

THE OFFICE WORKER

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17

BIG ATOMIC WAGE BOOSTS WON

OEU TRIUMPHS IN CUTTER ELECTION

Oakland, Calif.—By an overwhelming majority vote the approximately 65 office and clerical employes of Cutter Laboratories in Berkeley, Calif., have selected Oakland Local 29 as their bargaining representative.

In emerging victorious in this NLRB election, Local 29 also defeated the CIO Oil Workers and the International Longshoremen's and Warehousemen's Union who each only received a very small number of the votes cast by the office staff.

This election was the outgrowth of a petition that was filed on behalf of these employes by Local 29 early last fall. At about the same time the CIO Oil Workers had also filed a representation petition requesting an over-all unit of all employes of the company; and the International Longshoremen's and Warehousemen's Union intervened as it then held a contract covering all of these employes. The referred-to contract was in the name of the United Office and Professional Workers of America but the UOPWA had a few weeks previous to the filing of the above petitions voted to merge with the Longshore-

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Turn To OEU

St. Louis, Mo.—Dissatisfaction with the type and results of collective bargaining engaged in by the CIO's International Union of Electrical Workers has resulted in a substantial majority of the office and clerical workers of the Wagner Electric Corporation in this city authorizing OEU Local 13 to represent them.

These employes are realizing that only a union which is made up of, by, and for office workers can fully understand their problems and give them all of the benefits to collective bargaining to which they are entitled.

The NLRB representation petition filed by the St. Louis OEU Local on behalf of these employes is presently being processed.

TVA Labor-Management Session



Gatlinburg, Tenn.—At the recent Third Annual Valley-Wide Meeting of Cooperative Conferences of the Tennessee Valley Authority, held here, more than 140 people were present, 115 being conference delegates with 58 representing organized salaried employes and 57 management. Reports were given by representatives of each of the operating points of the Authority of the best or most unusual things done at these points during 1951. Management and employe representatives had separate sessions on what each group expected of the other. The employe session is shown above, with OEU Vice President A. R. Carson as president of the TVA Council of Office, Technical, and Service Employes Unions presiding (standing behind table). The reports submitted by both of these groups and those from the operating points were carefully considered so as to make use of all worthwhile suggestions and ideas to improve and promote maximum efficiency in TVA operations.

WSB Recommendation Would Let Steelworkers 'Catch Up'

Washington—Staggered wage increases totaling 17½ cents an hour over the next year, reduction in the North-South differential, improvements in certain fringe benefits, and the union shop were recommended by the Wage Stabilization Board on March 20, 1952, as a basis for settling the dispute between the United Steelworkers of America, CIO, and the major basic steel producers.

The recommendations, which are not binding on the parties, were made after extended hearings by a specially appointed tripartite panel, and on most of them either the industry or the labor members of the Board dissented.

The union accepted the recommendations as a basis for negotiations, but the companies' unwillingness to agree to them unless assured of a substantial price rise

made it necessary for President Harry S. Truman to order the seizure and operation of the companies by the government. In an address to the nation, he pointed out that the companies could pay the increases recommended without a price increase beyond that allowable under the Copehart Amendment and still receive a fair rate of return.

Board Chairman Feinsinger, in a statement accompanying the recommendations, stated that they merely permitted steel to catch up to "increases already granted or fringe adjustments already in effect in major segments of American industry." The Steelworkers had had no increase since December, 1950, and their contracts with the steel companies contained no cost of living escalator clauses and no

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SECURE NEW PACT FOR SANDIA BASE

Albuquerque, N. Mex.—The more than 800 office and clerical employes of the Sandia Corp., operators of the large Sandia Atomic Energy base, have obtained substantial further benefits and improvements in the renewal agreement recently entered into by OEU Local 251 with the company.

Highlighting the gains made in the new contract are wage increases ranging from \$3.50 to \$5.75 per week over the rates prevailing in the old contract and estimated to bring an average increase of \$5.25 per week to the employes involved.

The contract, effective March 24 and running for one year, provides that the new rate schedule becomes effective retroactively to November 16, 1951—the date of expiration of the old agreement. It also provides for a wage re-opening each six months from November 16, 1951 for cost of living adjustments under WSB General Regulation No. 8.

