

22/1/15

Institute of Labor and Industrial Relations

Director's Office

Labor-Management Relations Studies, 1947-1950, 1955, 1959

Box 1:

Correspondence with C. Wright Mills, Columbia University Bureau of Applied Social Research,  
discussing basis of study

Forced choice questionnaire

Labor contracts - wage rates and business agents

Collective agreements

Population and labor market analysis instructions for preparation

Definitions of terms

UAW-AFL project materials

Peter Liveright's thesis on UAW-AFL project

Methodological and conceptual framework for Decatur study

Project outlines

Notes from Decatur Herald

Publicity

Company history

Background interviews

Project outlines

Report on staff meeting

Consumer habits

Budget

Assumptions and hypothesis

Proposed projects

Breakdown of industries

Planning research on Industrial peace

Agreed Bill Process Study in Illinois Legislature

Interdisciplinary materials

Group meetings

Chapter outlines

Interviews - construction industry meetings

Decatur Study staff meeting minutes

Staff statements on in-plant and in-industry studies

Correspondence between Milton Derber and Construction contractors

Correspondence with Decatur Chamber of Commerce

Regional and State union representatives

City officials

Company owners and Derber of LIR

Interviews with business agents for construction industry unions

Memoranda on organization names of management people

Civic leaders

Union people and organizations

Advisory board for survey (correspondence and lists)  
Staff instructions  
Background on public opinion project  
Staff monthly reports  
Recordings of Decatur Herald newspaper articles  
Newspaper summaries of Decatur labor news stories, June 25, 1941 - July, 1949  
Staff meeting recordings  
Sociology paper, "Analysis of the Treatment of Labor News by an Independent Daily Newspaper."

Box 2:

Articles on Staley Co. labor policies from Decatur papers  
Rules of Staley Employees Organization  
References from national publications  
Questions developed from newspapers  
Labor agreements  
Recorded interviews on Staley Study and UAW  
International Starch Workers Union's background, 1939-1941  
ISWU meeting bulletins, 1940-43  
Case examples on union-management problems from Labor Relations Reporter, 1939-44  
Background materials  
Minutes of bargaining sessions  
Progress report on labor-company attitudes  
Collective bargaining agreements Staley Manufacturing Co., July, 1937  
The Staley Journal, Jan. - Nov., 1947 Employee's Plan - July - 1935, Staley Manufacturing Co.  
Mueller Study - personnel records  
Mueller family tree  
Contracts  
Outline  
Insurance pamphlets  
Recorded interviews from Mueller Study  
Progress reports on study  
Operations procedures  
Mueller Record Jan. 1948 - Jan. 1949  
Mueller Study - correspondence, seniority list  
Mailing lists  
An analysis of the contracts between Mueller Manufacturing Co. and Local Union #838, U.A.W.-  
AFL  
Then and Now 1857-1907 - Mueller Co. history  
Personal records A-Z  
Company history - newspaper abstracts, bibliography  
Attitudes toward company unions  
Interviews on labor policies attitudes - personal feelings on fellow employees, working condition,

and management  
 Abstracts on Mueller family tree  
 Labor agreements  
 History of labor at Mueller's from 1900-1948 from local newspaper, trade journal and Mueller Record  
 Construction - history of labor agreements, 1940-48  
 Register of Decatur construction contractors - plumbers, from local newspaper accounts, roofers, sheet metal, building  
 Decatur church (7) membership lists (on microfilm), ca. 1948

Box 3:

Addresses of Decatur Contractors - carpenters, concrete, electrical, general, heating, and ventilating, masons, plasterers, painters and decorators

Film of Decatur newspaper articles concerning labor-management relations

Decatur study Project Names and Code Numbers

- I General - Background Interviews in peripheral industries not included in in-depth study
- II Staley Co.
- III Trucking Industry
- IV Population and Labor Market
- V UAW and AFL
- VI ILGWU, AFL
- VII Construction Industry
- VIII Home Manufacturing Co.
- IX Organizational Structure of Community
- X Slim 'N Trim Co.
- XI Organized Political Action
- XII John W. Shaw, Inc.
- XIV Decatur Garment Co.
- XVII Mit's Garment Factory

