

# THE OFFICE WORKER

Official Organ of the International Council of Office Employees Unions of the A. F. of L.

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## Green Issues Call For Convention To Present International Charter

Washington, D. C. — President William Green of the American Federation of Labor on November 15 issued the call for the conference at which Office Employees Unions of the United States and Canada will attain international union status.

This history-making event for the Office Employees will take place on January 8 in Cincinnati, Ohio, at the Hotel Gibson where delegates of the local unions will assemble to receive the international charter from President Green.

President Green, in issuing the conference call, stated: "Following the presentation of this international charter the new union thus created will begin to function. A new constitution will be formulated and adopted and officers of the International union will be elected. Such other business as may be pertinent and proper will be considered and acted upon by those in attendance."

After this call was issued, a special convention to dissolve the International Council and facilitate its transition into the Office Employees International Union was called for January 7 in Cincinnati by President J. Howard Hicks and Secretary - Treasurer Paul R. Hutchings.

In their message to the local unions they reviewed the developments leading to this occasion, stating: "At the time of our International Council convention in St. Louis in August of this year, your executive officers presented to the convention a detailed report on the progress made toward obtaining International Union status and presented the stipulation on jurisdiction worked out between a resident committee of the AFL Executive Council and a committee of the Executive Board of the International Council on April 7, 1944, which stipulation was unanimously accepted by our Council's Executive Board.

"Immediately following our August convention our Executive Board met in Chicago with a committee from the AFL Executive Council. The final outcome of that meeting was evidenced by action taken by the Executive Council authorizing the issuance of the charter of the Office Employees International Union."

In their message to affiliated locals International Council officers pointed out that the terms for the issuance of such charter are identical to those agreed upon at the April 7 meeting, with the exception that two additional organizations have been included by the Executive Council in the group named in the stipulation. "This stipulation, as amended, was accepted by a vote of our International Council Executive Board as the basis for the issuance of our International Union charter," they stated.

"Our jurisdiction will embrace all office and clerical employees in



PRES. WILLIAM GREEN

the commonly accepted sense of such term, exclusive of those who come under the presently existing jurisdiction grants of other AFL national or international unions."

The International Council was established in July, 1942, and has developed rapidly, having at the present time more than 80 percent of the members of locals in this country and Canada affiliated.

So far as is known the International Council has set a record in securing international union status in such a short period of time.

The Executive Committee of the AFL in its report on organizing activities to the 64th annual convention called attention to the gains which the International Council and the affiliated locals made during the past year, membership in all locals increasing 29 percent and membership in the Council rising 77 percent, and went on to state that the Council had handled during the year a large number of War Labor Board cases, resulting in gains for members and substantial salary increases.

## CHARLESTON AGREEMENT WINS APPROVAL OF WAR LABOR BOARD

Charleston, S. C.—W. M. Holcombe, president of Local 23657, has announced that the Shipbuilding Commission of the National War Labor Board has approved the agreement negotiated with the Charleston Shipbuilding & Dry Dock Co. which resulted in substantial upward adjustment in hourly wage rates for all office and clerical workers who have been afforded union membership as a result of the closed shop provision in the contract.

Also meeting approval of the

## Win Election At Excelsior Bakery

Minneapolis, Minn.—Local 17661 was chosen by office workers of Excelsior Baking Co. as their collective bargaining agent in an election conducted by the state department of labor, according to L. G. Nygren, business representative of the union and also a vice president of the International Council.

The company is protesting against the inclusion of 3 "confidential" employees in the voting unit and is reported planning to carry the matter to the courts if it should be overruled. However, the results of the election will not be affected by the outcome of this action by the company.

The union has recently been certified as bargaining representative for the office workers at the Emrich Baking Co., having won an election by a big majority.

Active organizing campaigns are being conducted among the workers of other bakeries in the city.

In view of the steady progress of Local 17661 during recent years Nygren has been requested to give a radio address on the progress of unionization of office workers in Minneapolis and vicinity over station WLOL, December 9. His report at that time is expected to bring an immediate, favorable response from hundreds of yet unorganized workers of our trade.

