment.

### Second, there is the "goods" loophole

The present wording of the law has not only the "30 day" loophole but the "goods" loophole. There are a variety of interstate commerce industries which don't produce goods—transportation and communications industries, for example—for railroad and steamship lines carry "goods" but don't "produce" them. And Western Union's contribution to interstate commerce is dots and dashes—not "goods."

It was Western Union, one of the largest employers of 14 and 15 year old boys, which carried the "goods" argument to the U. S. Supreme Court.

A 5-to-4 decision handed down by the U. S. Supreme court on January 8, 1945, ruled that the Federal law did not apply to Western Union because it did not "produce" or "ship" goods. Justice Murphy, for the minority, called this interpretation "linguistic purism" which read into the child labor provisions of the Fair Labor Standards Act "an exception that Congress never intended or specified." "To sacrifice social gains for the sake of grammatical perfection," said Justice Murphy, "is not in keeping with the high tradition of the interpretative process."

### Third, there is the agriculture loophole

The only coverage of agriculture that could be obtained when the Federal child labor provisions were enacted was an indirect one in the form of an exemption saying that the provisions of the Act "shall not apply with respect to any employee employed in agriculture while not legally required to attend school." ("Agriculture" under the Federal law means commercial agriculture only—not family farm agriculture.)

This sounds as if children could not be employed in commercial agriculture when they are supposed to be in school but "legally required to attend school"

can mean many different things in 48 states, with 48 different compulsory educational laws.

### It can mean—

9 or 10 months of required school attendance in some states—and 6 or 7 months of required attendance in other states.

Shorter periods of attendance for rural school children in some states, because they are exempted from attendance for the full school term.

Other exemptions in state laws permitting children to leave school at 14 or even younger for farm work or when their "best interests" are served.

\* Children who are out of school for work in agriculture under such exemptions, or under a short legal term requirement even though their schools are still in session, are not covered by the Federal law.

### WHAT'S IN A NAME?

"To promote social progress and better standards of life in larger freedom, and for these ends to practice tolerance and live together in peace with one another as good neighbors, and . . ."  
—From the preamble of the United Nations Charter.

#### Thomas Jefferson

I have a little friend whose name ends with a "ski"  
And yet my little friend looks just like you and me;  
Last night I asked my father why a name like that should be,  
And this is what my father said as I sat upon his knee—

A "ski," a "witz" or "off" or "cu" when added to a name,  
Just teaches us the family or town from which it came,  
A name like Thomas Jefferson in some lands o'er the sea,  
Would not be Thomas Jefferson but Thomas Jefferski;  
Or "Jefferswitz" or "Jeffersoff" or maybe "Jeffercu"—  
So do not let a "ski" or "off" or "witz" seem strange to you,  
I feel the same towards ev'ry name no matter how it ends,  
For people with the strangest names can be the best of friends!

—Irving Caesar

—oh—

### OUR HEALTH

"Less than 10,000,000 of our 146,000,000 people have professional, full-time health departments to guard their water, milk, and meat supplies from contamination, to supervise disposal of sewage and garbage, and control communicable diseases."

"Forty million Americans lack the basic protection of full-time health departments. Another 85,000,000 have only the dubious protection of understaffed health departments"

—Senator Hill (Ala.)

### Notes From Our Letter File

One of the activities of the Social Service Commission of the Southern Baptist Convention is the promotion of conferences for local churches. These conferences will comprise a series to be known as "Religion In Life Conferences."

The following letter from Dr. S. C. Rushing, pastor of the Istrouma Baptist Church in Baton Rouge, La. is an expression of his evaluation of the week of "Studies In Applied Christianity."

"... Let me take this opportunity of expressing my appreciation for the leadership you gave our church in the "Studies In Applied Christianity." It is difficult to say now that the week has passed which topic provoked the greatest interest. My heart was thrilled to see the way our people responded to these five issues of our day. The chapter topics were:

1. Christ's Principles of Social Action.
2. Christian Marriage and Family Living.
3. The Christian Approach to the Problem of Race Relations.
4. The Christian and the Problem of Beverage Alcohol.
5. Juvenile Delinquency, a Challenge for Christian Action.

