

George W. Taylor Papers

MSS.010

Finding aid prepared by Megan Good.

Last updated on April 28, 2011.

University of Pennsylvania, Biddle Law Library, Manuscripts Collection

2010

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Summary Information

Repository	University of Pennsylvania: Biddle Law Library: Manuscripts Collection
Creator	Taylor, George W. (George William), 1901-1972
Title	George W. Taylor Papers
Call number	MSS.010
Date [inclusive]	1930-1960
Extent	9.25 linear feet
Language	English
Abstract	<p>George W. Taylor (1901-1972) was born in Philadelphia, Pennsylvania. He attended the University of Pennsylvania's Wharton School, graduated with a Bachelor's Degree in Economics in 1921 and a Ph.D. in 1929. Taylor taught at Wharton for over 30 years of which during that time, he became an influential expert in the field of industrial relations, including arbitration, mediation, and alternative dispute resolution. Taylor received major acclaim when he mediated an end to the Apex Hosiery Strike in Philadelphia in 1932 and orchestrated the passage in 1967, of the Public Employees Fair Employment Law, which is commonly known as "the Taylor Law." The collection, 1921-1970, consists of correspondence, trade negotiations, laws, agreements and studies surrounding the hosiery labor industry in the early to mid 20th century. The collection also contains files pertaining to memo series, decision series, and umpire decisions pertaining to the hosiery industry.</p>

Cite as:

[Identification of item], in the George W. Taylor Papers, MSS.010, Biddle Law Library, University of Pennsylvania Law School.

Biography/History

George W. Taylor was born in the Kensington neighborhood of Philadelphia, Pennsylvania in 1901. He attended the University of Pennsylvania's Wharton School, graduated with a Bachelor's Degree in Economics in 1921 and a Ph.D. in 1929.

Taylor taught at Wharton for over 30 years. During that time, he became an influential expert in the field of industrial relations, including arbitration, mediation, and alternative dispute resolution. Taylor first received major acclaim when he mediated an end to the Apex Hosiery Strike in Philadelphia in 1932. A career advocate of improved labor standards, Taylor orchestrated the passage in 1967, of the Public Employees Fair Employment Law, which is commonly known as "the Taylor Law." The law defines the rights of union members in the State of New York.

Taylor died in 1972.

Scope and Contents

The George W. Taylor Papers, 1921-1970, consists of correspondence, trade negotiations, laws, agreements and studies surrounding the hosiery labor industry in the early to mid 20th century. The collection also contains files pertaining to memo series, decision series, and umpire decisions pertaining to the hosiery industry. Taylor's original file names have been largely retained.

Arrangement note

1. Agreements
2. American Federation of Hosiery Workers Convention
3. Correspondence
4. Condon-Wadlin Act

5. Decisions
6. Hosiery Statistics
7. Memorandum Series
8. Negotiations
9. Public Employees' Fair Employment Act
10. Rates Files
11. "Settled Without Decision" Series
12. Taylor Law
13. Subject Files
14. Publications

Administrative Information

University of Pennsylvania, Biddle Law Library, Manuscripts Collection

2010

Finding aid prepared by Megan Good.

Access Restrictions

The archives reserves the right to restrict access to materials of sensitive nature. Please contact the department for further information.

Use Restrictions

Copyright is retained by the authors of items in these papers, or their descendants, as stipulated by United States copyright law.

Immediate Source of Acquisition note

Transferred from The Wharton School of Business, University of Pennsylvania, circa 1976.

Processing Information note

Processed by Megan Good in March-May 2010.

Controlled Access Headings

SUBJECT(S)

- Dispute Resolution (Law)
- Mediation

Other Finding Aids note

An offline container list is available. Please contact the archives for more information.

Collection Inventory

AGREEMENTS, 1938-1951.

Scope and Contents note

The Agreements series consists of records relating to the National Labor Agreement, Keystone Agreement, Uniform Labor Agreement, New Agreement, and others between the Full-Fashioned Hosiery Industry and the American Federation of Hosiery Workers. These agreements were created in response to mediative bargaining between union workers and the hosiery industry. The material dates from 1938 to 1951.