The negotiations of OEU Local 251 were conducted in conjunction with those of the Atomic Projects and Production Workers Metal Trades Council on behalf of the production and maintenance employes on the project. Negotiations deadlocked and were referred to the Atomic Energy Labor Relations Panel, headed by Chairman Wm. H. Davis. After substantial hearings, both at Albuquerque and

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Fast Sign-Up

Minneapolis, Minn.—A particularly fast sign-up of authorization cards among the approximately 850 office and clerical employes of the Twin Cities Arsenal in nearby New Brighton has made it possible for OEU Local 12 of Minneapolis to file an NLRB representation petition on behalf of these employes within a few short weeks of the commencement of its efforts to bring them the benefits of collective bargaining. The ordnance plant is operated by the Federal Cartridge Corporation of Minneapolis.



Editorial COMMENTS

The following article by AFL Director of Organization Harry E. O'Reilly, which appeared under the title "Organize!" in a recent issue of the AFL's *American Federationist*, emphasizes the basic job of all of us:

No Activity More Important

No activity of organized labor is more fundamental or more important than organizing. At the very heart of our labor movement is the vital work of selling unorganized workers on the value to them of becoming trade unionists.

When Samuel Gompers, Peter McGuire and the other pioneers of our movement were starting to build the American Federation of Labor some 70 years ago, they had no doubt that the work of organizing was the foundation of economic progress through the medium of trade unions. These old-timers knew that organizational activity must always be given priority in the labor movement. What was true in 1881 is still true in 1952.

Makes Good Citizens

Labor today has many interests and many responsibilities. Working people in 1952 are well aware of the fact, as was Gompers, that it is necessary to be a good citizen in order to be a good trade unionist—and many of today's activities of labor stem from the desire to practice good citizenship for the benefit of all our people.

Wages Low for Many

There still are many millions of working people in a great variety of occupations who are barely able to make ends meet because their wages are so low—and their wages are low because these workers are not part of the great family of organized labor.

Naturally, the organizers on the staff of the American Federation of Labor and the organizers who represent our national and international unions have the prime responsibility in this all-important field of activity. Organizing is their job.

It's a Job for All

But every local union officer and every local union member can and should cooperate. Talk up trade unionism wherever you go. Be proud of the fact that you are a trade unionist. The fact that you are a member of organized labor means that you are a man, not a slave. It means that you have some say, through your union, as to your wages and your working conditions.

As a trade unionist, you don't have to take whatever the employer autocratically decrees. Your union is your guarantee of freedom.

Tell Your Friends

Tell your friends and neighbors about the key role of the American Federation of Labor in bringing about the innumerable economic advances of the working people of our country over the past 70 years.

The spoken word has far greater effect than many of us realize. It



MEANY WAGES BIG DRIVE ON POLITICS

Wilkes-Barre, Pa.—All-out political activity by labor is a "must" this year, AFL Secretary-Treasurer George Meany told the delegates at the annual convention of the Pennsylvania State Federation of Labor.

If unions want to stay in busi-

ness and function freely they must protect themselves against the attempts of reactionary big business to cripple organized labor with restrictive legislation, he said.

puts people in a mood to say yes. It is a clear responsibility of each one of our 8,000,000 members to help increase our membership during 1952.

Even when a union has been well organized, it must be remembered that considerable employee turnover is a normal condition in this country.

As a result of this turnover, labor always has the job of organizing those who come in to fill the vacancies and who have not previously been members of the union.

Thorough Unionists

Another very important job is making sure that those who are already members of unions become thorough trade unionists. There is a world of difference between the wage-earner who pays his dues but lacks interest in trade unionism and the wage-earner who not merely belongs to a union but takes a keen interest in it.

American labor's organizing work is far from finished. True, much has been accomplished in the organizational field over the years. It would not be accurate or fair to minimize these accomplishments.

But we must not make any mistake about this No. 1 job of our movement—the job of organizing.

The time to get on this big job, which is so important, is not tomorrow, not next year, but right now.

They failed to defeat us on the economic front," Meany declared, "in spite of company unions, company spies and the so-called American Plan. Now they've put all their eggs in the legislative basket. They are hoping to keep the nation's workers under their predatory thumb by getting laws passed that will destroy the gains we have made and the strength we have attained by organization."