## Work on New Pact At Lamb Electric

Kent, Ohio.—Local 23236 is currently engaged in the renewal of its agreement with the Lamb Electric Co. (formerly Black & Decker Electric Co.), according to Lucille M. Sturgill, president, who stated that President J. Howard Hicks of the International Council was assisting.

Endeavors are being put forth to bring about the upward adjustment of salaries and negotiations are also encompassing the improvement and extension of vacations and sick leave plans, also the alteration of seniority provisions and several other minor matters covered by the recently expired agreement.

## CHARLESTON AGREEMENT WINS APPROVAL OF WAR LABOR BOARD

Commission are provisions for shift premiums identical to those enjoyed by metal tradesmen, together with overtime, holiday and vacation provisions as contained in the agreement between the company and the Charleston Metal Trades Council. The wage adjustments are retroactive to October 9.

President Holcombe and J. Howard Hicks, president of the International Council, recently met with William H. Egolf, vice president and comptroller of the company, and worked out to the satisfaction

## DEMAND BREAK IN WAGE RULE

New Orleans.—With striking leadership and constructive patriotism, the 64th annual convention of the American Federation of Labor set the pace for the nation by a series of important decisions—designed to win the war more quickly and safeguard the peace more securely.

Outstanding convention actions were:

1—Authorized President Green to lead an AFL committee to the White House to impress upon President Roosevelt the urgency of a break in the wage freeze for immediate justice to American workers and to buttress postwar purchasing power.

2—Called for new conferences to bring about a united labor movement in America by reaffiliation of CIO unions and the United Mine Workers Union with the AFL.

3—Drafted concrete steps to boost production of vital war equipment items in which shortages now exist.

4—Strongly reaffirmed the federation's policy against job discrimination because of race, color or creed.

5—By action of the Executive Council, refused to participate in a so-called "World Labor Conference" called by the British Trades Union Congress because dual organizations and unions that are neither bona fide nor free were invited to participate.

### Strong Attacks

Just about the strongest attacks of the convention were directed at the Little Steel formula as a betrayal of the understanding whereby labor suspended its use of the right to strike for the duration on the assurance that wage disputes would be decided on their merits.

Freezing of wages by "one-man edict" has been followed, the report said, by the "more shocking spectacle" of the majority of the War Labor Board in refusing "even to recommend" any alleviation of the wage freezing policies.

"Thus, at the end of the third year of government regulation of labor," the report declared, "the workers of the nation find themselves enmeshed in laws of Congress, executive orders of the President, edicts of the directors of Economic Stabilization, and directives of the National War Labor Board. (Continued on page 3)

of the workers the placing of employees in proper job classifications and determined that they would receive the proper rates of pay. Other matters relating to the application of the agreement were also approved.

The benefits of collective bargaining now being enjoyed by the members of this union are the direct results of their own determined and unrelenting desires to gain union recognition and conditions, Hicks is quoted as stating.

**THE OFFICE WORKER**  
Official organ of the  
**INTERNATIONAL COUNCIL OF  
OFFICE EMPLOYEES UNIONS**



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## Anti-Union Shop Proposal Beaten By Californians

Washington, D. C.—Joseph A. Padway, AFL general counsel, hailed the election victory over the proposed state constitutional amendment to ban the union shop in California as a triumph for the American Federation of Labor and the state federation which conducted a vigorous campaign to defeat the proposal.

Mr. Padway gave credit to enlightened business men and veterans groups in California for helping to defeat the amendment because they felt it would disrupt labor relations and interfere with the war production program.

A similar amendment carried by a narrow margin in Florida and also in Arkansas. Mr. Padway declared that if the authorities in these states attempt to enforce the newly adopted ban on union shop agreements, the American Federation of Labor will move swiftly to challenge the constitutionality of the amendments.

In an opinion rendered to the AFL Executive Council, Mr. Padway declared such amendments clearly unconstitutional in that they abrogate the freedom of contract guaranteed by the federal constitution.

He also pointed out that these amendments conflict with federal legislation and with war measures, such as those exercised by the National War Labor Board.

When such conflicts arise, Mr. Padway said, the federal law is controlling. This principle was upheld by the Florida state supreme court in a decision refusing to allow an injunction against union shop agreements entered into by Florida shipyards and AFL unions.