Occupational Groups and Code Numbers

- A Management above the rank of first-line foreman
- B First-line foreman
- C Union officials who devote full time to their union position
- D Union officials who work in a plant or establishment
- E Rank and file works
- F Other persons
- G Mixed Groups

Interviews contain job description, personal data and attitudes toward job, co-workers, company and union organization and practices, the interviewer's perception of the interviewee

Other interviews may include the relationship of unions and companies with community or the role of local politics in an industrial city

**Other subjects:**

State government and foreign contacts

The function of various organizations, like Milliken University and the Association of Commerce, as they relate to the community

**Particulars this box contains:**

General IA and IX

Stanley Co. IIA and IIB

**Box 4:**

Decatur, 1948-50

This box contains interviews Staley Co. IIB to IIX and Trucking Industry IIIA to IIIX

**Box 5:**

Decatur Study, 1948-50

**Interviews:**

IV Illinois Dept. of Labor - F

UUAW-AFL - C, D, X

VI ILGWU - C, D, E, F, X

VII Construction Industry A to X

**Box 6:**

Decatur Interviews, 1948-1950

**Subject Matter:**

VIII (Home Manufacturing Co.) Interviews A to X

IX (Organizational Structure of Community) F to X

X (Slim 'N Trim Co.) A to X

XI (Organized Political Action)X

XII (John W. Shaw, Inc.) A to X

XIV (Decatur Garment Co.) A to X

XV (Mueller Co.) A to X

XVI (Osgood & Sons, Inc.) A to X

XVII (Mit's Garment Factory) A to B

**Box 7:**

Decatur public opinion interviews, May 1950

Interviews by representatives of ILIR from a random selection of city's population concern their views of labor-management relations in Decatur

Description information includes census data, opinions on labor-management relations at the job and the interviewees of specific industries, industry groups and unions as they affect the

community and labor

Also includes scoring sheet for evaluation of pro-union/pro-management attitudes

Numbered 400-475

500-581

Box 8:

Comparative Study, Decatur, 1955-59

This box has background material for the Decatur project of the Comparative Labor-Management Relations Study, 1955-60. The folders are:

Analyses, procedural guides, evaluations, raw data, plant locations, original work sheets, public reports

Project proposals and papers by Professors Milton Derber, Milton Edelman and W. Ellison Chalmers which deal with the problems purposes and prospects of their study

Book reviews of The Local Union Management Relationship

Correspondence: Milton Derber, Ross Stanger and Milton Edelman concerning problems of the study and its publication.

The industrial firms folders contain questionnaires, B1, 2, and 3. The firms are:

Grigoleit

Permacel

Osgood & Sons, Inc

Chambers, Bering, Quilan

Hi-flyer

Leader Iron

Interview schedule code:

Schedule B-1, Interview schedule for chief management spokesman at top and middle levels

Schedule B-2, Interview schedule for chief union spokesman at top and middle levels

Schedule B-3, Interview schedule for a company representative, economic and historical data

Schedule B-4, Interview schedule for union spokesman, nature of union and significant historical factors

Schedule B-5, Reinterview schedule for management and union spokesman

Box 9:

Comparative Study, Decatur, 1955-60

Project Development

One of the documents is a 37 page "Project Statement" describing purpose, hypothesis, study design, methodological steps and questionnaires and specific instructions for completing questionnaires

A. E. Staley Manufacturing Co. This was one of the Decatur companies which cooperated in a preliminary study to test the study's design. In depth information is provided here: wage rates, company history, 35 booklets on union - industry agreements

Trial interviews

Preliminary contacts

Background information

- Negotiations 1 and 2
- Pensions
- Consultation
- Grievance
  - Background
  - 19 cases
  - General Grievance Record, 1954
  - Records no in sample
- Labor Agreements
- Construction Industry
  - Chronological listing of events, 1950-60
  - Interviews, B1, 2, 3, 4, 5
- Decatur Industries
  - Herald and Review
  - Home Manufacturing Co.
  - Houdaille Hersheys
  - Illinois Bell Telephone Co.
  - Illinois Power Co.
  - Macon Arms
  - Wabash Railroad

Box 10:

Comparative Study, Decatur, 1955-59

Interviews with management, union representatives, and laborers

Schedules B1, 2, 3, 4 as well as re-interviews and commentaries, union agreements in:

General Electric	Marvel-Schebler, Borg Warner Division
A. E. Staley Mfg. Co.	Wagner Malleable Co. (Wagner Casting)
Mueller Co.	Spencer Kellogg & Son, Inc.
Archer-Daniel Midland Co.	Mississippi Valley Structural Co.