As an example of how reactionary interests can smash labor standards through the legislative process, Meany cited a recent vote in the House of Representatives to cut off all funds for administration of the Walsh-Healy Act by the Labor Department. That law protects labor standards in Government contracts.

Business Waiting

The AFL leader said labor has not yet felt the full effects of the Taft-Hartley Act because its worst provisions have not been enforced. He said business is waiting until unemployment hits the labor market before taking full advantage of the privileges it enjoys under Taft-Hartley.

The American Federation of Labor formed Labor's League for Political Education to counteract the big business drive to enact repressive legislation, Meany said. He predicted that a liberal and progressive Congress can be elected this year if AFL members contribute to the League and get to work at the precinct level to encourage registration and a full vote.

Office Machine Course Proposed

Milwaukee, Wis.—OEIU Local 9 of this city is advocating the inclusion of instruction on the operation of electric office equipment in the commercial course curriculum of Milwaukee's public schools.

The appeal was contained in a letter addressed to a member of the Milwaukee School Board by Harold E. Beck, the local's business representative and an OEIU vice president. He stated:

"Inasmuch as these machines are being installed in more and more offices and are definitely out of the innovation stage, it would seem to be in order for the Milwaukee public school authorities to take cognizance of this fact and add to the commerce course curriculum classes in the operation of electric office equipment."

Beck warned that by depriving the students of the means to gain the necessary experience in the operation of these machines, the schools are actually depriving them of the opportunity to find employment in their chosen field.

His letter created quite a stir among the school board members. It was referred to the Milwaukee superintendent of schools and a special committee presently engaged in a survey of needed equipment in the schools.

Want to get rid of Taft-Hartley? Then give a dollar to your local LLPE, register and vote.

Read Your Union Paper

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause."

SAMUEL GOMPERS,
Founder and First President,
American Federation
of Labor.

THE OFFICE WORKER

Official organ of the
OFFICE EMPLOYES
INTERNATIONAL UNION



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LEGAL



Retroactive Union Shop—The NLRB will not permit a union shop in a contract to become effective retroactively—employees must be permitted 30 days from the date the contract is signed to join the union.—(*Kress Dairy, Inc., and Teamsters, AFL.*)

Certification Revoked—A local of the United Electrical Workers (Ind.) had filed non-Communist affidavits for its president, vice president, secretaries and business manager. On this basis the NLRB decided the union was in compliance and issued a certification to the union after it won an election about two years ago at the Sunbeam Corp. However, the company later claimed that three trustees and the sergeant at arms were also officers. The Board finds that the union's constitution supports the claim, rules the local had never been in compliance and revokes the union's certification.

Wage Increases—An employer's grant of wage increases before an election is held unlawful by the NLRB (*97 NLRB No. 104*). Increases were promised before a previous election, which had been set aside because of the promises. Then, when the second election had been directed, the employer carried out his original promise. The Board finds this to be unlawful interference with employees' organizational rights, and issues order to cease and desist.

Successor Firm—An employer had taken over a predecessor's business less than one year from the time a union was certified as bargaining agent for the predecessor's employees. In this case (*97 NLRB No. 143*) the Board, in determining the question of union recognition, applies the rule that a union is presumed to represent a majority within the certification year.

The Board says that there was "practical continuity of the employing industry," as made clear by the facts that over a third of the predecessor's employees and the same supervisor continued to work for the employer and the employer produced substantially the same products as his predecessor.

Premature Petitions—Recently NLRB rulings denying requests for elections emphasize importance of a little noticed decision issued by the Board last August (*National Heat Treating Co.*). In that decision the Board stated that "a union is ordinarily entitled to a year from the date of its certification to bargain collectively, free from intrusion" and "that, absent unusual circumstances, a petition filed more than one month before the end of the certification year should be dismissed." The Board further said that even a petition which is filed during the twelfth month will not be processed until after the certification year has expired and that if the certified union signs a valid collective bargaining contract during the twelfth month the contract will operate to bar a petition for a new election.