	Box	Folder
Supplementary Agreements with American Federation of Hosiery Workers, 1938-1939.	1	1
Articles of Agreement between Full Fashioned Hosiery Manufactures and American Federation of Hosiery Workers, 1941.	1	2
Keystone Agreement, 1943.	1	3
National Labor Agreement - Full Fashioned Hosiery Industry, 1943-1949.	1	4-6
Uniform Labor Agreement - Full Fashioned Hosiery Industry, 1947-1949.	1	7
New Agreement - Hosiery Industry, 1949.	1	8
National Labor Agreement - Full Fashioned Hosiery Industry, 1949-1951.	1	9-10
National Labor Agreement, 1951.	1	11

AMERICAN FEDERATION OF HOSIERY WORKERS CONVENTION, 1941-1955.

Scope and Contents note

The American Federation of Hosiery Workers Convention series contains includes addresses given by William Simkin and George Taylor and related records. The years represented are 1941, 1942, 1953, and 1955.

CORRESPONDENCE, 1942-1961.

Scope and Contents note

The Correspondence Files series contains copies of letters between the American Federation of Hosiery Workers, the Full Fashioned Hosiery Manufacturers Association, and various labor mediators, including William Simkin. They range in date from 1942 to 1961.

	Box	Folder
General Correspondence, 1957-1958.	2	6
Full Fashioned Hosiery Manufactures of America, 1942, 1952.	2	4
American Federation of Hosiery Workers, 1942-1961.	2	5
William Simkin, 1959.	2	7

CONDON-WADLIN ACT, 1965.

Scope and Contents note

The Condon-Wadlin Act series contains an article reexamining the act, 1965, and staff study papers about the act, undated.

	Box	Folder
"ILR Research: the Condon-Wadlin Act Re-examined", 1965.	2	8
"History of the Condon-Wadlin Law & Its Application to Public Employees", 1960's.	2	9

	Box	Folder
DECISIONS, 1931-1964.	2	1-4
Scope and Contents note	3-10	10-13
	11	

The Decisions series, 1931-1964, consists of decisions made by an impartial chairman on labor disputes between the hosiery industry, union mills, and union workers. The series contains copies of case decisions, correspondence between plaintiffs, defendants, and the impartial chairmen, and personal notes on the cases, hearings, and decisions.

The Decisions series contains cataloged decisions from AA-1 to AA-46, E-1 to E-77, ER-7 to ER-14, F-1 to F-25, G-1 to G-46, H-1 to H-58, J-1 to J-8, K-1 to K-56, L-1 to L-33, M-1 to M-10, N-1 to N-47, O-1 to O-22, P-1 to P-5, Q-1 to Q-5, S-1 to S-27, S-100 to S-426, SA-1 to SA-94, U-1 to U-23, V-1 to V-22, W-1 to W-34, X-1 to X-13, Y1 to Y30, and Z-1 to Z19.

	Box	Folder
HOSIERY STATISTICS, 1942-1955.	11	5-7
Scope and Contents note		

The Hosiery Statistics series is comprised of statistics from 1942-1946, 1951-1953, and 1954-1955 compiled by the National Association of Hosiery Manufacturers. These statistics cover production, shipments, stocks, retail sales, purchasing power, industrial activity, and exports.

	Box	Folder
MEMORANDUM SERIES, 1932-1954.	12-13	1-2
Scope and Contents note	14	

The Memorandum series, 1932-1954, relates to decisions made by the impartial chairman regarding union claims, rates, union requests, and union protests. The files are comprised of handwritten notes of the chairman, correspondence between parties, and official memorandums. The records are filed from numbers 1-39, 80-114, 150-180, 220-249, 290-299, and 385-626.

NEGOTIATIONS, 1932-1960.

Scope and Contents note

The Negotiations series consists of files that cover trade negotiations between hosiery manufacturers and hosiery unions, insurance negotiations, and negotiations between various hosiery mills and the American Federation of Hosiery Workers. These files range in date from 1932 to 1960. The records contain actual agreements between parties, copies of the proceedings, and correspondence between parties.

