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A
REPORT FROM
THE
PHILADELPHIA
MANPOWER COUNCIL

1227 MITTEN BUILDING
PHILADELPHIA 2, PENNSYLVANIA

February 21, 1944

Four months ago the War Manpower Commission in this area announced that unless some sharp change occurred in our labor market picture

- * The area would be declared critical,
- * Contracts would be curtailed,
- * A compulsory 48-hour week would be ordered into effect!

WHAT PHILADELPHIA DID ABOUT IT!

The Philadelphia Manpower Council was formed. Its goals are outlined in the attached booklet, 'Philadelphia Faces Its Manpower Problem'.

Then

When the Council was formed, industrial expansion requirements were in the amount of 40,000 additional workers.

Now

Today, through the combined co-operation of Labor, Management and the local War Manpower Commission with the Manpower Council these demands have been reduced to 31,256 additional workers and employment ceilings which have been advocated by the Council and which have been adopted by the WMC should cut this expansion by a further substantial amount.

Then

When the Council was first formed, the monthly separation rate for Philadelphia industry stood at 6.3%. (Below the national average.)

Now

Today, this figure is down to 4.7%. The national rate is 6.3%. During the same period, the voluntary quit rate was reduced from 4.0% to 2.7%. The national rate is 4.8%.

This is an amazing accomplishment by a community which has such wide wage differences and diversified job opportunities. It is conservatively estimated that the reduction in labor force turnover was equivalent to increasing the war labor force by 5,000 persons monthly.

FURTHER ACCOMPLISHMENTS OF THE COUNCIL

Sent letters to all war establishments in the labor market area urging that labor needs be minimal requirements for meeting production schedules.

Secured amendment of the WMC Area Stabilization Plan to require either a statement of availability, a referral card from the USES or a worker certificate, as essential preliminaries to a job interview.

Secured WMC adoption of a plan to require medical certificates to support applications for release on physical hardship grounds. The Council was also successful in getting the County Medical Society to establish a medical review panel to resolve conflicting medical opinions.

Secured WMC adoption of a plan to create a special staff to check employers' hires for conformity with the stabilization plan.

Induced the Chamber of Commerce and Board of Trade to develop materials to further stabilize employment. Booklets are now in print, or in process, on grievance procedure, part-time workers, exit interviews, women in industry and labor-management committees.

Conducted three industry meetings on the lengthening of the work week. These meetings were held with representatives of the Clothing, Textile and Printing industries.

Contracted for a 114 location billboard display for a 60-day period on the subject of job-hopping.

Contracted for the printing of 10,000 posters for display in all essential establishments outlining the stabilization plan.

Contracted for the printing of 250,000 pamphlets which explain to the worker in clear language his duties and rights under the stabilization plan. (To be distributed through unions and management.)

Contracted for the printing of 10,000 pamphlets which explain to the essential and locally needed employer his relationship to the stabilization plan.

Contracted for the printing of 10,000 pamphlets which explain to the employer who operates an establishment which has not been designated essential or locally needed his relationship to the stabilization plan.

Arranged with the Philadelphia Transportation Company for a car card series on job-hopping.

women in war work, etc.

Urged the WMC to adopt a manpower budget plan calling for the imposition of employment ceilings and the directing of labor to establishments which are engaged in the manufacture of products most urgently required by the military forces.

The Philadelphia Manpower Council has allotted funds from its treasury to discharge all financial obligations incurred as a result of past contracts.

BUT THE WAR HAS NOT BEEN WON

All indications are that the early months of 1944 will prove a bigger manpower headache in the Philadelphia Area than the late months of 1943. The task is further complicated over 1943 because the problem is no longer just statistical -- but rather psychological. The public generally assumes blandly that the manpower shortage is over the hump and that the glide for 1944 is downhill. This assumption flies in the face of all that is factual!

- * Philadelphia Area production schedules will be typical of the nation's which represent a 26% increase over the last six months of 1943.
- * Military withdrawal rates will continue heavy through June, 1944.
- * The local WMC Office states that war plants in this area have placed job orders for 31256 additions to the labor force to meet production needs.
- * The local flurry of cutbacks experienced in January affected less than one half of one

per cent of the working population. Workers affected by some dozen cutbacks were re-absorbed immediately. Any temporary easement was offset by increased production schedules for other essential commodities.

WE NEED 31,256 ADDITIONAL WORKERS NOW

Future plans will be discussed at a Luncheon to be held in the Ballroom of the Bellevue Stratford on March 15, 1944.

THE PHILADELPHIA MANPOWER COUNCIL

Waldo E. Fisher, Chairman.....Associate Professor of Industry, University of Pa.
Peter Abrams.....President, Williams, Brown and Earle
Lt. John H. Cooper.....District Civilian Personnel Office (Navy)
Joseph G. Dellert.....Regional Director, Smaller War Plants Corporation
Isadore Frankel.....American Federation of Labor
Capt. Robert C. Fuller.....Labor Branch, Third Service Command (Army)
Charles Goff.....Congress of Industrial Organizations
Everett Harding.....District Mgr., Office Defense Transportation
C. D. Hertzog.....Regional Director, Third U. S. Civil Service Region
Lt. Comdr. Bertram Kasindorf.....USNR-Occupational Adviser, Selective Service
J. F. McInnis.....Regional Director Construction, U. S. Maritime Comm.
Capt. Lewis F. O'Brien.....Labor Branch, Third Service Command
John N. Patterson.....Area Director, War Manpower Commission
Victor I. Roystuart.....Regional Chief Engineer, War Production Board
John Seybold.....Regional War Labor Board
Clarence Tolan, Jr.....President, Dodge Steel Company

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