Tobin Installs Local Officers



Detroit, Mich.—Newly elected officers of Local 42 of this city were honored by being installed in office recently by U. S. Secretary of Labor Maurice J. Tobin. Shown at the ceremonies are, back row, left to right: Trustee Henry E. Affeldt, Delegate-at-Large Edwin Gorski, President Frank X. Martel, Jr., Vice President Thomas Taylor, Secretary-Treasurer and Business Representative Robert G. Corrigan, Sergeant at Arms James Geoghan, and Recording Secretary Teresa Schmitt. Front row: Trustee Margaret Bishop and Secretary of Labor Tobin. Trustee Genevieve Randolph was absent because of illness.

COMPLETE VICTORY WON AT CUTTER 'LAB'

(Continued from page 1)

men. The Longshoremens at the NLRB hearing also contended for an over-all unit.

Arbitrary action by the NLRB's Regional Director in dismissing Local 29's petition for a separate unit of office and clerical employees made it necessary for attorneys for the union to appeal to the NLRB itself requesting that the action of the Regional Director be reversed and a hearing directed by the Board. The Board responded favorably.

At the hearing which was held last December and in a subsequent brief filed by the local union, it was pointed out that these employees constituted a homogenous identifiable group and should be given an opportunity to determine by an NLRB election whether they desired to constitute a separate bargaining unit. In support of its petition, OEIU Local 29 directed the attention of the Board to the historical differences recognized by

Union Shop—Union A had never complied with the filing requirements of the Taft-Hartley Act but had entered into a union-shop agreement with an employer. Union B filed a representation petition for the employees covered by that agreement. The NLRB rules that the agreement cannot bar a representation election and orders the election held, as the 1951 amendment to the TH Act requires, with respect to union-shop contracts, that a labor organization must have "at the time the agreement was made or within the preceding 12 months received from the Board a notice of compliance with Sections 9 (f), (g) and (h). . . ." (*Mellin-Quincy Mfg. Co., Inc.*)

the parties between the production and office employees, such as different methods of wage payment, differences in the duties, responsibilities and work performed, the total dissimilarity of skills, educational training and prior work experience of the two groups.

OEIU emphasized that promotions and permanent transfers in the office unit generally were confined to office employees who were physically separated from production employees—that there was no regular interchangeability occurring between office and production employees.

The Board concurred in the OEIU position and ordered a separate election for the company's office and clerical employees with all three unions appearing on the ballot. The Board also directed an election for the production workers with the CIO Oil Workers and the Longshoremens on that ballot.

Representatives and attorneys of both the local union and the International Union worked hard in order that these office employees would have the opportunity to determine for themselves how best they could achieve the full benefits of collective bargaining.

Cutter Laboratories is engaged in the manufacture, processing and distribution of penicillin and other drugs. Another important operation of the firm is the processing of blood plasma. The company, in addition to its office and clerical staff, employs approximately 500 production and maintenance workers.

Have you seen your local union secretary-treasurer about joining Labor's League for Political Education? Do it today.

SOLUTION TO WOES OF 'WHITE COLLARS'

Washington—OEIU President Paul R. Hutchings, in an article appearing in the April, 1952, issue of AFL's monthly magazine, *The American Federationist*, points the way to the only solution to today's "white collar" woes.

His article emphasizes that although the sad plight of "white collar" workers has been the subject of much comment, only a few public figures have been forthright enough to point out that their only salvation is through organization.

"As office workers awaken to their need for organization," he goes on to state in his article, "they find that they want their own organization. They do not want to be swallowed up in the pattern and policies worked out by workers of other trades, but desire to develop their own organizational identity and their own approaches to the solution of their office problems."

And then adds, "The Office Employees International Union provides them with this vehicle." The article also points to some of the recent advances of the International Union in the field of organization, as well as outlining the many services now available to members of the OEIU.

For the complete story, get a copy of the April, 1952, issue of *The American Federationist* from your newsstand.

OEIU Booklet Aids On WSB Problems

Washington—As a research and education service of the OEIU, the International Union has had prepared under the direction of its research consultant, S. Herbert Unterberger, a booklet entitled "Operating Under Wage Stabilization Rules" which summarizes and analyzes the vital portions of the U. S. Wage Stabilization Board's regulations and resolutions which were in effect on March 1, 1952.

Copies of this booklet have been supplied all OEIU local unions in the United States, including all of their business representatives. It is our hope that this booklet will be of real help in assisting our membership throughout the United States to obtain the greatest possible increases and improvements in their compensation permissible under stabilization rules.