	Box	Folder
Trade Negotiations between Hosiery Manufacturers and Hosiery Worker's Union, 1932, 1941-1943.	14	3-4
Hosiery Manufacturers and Union Insurance Negotiations, 1943.	14	5
Trade Negotiations between Hosiery Manufacturers and Hosiery Worker's Union, 1943-1945.	14	6
Biennial Negotiations between Hosiery Manufacturers and Hosiery Workers' Union, 1945.	14	7
Silk Rate Negotiations, 1947.	14	8

Rodgers Hosiery Company - Negotiations with American Federation of Hosiery Workers, 1947-1955.	14	9
Excello Hosiery Mills - Negotiations with American Federation of Hosiery Workers, 1948.	14	10
Negotiations - Hosiery Industry, 1950.	14	11
Oakbrook Hosiery Mills, Inc. - Negotiations with American Federation of Hosiery Workers, 1950.	14	12-13
Gotham Hosiery Co. Inc. - Negotiations with American Federation of Hosiery Workers, 1950-1951.	14	14
Pohatcong Hosiery Mills - Negotiations with American Federation Of Hosiery Workers, 1950-1951.	14	15
Julius Kayser & Co. - Negotiations with American Federation of Hosiery Workers, 1950-1952.	14	16
Excello Hosiery Mills - Negotiations with American Federation of Hosiery Workers, 1951.	15	1
Negotiations Prior to Seward Tribunal, 1951.	15	2
J.W. Landenberger and Co. - Negotiations with American Federation of Hosiery Workers, 1956.	15	3
Magnet Mills - Negotiations with American Federation of Hosiery Workers, 1951-1960.	15	4
Valley Green Hosiery Mills - Negotiations with American Federation of Hosiery Workers, 1952.	15	5
Hosiery Negotiations, 1953.	15	6
Herbert Hosiery Co. - Negotiations with American Federation of Hosiery	15	7

Workers, 1954.		
Phoenix Hosiery Company - Negotiations with American Federation Of Hosiery Workers, 1954.	15	8
Strong - Wear Hosiery Company - Negotiations with American Federation of Hosiery Workers, 1955.	15	9
Junior Hosiery Mills - Negotiations with American Federation of Hosiery Workers, 1954-1956.	15	10
Marum Hosiery Company - Negotiations with American Federation of Hosiery Workers, 1958.	15	11
West Orange Hosiery Mills - Negotiations with American Federation of Hosiery Workers, 1958-1959.	15	12
Willard T. Tonner Company - Negotiations with American Federation of Hosiery Workers, 1959.	15	13
Lastex Styles - Production Survey and Negotiations, 1940.	15	14
Quakertown Silk Hosiery Company - Negotiations with American Federation of Hosiery Workers, 1941.	15	15
Reading Dyeing Company - Negotiations with American Federation of Hosiery Workers, 1941.	15	16
Negotiations - Full Fashioned Hosiery Manufacturers Association and American Federation of Hosiery Workers, 1941-1942.	15	17
Temple Full Fashion Hosiery Mills - Negotiations with American Federation of Hosiery Workers, 1942.	15	18
Raphael Feldin & Westchart Hosiery Mills, Inc & Henry Kahn, 1942-1960.	15	19

PUBLIC EMPLOYEES' FAIR EMPLOYMENT ACT, 1964-1968.

Scope and Contents note

The Public Employees' Fair Employment Act series, 1964-1968, contains the constitution and bylaws, procedures, and an officer's manual of the Civil Service Employees' Associations, copies of the New York State Court of Appeals decision regarding the Public Relations Employment Relations Board, and correspondence between Taylor and Robert Douglass, counsel to the Governor of the state of New York. The series also contains a draft of the proposed act.

	Box	Folder
Panel to Improve Bargaining Procedures Between NYC and City Employee Organizations, 1965-1966.	15	20
NY State Public Relations Board: Appropriate Unit & Representation Issue, 1967.	15	21
Establishment of Public Employment Relations Board / Procedure, 1967-1968.	15	22
Civil Service Employees Association, 1964-1966.	16	1
Civil Service Case, 1967-1968.	16	2
Bill - Draft - Public Employee Relations Article 14 Civil Service Law - NY, 1967-1968.	16	3

RATES FILES, 1938-1953.

Scope and Contents note

The Rates Files series, 1938-1953, consists of records relating to rates, rate changes, and style change rates of the various machine equipment used in the hosiery industry and union mills. The files contain published information on rates and personal hand calculations of rates by Taylor.