In order to test the validity of the amendments adopted by Florida and Arkansas, an attempt must be made by state officials to enforce the ban. If that is done, Padway said, the cases will be fought all the way to the Supreme Court of the United States, if necessary to outlaw the amendments.

Meanwhile the National War Labor Board indicated it would ig-

## Tacoma Local's Credit Union Helps Workers, Foils 'Sharks'

Tacoma, Wash.—Did you need some extra money for the better enjoyment of your summer vacation? Was that repair job on the family car more than you anticipated? Will you need some winter clothes and find that you can save money by paying cash? Will you have a better Christmas if you don't have to worry about the January bill? Did illness in the family unduly tax that little nest egg that you had saved for a rainy day?

Most of us have to answer "yes" to some of the foregoing questions or others of a similar nature. Many times in the best planned lives there comes a time when we sorely need the assistance which can only come from a few extra dollars.

### Found The Better Way

How do we solve the problem? Of course we can always go to the salary loan offices and end up by being forever indebted by the accrual of basically illegal interest or service charges, but the members of Office Employees Union, Local No. 20360 of this city, have found the better way.

They go to their own union office and through the services of the Tacoma Office Workers Federal Credit Union, find the answer to their financial problems.

The credit union was established early in 1938 and since that time has made almost 300 loans ranging from \$5 to \$300 and totaling almost \$30,000. Of this amount not one cent has yet been charged off as a bad loan, and yet very few applications have been turned down by the credit committee. To tell of the many uses for which money has been borrowed would be to recite almost all the needs for which money has been used. Loans may be made for any productive or providential purpose, and must be approved by a credit committee composed of 3 members of the credit union who investigate every application.

### Run By Shareholders

The general policies and management is vested in a board of directors of 7 members who are elected for 2-year terms at annual meeting of all shareholders. The directors in turn elect from among their number a president, vice-president, clerk and treasurer.

The treasurer is in effect the manager of the credit union, and is the only officer who may receive a salary. He keeps the books and serves as the receiving and disbursing officer for all funds.

A supervisory committee of 3 members is elected annually to audit the books and generally to see that all other committee members and officers properly perform their duties. In addition to the quarterly audit performed by the supervisory committee, the entire operation of the credit union is ex-

nore the antiunion shop amendments and will settle disputes involving union security in Florida and Arkansas on the same basis as it does in all other states. Even if employers try to use the new laws as an excuse for denying maintenance of union membership in the two states, the board will refuse to heed such pleas.

amined by traveling auditors from the federal government at least once each year.

### Votes Are Limited

The funds from which loans are made are secured from the sale of shares, in units of \$5 each. The democratic nature of the credit union is guaranteed, however, by the fact that no matter how many shares are purchased, each shareholder has only one vote in the election of officers, and determination of salaries and dividend payments. Shares may be purchased on terms as low as 25 cents per month, but the credit committee may require that one \$5 share be purchased before a loan may be secured.

The Tacoma Office Workers Federal Credit Union was among the very first credit unions to be chartered exclusively to union members and almost 7 years of service have well justified its existence in the estimation of the members of Local 20360. They are enthusiastic in recommending to other locals the advantages of having a credit union among the services which a union should have to offer to its membership.

(Editor's note: More information about the organization and operation of a credit union can obtain it by writing to the Credit Union National Association, Raiffeisen House, Madison 1, Wis., where their inquiry will be answered by office workers who are members of Local No. 21543 in Madison.)

## Label Trades Department Victory Menus Available

Washington, D. C.—The Union Label Trades Department of the American Federation of Labor recently conducted a Victory Recipe-Menu Contest and offered \$700 in War Bonds and stamps as prizes in order to stimulate interest in proper food for war workers and all Americans.

Although the Victory Recipe-Menu contest was conducted by the Union Label Trades Department, it was one of the AFL war activities in conjunction with Labor's Committee on Food and Nutrition and in cooperation with the War Food Administration. This committee consists of representatives of all recognized labor organizations in the United States and was formed to protect and improve the food and nutrition situation of American workers.