As pointed out in the booklet, the International Union has been and will continue supplying our local unions in the United States with copies of all WSB General Wage regulations and applicable resolutions as they are issued.

High Court Backs Time Off To Vote

Washington—A long championed labor position was sustained last month by the United States Supreme Court when it upheld a Missouri law which requires employers to give their workers four hours off with pay on election day.

The court was told 24 other states have similar laws, although not all of them require that workers be paid for the time taken off to vote.

24-DAY VACATION RETAINED IN PACT

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Washington, the panel issued its recommendations for settlement and after further panel conferences at Albuquerque, agreements were reached and ratified by the membership.

The wage increases obtained in the new agreement reflect the recommendations of the Atomic Energy Panel and have already received the required Wage Stabilization Board approval. The lowest step was eliminated from each of the ten rate range grades applying to the clerical staff and \$3.50 per week was added to each step in each job grade. This has resulted in increasing the starting rate in each of the ten job grades by \$5.75 over that provided in the old agreement. The agreement also provides for automatic step progressions of \$2.25 per week each six months to the job rate with increases above the job rate to the top step remaining on a merit basis.

The new pact assures maintenance of union membership and provides for payroll deductions for initiation fees and regular monthly dues.

Other gains over the old contract include double time payment for all holiday work and two paid rest periods each day. The agreement provides an improved method for the handling of job grade grievances and also assures the union that it will be consulted in connection with contemplated layoffs due to force reduction.

The 24-day annual paid vacation was preserved. The restoration of such vacation had been one of the outstanding victories won in the previous year's contract, after the company had reduced the same to 10 days.

The joint negotiations were handled by a committee headed by Joseph Ramsey and Carl Huhndorf of the Machinists Grand Lodge Washington staff, with Machinists Representative John Byrnes assisting. OEIU Local President Robert Hawk and Local Secretary-Treasurer Ken. Shinn participated for the OEIU, assisted by Representative Frank Morton, Research Consultant S. H. Unterberger and President Paul R. Hutchings before the Atomic Energy Panel.

Recommendation For Steelworkers

(Continued from page 1)

provisions for annual productivity increases.

With regard to the recommended staggered wage increases, the Board Chairman noted that "the amounts requested take into account all the inequities and arguments advanced by the parties, including cost of living, productivity, the maintenance of a balanced wage structure, comparative wage movements in other industries, and the recommendation that there be no further wage reopenings in 1952." The recommendations made no specific provision for a separate annual improvement factor increase.

NOTES from the field

California—The Family Service Laundry and Victor Laundry have signed Oakland Local 29's laundry industry agreement, office and clerical employees of these firms having recently been organized by this local union. In addition, office and clerical employees of P. X. Market and Lee Markets have designated this local as their bargaining representative and their employers have signed the local's food industry agreement. A majority of the office employees of Retailers Credit Association have designated Local 29 as their bargaining representative and recognition has been requested.

Richmond Local 243 is presently negotiating an agreement for the recently organized office employees of the Richmond Credit Bureau.

Florida—A majority of the office and clerical employees of Tampa Transit Lines (a subsidiary of National City Lines) have designated Tampa Local 46 as their bargaining representative and an NLRB representation petition has been filed on their behalf by this local union.

Illinois—Chicago Local 28 has recently won recognition as the representative of office and clerical employees of a third branch of the RCA Service Co., Inc., in that city. Negotiations for initial contracts for these three branches have been completed. The local union expects to "button up" the fourth and final branch of this company in this city in the near future.

Louisiana—As a result of its substantial majority vote in an NLRB

election Lake Charles Local 87 has been designated as the bargaining representative of approximately 75 employees of The Fair, Inc., a department store in that city. Over 200 employees of The Muller Co., Limited's main and branch store in Lake Charles and its branches in Sulphur and De Ridder are voting this month in an NLRB representation election as a result of a petition filed on their behalf by this local union.

Michigan—The office and clerical employees of the Radio Distributing Company are voting for or against Detroit Local 42 in an NLRB representation election being held this month.

Missouri—St. Louis Local 13, as a result of an NLRB election, is now the representative of the office and clerical employees of the St. Louis branch of RCA Service Co., Inc. Negotiations for the initial contract for these employees have been completed.