	Box	Folder
Rates, Rate Changes, 1938-1942.	18	4
National Silk Hosiery Mills, Inc. - Single Unit Rates, 1941.	18	5
Report of Sub-Committee on New Machine Rates, 1941.	18	6
Conference - Manpower Problems, Backrack & Lessing Rates, Style Changes, 1942.	18	7
Nylon Rates, 1945-1946.	18	8
60-54-S1 Gauge 30 and 32 Section Rates, Stevens Letter, 1951.	18	9
Wayne Knitting Mills - Knee-High Knitting Rates, 1952-1953.	18	10

REPORTS, 1929-1953.

Scope and Contents note

The Reports series contains four files including a handbook of decision principles of Taylor, an officer's report on the 41st Annual Convention of the American Federation of Hosiery Workers in 1953, a monograph written by Taylor with the Industrial Research Department at Penn and the National Association of Hosiery Manufacturers on changes in the hourly earnings of hosiery industry employees, and a bound manuscript on grievance arbitration written by Taylor.

	Box	Folder
Handbook of Decision Principles, 1947.	18	11
Officers' Report, 41st Annual Convention, American Federation of Hosiery Workers, American Federation of Labor, 1953.	19	1
Recent Changes in Hourly Earnings of Employees in the Hosiery Industry,	19	2

1936.

Grievance Arbitration and the No-Strike Cause, Full Fashioned Hosiery Industry, 1929-1941.	19	3
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"SETTLED WITHOUT DECISION" SERIES, 1932-1951.	Box	Folder
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Scope and Contents note	19	4-7
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The "Settled Without Decision" series, 1932-1951, contains copies of correspondence and reports relating to labor mediation cases that were settled without a decision from the impartial chairman. They are arranged by numbers SWD-1 to SWD-127 and SWD-1a to SWD-86a.

TAYLOR LAW, 1968-1970.	20	1-3
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Scope and Contents note		
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The Taylor Law series, 1968-1970, consists of newspaper clippings of the Kheel Report, a report on the Taylor by Kheel, copies of the New York State Public Employment Relations Board News, copies of the bill of the Taylor Law before New York State Assembly, and correspondence between Taylor and the chairman of the New York State Public Employment Relations Board. The Taylor Law gives union employees the right to elect and organize their union representatives, defines the foundation for the Public Employees' Relations Board, and states the boundaries for public employers to negotiate and enter into agreement with public unions.

	Box	Folder
Theodore Kneel - Taylor Law, 1968.	20	4
Revision of Taylor Law, 1969.	20	5

Revision of Taylor Law - Effectuation of Provisions to Reconcile NY State Law by NYC Law, 1969.	20	6
Legislative Hearings following Revision of Taylor Law, 1969-1970.	20	7

SUBJECT FILES, 1928-1970.

Scope and Contents note

The Subject Files series, 1928-1970, consists of time studies, wage tribunals, hosiery industry records regarding industry processes, and wage studies. There are also files containing records relating to industry employees and an article and statements made by labor mediation professionals about the hosiery industry field.

	Box	Folder
20th Century Task Force on Public Employees' Strikes - 41 East 70th St, NY, NY, 1969.	20	8
Analysis, Report on Equipment, 1940.	20	9
Apex Hosiery Co. - Backrack Time Study, 1941.	20	10
Article - Head of American Federation of Hosiery Workers, Alexander McKeown, 1957.	20	11
Backrack and Single Unit Knitters - Wage Study, 1941.	20	12
Best Made Silk Hosiery Co. - Backrack Time Study, 1942.	20	13
Coding - Wage Studies, 1928-1929.	21	1
Commercial Yarn Counts, undated.	21	2