The feeling of gratitude expressed by many is in the fact that Southern Baptists have at long last given voice to these burning issues with a constructive, educational program. The chairman of our Board of Deacons expressed the feeling that Southern Baptists should have been doing this sort of thing for the past twenty-five years. A week of study on these and related topics will be a blessing to any church.

As pastor, I was particularly pleased with the attitude and spirit of our people as we approached the question of race relations and the problem of juvenile delinquency; but, the interest was keen throughout the week and these studies have been a great blessing to our people."

### Incident: Baltimore

Once riding in old Baltimore,  
Heart filled, head filled with glee  
I saw a Baltimorean  
Keep looking straight at me.

Now I was eight and very small,  
And he was no whit bigger;  
And so I smiled, but he poked out  
His tongue and called me "nigger."

I saw the whole of Baltimore  
From May until December;  
Of all the things that happened there  
That's all that I remember.

—Countee Cullen.

### Mercer Students Protest The Klan

An incident in Georgia that has not received the publicity due it is the courageous protest of a group of students at Mercer University in Macon in a KKK meeting.

The Ku Klux Klan widely advertised a mass meeting in the Macon city auditorium. It was to be, in part, an initiation of new members.

The following statement of what the Mercer Students did was taken from the March issue of *Window of YWA*. It was written by Martha Anne Oakley:

"No person can be credited with originating the idea of a protest. From time to time as two or three students gathered and talked about this mass meeting, the common thought arose, 'What would Christ do?' Certainly we as Christians could not ignore this Klan action. At every discussion our thoughts seemed naturally to involve some type of protest. It is true that it was difficult to decide on any definite action.

There was indecision. There was lack of organization. There were defeats. Yet as the time for this Ku Klux Klan grand spectacle of propagandizing drew near in our university town of Macon, Georgia, our efforts and actions burst forth as does popcorn when heated. Christ demands fearless followers and by his teachings we acted. This is what we did.

Notices were sent to students asking them to join the movement if they wished. That night before the meeting began we gathered at the First Baptist Church and prayed that we might do the thing which was right. Ours was a silent and orderly protest. We went to the meeting of the Ku Klux Klan. Each boy and girl wore a white card which read, "I am here in protest against the Klan and all its principles." Handbills, written by some of the students were given out to others there. A simple silent protest, I say—a sort of passive resistance! Yet we made clear our position as Christian young people in our distraught world today.

**Opening The Doors:** The Southern Conference Educational Fund reveals that the majority of the faculty members in eleven southern universities favor the removal of racial bars in graduate and professional schools. Sixty nine per cent of the faculty members polled favored opening the doors to Negroes without segregation when the desired courses are not provided in Negro schools already established.

"The original dynamite of the Holy Spirit has dwindled until in many places it resembles the deafening roar made by striking of a safety match.—Rev. Will W. Orr

### Beverage Alcohol

#### FLAPJACKS INTO LIQUOR VATS

The 39,295,948 bushels of corn which the whisky and beer makers used in the fiscal year ending June 30, 1948, would have made something like 220,000,000,000 flapjacks enough to have given 25,000,000 famished people a heaped-high plate for 1,760 breakfasts, for about four and three-fourths years.

That is a considerable quantity of flapjacks, but wait—the distilleries and breweries in the United States also took 64,678,107 bushels of barley and barley malt products; 302,281,030 pounds of rice; 368,824,066 pounds of rye; 366,117,385 pounds of sorghum and other grains. The brewers used up 193,275,206 pounds of sugar and syrups, and the distillers poured in 2,554,650 gallons of molasses.

The vintners and brandy distillers diverted from wholesome fruit channels, 1,969,966,181 pounds of grapes, apples, peaches, prunes, pears, apricots, plums, oranges, grapefruits, cherries, strawberries, blackberries, loganberries and currants. They also consumed 199,814,590 gallons of fruit juices and concentrates.

And millions of people are suffering for want of food!

### A Military Man Speaks On The Dangerous Delusions Of Prosperity

America has changed profoundly in the last ten years. Almost unscathed by conflict we have emerged confusedly from the war to find that war and prosperity came hand in hand.

Actually this is a dangerous delusion—psychologically as well as in fact. I am afraid that war loses some of its fear to those people who fight it on an overtime pay check or on a cost plus contract. The immoral companionship of prosperity and war may have blinded some of us to the realization that all war ultimately is a process of destruction. War destroys wealth; it does not produce it. It impoverishes States; it does not enrich them.