Box 11:

Comparative Study, East St. Louis, 1955-59

Background material for the East St. Louis project:

- General Contacts with individuals
- Chamber of Commerce
- Community leaders & organizations profiles
- Newsclippings from East St. Louis Journal, Evening Journal on racketeering cases, union



East St. Louis Castings Co.	Key Co.
Sowny Mobil Oil Co., Inc.	Alcoa
East St. Louis & Interurban Water Co.	Armour & Co.
Sterling Steel Co.	Midwest Rubber Co.
American Zinc. Co. of Illinois	Sears, Roebuck & Co.
Monsanto Chemical Co., Monsanto and Fairmont City, IL	Swift & Co.
Lewin Metals Co.	Southwestern Bell Telephone Union Electric Co.

Box 14:

Comparative Study, East St. Louis, 1959

Interview Schedules B1, 2, 3, 4, final interviews, comparative analyses, company annual reports, insurance plans, union agreements for the following companies:

C. K. Williams	General Chemical Co.
Monsnato Chemical	Hunter Packing Co.
Walworth C.	Lewin Metals
National Stockyards	East St. Louis Casting
Sterling Steel Co.	East St. Louis & Interurban Water Co.
Sowny Mobil Oil Co.	Certain-teed
Midwest Rubber Co.	American Zinc
Emerson Electric	

Box 15:

Interviews for Comparative Analysis: 1959 and 1956 discuss contract negotiations  
Grievance settlement

Consultations

Union voice in decision-making

Attitudes and satisfactions

Economic and other variables and over-all analysis

Carbondale Summary Data Sheet, 1955

Folders may include interview schedules B1, B2, B3, B4, and B5 for 1955 or 1956 and 1959

Folders also include personal interviews with management and union spokesmen by ILIR staff

Companies Represented:

- Allen Industries, 1956 and 1959
- Brown Shoe Co., 1955 and 1959
- Cal-Crest, 1955 and 1959
- Container Staple Corp., 1956
- Diagraphy-Bradley, 1955 and 1959
- Herrin Apparel Co., 1955 and 1959
- International Stapel Co., 1955 and 1959
- Koppers Co., 1955 and 1959



Staley Manufacturing Company Annual Reports (1948, 1950), A Statement of Policy, An Analysis,  
UAWA Agreement and Foreman's Bulletin  
Staley Manufacturing Company Steward and Foreman Interviews, 1950  
Decatur Interviews, Trucking Industry, 1947-49  
Dairy Interviews, Trucking Industry, 1947-50  
Union Dairy Worker Interviews (Meadow Gold and Beatrice Foods), 1948-49  
Trucking Company Articles and Flyers, 1947-49

Box 19:

Union Official Interviews, Decatur Cartage and Hayes, 1949-50 Folder #1  
Union Official Interviews, Decatur Cartage and Hayes, 1949-50 Folder #2  
Peoria, Moline and St. Louis economic pamphlets; UAW news clippings  
Oklahoma and Ohio economic pamphlets; Union activity news clippings  
Newspaper Clippings, 1948-50  
Central Labor Union Conference, January 8-9, 1954  
Adult Education: Joliet and Waukegan, 1950, 1952  
Central Illinois Pamphlets and Reports  
Keystone Steel and Wire Company Pamphlets, 1948-49  
Pennsylvania and Wisconsin Pamphlets, 1948-52  
Peoria 1950 Census Report and Pamphlets  
Quincy Labor Day Parade Program; Chamber of Commerce Directory, 1952-53  
Rockford 1950 Census Report, map and 1949 Occupational Wage Survey  
Springfield 1950 Census Report and pamphlets  
Southern Illinois Incorporated's Planning Commissions Reports and Suggestions (AREI) bulletins,  
newspapers, and market inquiries  
Southern Illinois industrial surveys, reports and pamphlets, 1943-54