"While food and nutrition play an important part in winning the war, after the war, members of labor unions and their families should demand only union label goods and union services. We firmly believe that the use of the union label, shop card and service button are the emblems of the best methods to maintain American labor union standards," said I. M. Ornburn, secretary-treasurer of the Label Trades Department.

A pamphlet containing the winning recipe-menus and recipes as well as the names and addresses of the winners, and other material of interest, has been published by the department for distribution. Copies may be obtained by writing to Mr. I. M. Ornburn, American Federation of Labor, Washington 1, D. C.

## International Council Supports Measure Increasing Minimum Wage

Washington, D. C. — A statement strongly supporting the Congressional bill which would establish a WLB approvable minimum wage of 65 cents an hour was made by President J. Howard Hicks of the International Council when hearings were held on the measure by a subcommittee on Education and Labor.

Pointing out that approximately 10,000,000 workers are now earning less than 65 cents and nearly 3,000,000 of them are under 40 cents an hour, President Hicks asserted that many of the current difficulties of employment and production can be attributed to these inadequate wages.

"This inequality is truly unjust, unwarranted and particularly detrimental to the morale and efficiency of our nation at this time," he stressed.

"The application of the so-called Little Steel formula to office and clerical workers, who constitute a large percentage of the low income group is astonishingly unfair in that it has permitted greater wage adjustments for higher paid manual workers than have been allowed the lower paid workers of our trade," he went on.

"This serves to impose an added burden upon those workers who should be granted the greatest possible consideration. A more accurate rule in the determination of wage adjustments would appear to

be based upon the worker's effort, productivity and the degree of skill required.

"The application of the Little Steel formula has forced competent workers with heavy family obligations to seek other and more profitable employment, thus leaving available in many instances only unqualified and inexperienced workers to fill their positions. It is not without reason that such a condition breeds decreased production, together with a lowering of the worker's morale and belief in the principles for which the current war is being fought."

Hicks also contended that continued application of the Little Steel formula would have a detrimental effect upon postwar employment.

"Workers laboring under the injustice of this formula are barely able to meet today's minimum living requirements and only under the most exceptional circumstances are they able to accumulate savings which would ultimately help to prime the pump for expansion of employment and production in the postwar era," he stated.

"The establishment of a permissive 65-cent minimum wage would enable workers caught in this economic vise to provide themselves and their families with a standard of living which would help raise the general health level, and bolster morale," Hicks maintained.

## DEMAND BREAK IN WAGE RULE

(Continued from page 1)

Yet, the federation has been unable to obtain acknowledgement from the federal government of the simple fact that the prewar standard of living for workers is rapidly deteriorating."

### To Call on FDR

The convention instructed President Green to name a representative committee to call on FDR and request that he issue an executive order "which will realistically adjust the Little Steel formula in line with the increased cost of living and permit employers and employees to effectuate the newly established policy by voluntary agreement without submission to the War Labor Board."

Denunciation of the Little Steel yardstick and of WLB methods came from many union chieftains.

Secretary - Treasurer George Meany pointed out that in a case decided last week by the board, involving CIO Steel Workers, only a "few crumbs" were thrown out by the board and the Little Steel formula left untouched.

"We accepted wage controls on conditions that democratic methods prevail in their administration," he said. "We did not agree to having the War Labor Board ruled by executive order. We are continuing our battle to have the Little Steel formula adjusted.

"However, we will not rock the boat, but we have the right to go on demanding justice, and that we shall do."

Wage adjustments now are necessary if workers are to enter the postwar period with sufficient purchasing power to assure full employment, Meany said.

"It is a refinement of cruelty for a public official to go on the air and promise 60,000,000 postwar jobs and yet not do something about this matter of purchasing power," Meany asserted. He charged bluntly it was a "damnable lie" to infer such jobs could be provided without first raising wage levels.

### Resolutions

Many other significant resolutions were adopted by the delegates, calling for:

Adequate labor representation at the peace table.

Labor participation in Department of Labor preparation of the cost of living index.