Of deepest significance among these changes of our time is the ascent of America into such a dominant position among nations that our every movement—foreign or domestic—brings effects and repercussions throughout the entire world.

It may be time for us to look humbly upon ourselves, to ask if we are equipped spiritually and matured politically to cope successfully with so momentous a role.—General Omar Bradley.

## Labor And Management

Beneath their seeming conflict, both labor and management have wide agreement on the fundamental goals of each side, according to a report that has been issued by the Labor Committee of the Twentieth Century Fund.

The report, which stresses the need for mutual understanding to achieve prosperity at home and peace in the world, bears the title *Partners in Production: A Basis for Labor-Management Understanding*.

The report is expected to attract national attention, since it is signed by officials of both the AF of L and CIO, along with a former president of the National Association of Manufacturers, a chairman of the Labor Relations Committee of the U. S. Chamber of Commerce and a former chairman of the National War Labor Board.

Speaking directly of labor and management, the Committee says: "The greatest challenge facing both of them is to light the enthusiasm of the average worker for his role in the production and distribution of the nation's goods." The Committee says this labor-management collaboration is crucial for our national welfare and calls it also "a determinant of the world-wide choice between material abundance and stable peace on the one hand, or poverty, revolution, war and destruction on the other."

**In The Service:** One of the American flyers who bombed Tokyo during the early days of the war has now gone back to Japan as a Methodist missionary. Jacob Deshazer of Oregon spent forty months as a prisoner of war in a Japanese military camp where he consecrated himself to a missionary career through Bible study and prayer during his imprisonment.

## One Washington Lobby

The failure of the Eightieth Congress to enact housing legislation has been assigned to many causes. The National Home and Property Owners' Foundation reported spending over \$200,000 lobbying against rent control and housing legislation. (Such a report is required by the Federal Government.)

Mr. Arthur W. Binns is president of this Foundation. He was, also at one time president of the Philadelphia Real Estate Board. In January Mr. Binns was taken to court in Philadelphia and accused of being the "worst operator of firetraps and health menaces" in the city. The city housing and sanitation chief said the condition of homes operated by Binns "shocked even hardened inspectors by their filth and squalor. Many of them are rat-infested and overrun with vermin and many lack any water supply or sanitary facilities. Despite repeated warnings to Binns, these conditions have gone uncorrected for two years."

**Un-funny Funnies:** The American Municipal Assn. reveals that nearly fifty American cities have banned scores of comics because of their emphasis on mayhem, murder or lust. Many cities have had to set up permanent boards of censorship to control the crime-breeding un-funny funnies.

## SOCIAL SERVICE WEEK

The Immanuel Baptist Church, Tulsa, Oklahoma, Dr. John Newport, pastor, has just completed a study of the Christian approach to some social problems of the day. This is one of a series of conferences called "RELIGION IN LIFE" promoted and planned by the Social Service Commission of the Southern Baptist Convention.

## STUDY ON THE CAUSES OF INDUSTRIAL PEACE

(Continued from Page 1)

Union leaders have not allowed national political issues to become issues in their collective bargaining negotiations.

There have been no serious ideological incompatibilities between the company and union leaders, nor within the union itself.

Mutual trust and confidence exist between the parties to the bargaining.

The union recognizes that its survival and the welfare of its members depend upon the successful operation of the business.

The company considers the union an asset to management and treats it as such.

"Causes of Industrial Peace under Collective Bargaining," Case Studies 1 and 2 can be obtained from the National Planning Association, Washington, D. C. The price is \$1 for each study.

## YALE SCHOOLS OF ALCOHOLIS STUDIES

Applications are now being received from ministers and others who wish to attend one of the two schools being held this summer on Alcoholic Studies. The objective of these schools is to make the most recent findings of scientific research available for application to the problem of alcoholism.

This year two schools are being conducted. One at Yale University, New Haven, Connecticut, from July 8 to August 5; and the second on the campus of Trinity University, San Antonio, Texas, from June 8-29. The total cost is about \$200 per student but a number of Scholarships, some which pay \$100 and some which provide \$200, are available.

Further information and application blanks may be secured from the Social Service Commission of the Southern Baptist Convention, 2825 Lexington Road, Louisville, Kentucky.

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