Economic Development of the Hosiery Industry, 1939.	21	3
Examining Methods used by Five Member concerns only, 1940-1942.	21	4
Final Copy of Nylon Study, 1946.	21	5
Folding and Boxing - Unaccepted Proposal Based on Stevens Time Study, 1949.	21	6
General Statement - Promotion Policy Discussion, 1946.	21	7
Gray Mending Summary, 1939.	21	8
Hosiery Industry - Finished Mending, 1939.	21	9
Hosiery Industry - Folding and Boxing, 1934-1936.	21	10
Hosiery Industry Employees Pension Fund - Bankers Life, 1955-1957.	21	11
Hosiery Industry Pension Plan, 1950-1951.	21	12
Hosiery Lengths and Sizes - Commercial Standard CS 46-40, 1940.	21	13
Materials Regarding Seaming, undated.	21	14
Miscellaneous Workers, 1939.	21	15
Mixed Cases R-1 to R-5, R-100 to R-110, KA-1 to KA-16, KB-1, SWD-1, 1934-1944.	21	16
Moving, Conversion, and Furniture Expenses, 1947-1948.	21	17
Need for and Procedures of Time Study Engineer, 1950.	21	18
Negotiations for Wage Increase, 1942.	21	19
News - Rockefeller and Taylor Telecast, 1966.	21	20

NY State Public Employment Relations Board News, 1968-1970.	21	21
Nylon - Needle and Sinkers Machine Cleaning Study, 1946.	21	22
Pre-Boarding Questionnaire, Decision V-18, 1948.	21	23
Propper - McCallum Hosiery Inc. - Backrack Time Study, 1944.	21	24
Seamer Study, 1939.	21	25
Seaming Study - Apex, 1938, 1940.	21	26
Third Shift, 1946.	22	1
Statements by Julian Goldberg, Raymond F. Lehoney - American Federation of Hosiery Workers, 1953.	22	2
Substandard and Handicapped Workers, 1940-1941.	22	3
Wage Analysis, 1942.	22	4
Wage Structure - Hosiery, 1952.	22	5
Wage Tribunal - Full Fashioned Hosiery Industry, 1951-1952.	22	6
Wage Tribunal - Full Fashioned Hosiery Manufacturers Association and American Federation of Hosiery Workers, 1942.	22	7
Wage Tribunal - Hosiery Industry, 1946, 1950.	22	8-9
Wayne Knitting Mills, Inc. Time Study - Extended Legging Machines, 1949.	22	10

PUBLICATIONS, 1929-1953.

Scope and Contents note

The Publications series, 1929-1953, contains an index on decisions of the impartial chairman, a report on time standards by the American Full Fashioned Hosiery Workers and Full Fashioned Hosiery Manufacturers Association, and publications of earnings of hosiery workers in union mills. The series also contains a copy of the Hosiery Labor Agreement and time studies regarding machine conversions. Some of these volumes were written by Taylor, while others were part of his personal collection.

	Box	Folder
Full-Fashioned Hosiery Industry, Decisions of Impartial Chairman, Series A-K, 1929-1938.	16	4
American Full Fashioned Hosiery Workers, Full Fashioned Hosiery Manufactures Association - Report of Committee on Time Standards, 1930.	16	5
Earnings of Full Fashioned Hosiery Workers in Union Mills, 1934, 1935.	16	6
Earnings of Full Fashioned Hosiery Workers in Union Mills - Supplement, 1934, 1935.	16	7
Earnings of Full Fashioned Hosiery Workers in Union Mills, 1938.	16	8
Earnings of Commercial Dyers & Furnishing Workers in Union Mills, 1939.	16	9
Earnings of Full Fashioned Hosiery Workers in Union Mills, 1939.	16	10
Earnings of Full Fashioned Hosiery Workers in Union Mills, 1941.	17	1
Full-Fashioned Hosiery Industry National Labor Agreement, 1942-1943.	17	2
Earnings of Full Fashioned Hosiery Workers in Union Mills, 1943.	17	3
Earnings of Full Fashioned Hosiery Workers in Union Mills, 1945.	17	4
Earnings of Full Fashioned Hosiery Workers in Union Mills, 1947.	17	5
51 Gauge - 32 Section Kalio, Proposal for Converting Old Rates to New 32	17	6

Section Formulas and Time Study Data, 1950.

Basis for Knitting Rate Changes, Wage Tribunals, 1950.	17	7
54 Gauge - 32 Section Extended Machines, Oakbrook, 1950.	18	1
51 Gauge - 30 Section Non-run Howard Hosiery, 1951.	18	2
Hosiery Labor Agreement, 1951-1953.	18	3