Enactment of a federal anti-lynching law. Repeal of the provision of the tax laws requiring unions to make financial reports to the government. Repeal of the vicious Smith-Connally act. Freedom of speech on the air. Federal legislation abolishing poll taxes. Exemption of all annuities from income taxes. Salary increases for postal employees and other government workers. Time and one-half pay for overtime work by all federal workers. Also, payment of prevailing wages on all housing insured by the FHA. Denial of federal funds to municipalities which require teachers to sign "yellow dog" contracts. More intensive organization of women workers and greater efforts to obtain "equal pay for equal work."

## AFL Council Surveys Labor's Big Problems, Outstanding Issues

New Orleans.—The American Federation of Labor is at peak strength, numerically, financially, politically and spiritually, the Executive Council reported to the 64th annual convention here.

Surveying the grave issues of war and peace facing the nation, the Executive Council in its 220-page printed report outlined the nature of the problems leaving the decisions for the delegates to make after full discussion and free debate. Highlights of the report follow:

**Introduction.**—It is obvious that unless broad and effective plans are immediately made to provide the machinery for guiding the principles of reconversion, we shall be unable to initiate an orderly recovery that will lead into full employment and our resources will be utilized in dealing with large scale unemployment. This is, of course, but one phase of winning the peace. We must also prevent terms and conditions of peace which create controversies that may lead to another war, and seek to establish international agencies which will assume responsibility for finding solutions and working out procedures for problems and relationships involving both conflicting and mutual interests.

We are now in a crucial period of the world's history potential for great achievements for human welfare by peaceful development or for tendencies that will result in stupendous destruction of the human population. The citizens of democratic countries have a personal responsibility for the decision as to which course the world will follow. Practically everyone understands that any major war in the future as in the past will inevitably involve the whole world. If we want to prevent the whole world, including our own nation, from again being involved in war, we shall have to dedicate ourselves to sustained efforts to obtain machinery for dealing with problems that result in wars and insist that representatives in those agencies perform their functions.

**Report on Wages.**—Because of wage freezing through the Little Steel formula, hourly wage rates in the United States are at a level so low as to cause alarm. Wages have been held down while prices of living necessities have soared. We know that hours will be reduced to 40 per week after the war to create full employment, and that weekly pay envelopes will contain only the straight time hourly wage rate paid for 40 hours.

At today's prices and today's straight time hourly wage rates paid for a 40-hour week, only 8 percent of all American workers employed by private industry will have enough income to support a family of 4 in health and efficiency (according to the Heller Committee Budget), and 60 percent will be below even the Labor Department's maintenance budget, which provides a bare subsistence living level for a family of 4.

Today's low wages are of the greatest significance for two reasons:

(1) They mean that after the war more millions of workers and their families will be condemned to

live in poverty unless wage rates are raised, for we cannot expect that today's high living costs will decline in the postwar period. In fact, living costs are more likely to rise after the war.

(2) These low wages also mean that consumer buying power will fall far short of the amount necessary to maintain full protection and full employment in the United States.

Your Executive Council cannot impress too strongly on the convention the following facts: Full production and full employment make possible a high level of wages. Increased costs of government and payments on our war debt will require large revenues from taxes. If production and national income are at high levels a relatively low tax rate will bring in the necessary funds. However, if industry operates at low levels, using only part of its capacity, high wages will become a burden which many companies cannot pay, and the necessary taxes on corporations and individuals will also be burdensome at low levels of production. Such burdens tend to discourage the business initiative on which employment depends.

At today's wage rates there is a shortage of workers' buying power. This shortage is so serious that it will undermine the very basis of our future prosperity, threatening to plunge the country into a disastrous business depression.

To correct this shortage, substantial wage increases for all union members must be secured. But our task will not be ended there. Millions of low paid, unorganized workers must also have their wages raised. Full production and full employment will not be possible unless they too receive very substantially higher wages. To secure the

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## Postwar Program Adopted by Metal Trades Department

New Orleans.—A far-reaching program to meet the many grave problems that will confront labor after the war was hammered out by delegates to the 36th annual convention of the AFL Metal Trades Department here. The program called for:

1—Genuine labor representation at the peace table.

2—All possible aid to distressed peoples abroad but no lifting of immigration barriers so long as unemployment exists at home.

3—Labor-management cooperation on reconversion problems.