New York—The recently organized cashiers of Zimmerman's Hungaria are enjoying the benefits of their initial agreement as negotiated for them by New York City Local 153. The eight-week strike of this local union against the Baker & Taylor Company culminated in recognition of the local union as the bargaining representative of its employees and with all unresolved issues submitted to arbitration—the company had taken the position that the local no longer represented these employees.



Oil Refining—Gulf Refining Co., Local 19, Toledo, Ohio, 4 per cent.

Mining—Dominion Wabana Ore Ltd., Local 264, Bell Island, Newfoundland, \$15 per month.

Retail Furniture—Spear & Co., Local 33, Pittsburgh, Pa., \$3 per week.

Batz & Dayton, Local 30, Los Angeles, Calif., 5 per cent plus cost of living adjustment.

Insurance—American Insurance Co., Local 86, Vallejo, Calif., \$2.75 per week.

Organizations—Eagle Club, Local 9, Milwaukee, Wis., \$10 to \$20 per month.

Archdiocese of Portland in Oregon, Local 11, Portland, Oreg., 15 cents per hour.

Hardware & Printing Mach.—R. Hoe & Co., Inc., Local 153, New York City, 12 per cent.

Langston-Monotype Machine Co., Local 14, Philadelphia, Pa., \$3.50 per week.

Paper Mills—Fraser Paper, Ltd., Local 232, Madawaska, Me., 3 cents per hour (cost of living).

Hollingsworth & Whitney Paper Co., Local 260, Waterville, Me., 2.8 cents per hour (cost of living).

Great Northern Paper Co., Local 192, Millinocket, Me., \$1.50 per week (cost of living), previously received \$1.25 per week (cost of living) last August.

Grain Products—Pillsbury-Globe, Div. of Pillsbury Mills, Inc., Local 220, Ogden, Utah, \$15 to \$18 per month.

Trucking—Western Truck Lines, Local 29, Oakland, Calif., 9 cents per hour.

Frisco Transportation Co., Local 13, St. Louis, Mo., 7 cents per hour.

Cafeterias—"Ye Eat Shop," Local 153, New York City, \$3 per week.

Oil Refineries—Gulf Refining Co., Local 19, Toledo, Ohio, \$10 per month (cost of living).

Texas Co. (Eagle Point Works), Local 14, Philadelphia, Pa., 4.2 per cent (cost of living).

Brick & Tile Products—Gladding-McBean Co., Local 30, Los Angeles, Calif., 7 cents per hour.

Wholesale Liquor—Young's Market, Local 139, San Diego, Calif., \$8 per week.

Ice & Fuel—City Fuel Co., Local 6, Boston, Mass., 4.2 per cent (cost of living).

Rugs & Carpets—Washington Carpet Co., Local 30, Los Angeles, Calif., \$5 per week.

Appliances—La Brea Sales Co., Norman Lamoreaux Co., and Vernon Sales Co., Local 30, Los Angeles, Calif., 5 per cent plus cost of living adjustment.

Designers—Lummas Co., Local 153, New York City, 4 per cent.

Utilities—Central Illinois Electric and Gas Co., Local 167, Lincoln, Ill., 3.91 per cent.

Atomic Energy—Sandia Corp., Local 251, Albuquerque, N. Mex., \$3.50 to \$5.75 per week (\$5.25 average).

New OEIU Buttons Available



GOLD LETTERS
BLUE BACKGROUND

BLUE LETTERS
GOLD BACKGROUND

BLUE LETTERS
SILVER BACKGROUND

These pin-back type buttons in colors as indicated, and approximately 1½ inches in diameter, can be obtained from the Secretary-Treasurer of the Office Employees International Union, AFL, by local union secretary-treasurers at 10 cents each. When ordering, be sure to indicate the type and quantity of each button desired.

The Board's recommendations on fringe benefits, in the words of the public members of the Board, "only eliminate an existing inequity to the Steelworkers and bring them closer in line with other industrial employees." The fringe improvements proposed were (1) increase in the shift differential from 4 and 6 cents to 6 and 9 cents for the

second and third shifts, respectively; (2) provision for six paid holidays as compared with the present provision for no paid holidays but time and a half for time worked on six holidays; (3) double time instead of time and a half for holiday work; and (4) a third week of vacation after 15 instead of 25 years as at present.