4—Maintenance of national income at a level of at least 150 billion dollars annually, with wages geared to that goal.

5—Establishment of a powerful postwar American merchant marine.

6—Adequate unemployment compensation when war contracts are cut back, pension for workers laid off plus payment of their transportation expenses back home or to new jobs. Principles of the Kilgore bill containing these objectives were endorsed.

7—Restoration to the Depart-

## SHOP STEWARD PLAN STARTED

Oakland, Calif.—Evelyn Tanzillo, secretary-treasurer of Local 20744, has announced that a comprehensive and full coverage shop stewards program has been inaugurated by the local in the Kaiser shipyards at nearby Richmond.

The program calls for closer cooperation between the office and clerical workers on the job and union officials, together with a study of union and job conditions pointing to a better understanding all around between management, the workers and union officials in the handling and settling of grievances, and a unified procedure throughout.

### Nelson Resigns

Upon the resignation of Carl F. Nelson as business representative for the union, the local elected John Kinnick and Roy Phalen as business representatives. Nelson is well remembered as a former vice president of the International Council. Phalen is currently serving as president of the local.

### Organizing Drive Mapped

An expanded organizing campaign has recently been planned and a very aggressive organizing committee formed on which Kinnick, Phalen and Frank F. Randall, vice president of the international, will serve.

At Richmond Housing Authority, Muriel Kerchen, business representative of the union, has been actively engaged in organizing the office workers, preparatory to recognition of the union as the foundation for improvement of wages and working conditions for all workers involved.

Efforts to organize the Moore Dry Dock Co. workers are being redoubled and Kinnick spearheads the renewed move in behalf of employees in that plant. As a result of a ruling by the NLRB on charges of unfair labor practices, the management has posted notices informing the employees of their rights and stating that there will be no discrimination against anyone desiring to join the union.

The local anticipates a drive toward organizing employees of the First National Bank of Richmond in which representatives of the union will actively participate.

Still another campaign is on among the workers of Merchants Express Co. with Phalen heading this effort.

The organizing committee is drafting very extensive literature which it anticipates will prove effective for various campaigns. Local No. 21320 in San Francisco is collaborating in the publication of such material and it will be used jointly by the two unions. The committee is giving consideration to various ways of advertising so as to bring to the attention of Bay area office workers the union and the advantages which can be secured through collective bargaining.

ment of Labor of all services which have been taken from it.

8—Wage increases for the nation's workers to make up for the losses they will suffer when hours are cut back to 40 a week.

## BARTELL PACT READY TO SIGN

Portland, Oreg.—A contract setting forth closed shop provisions, vacation allowance, sick leave and favorable wage rates has been negotiated by Local No. 16821 with the Bartell Co., which has subcontracts in the Kaiser Co., Inc., shipyards, according to Irving Enna, secretary-treasurer of the union.

Employees in the uptown office of the company as well as the workers in Swan Island and Oregon Shipbuilding Corp. yards are included in the scope of the agreement, which is awaiting the company's signature.

The union was certified as the bargaining representative of these workers October 30.

The disputes case of the office and clerical workers in the wholesale grocery industry has been returned to the War Labor Board for reconsideration and indications are that a beneficial settlement can be reached.

Approval of double time for the seventh consecutive shift has been obtained from the WLB for all Kaiser workers and of NWLB Commercial Iron Works time checkers. Through the Shipbuilding Commission the local has also secured approval of all other provisions of the Pacific Coast Master Shipbuilding agreement not previously enjoyed. The Kaiser approval is retroactive to May 25, 1944, and the CIW to February 8, 1943.

The general clerical contract with CIW is awaiting the decision of the commission. President J. Howard Hicks and Secretary-Treasurer Paul R. Hutchings, of the International Council, are pushing for early action on this matter in Washington, Enna stated.

## Green and Legion Head Make Joint Plea for G. I. Joes

New Orleans—Organized labor's championship of the interests of the G. I. Joes was highlighted by a number of dramatic developments at the American Federation of Labor's convention here.

Outstanding were:

1. Appearance of Edward N. Scheiberling, new national commander of the American Legion, who in an unusually friendly talk welcomed collaboration between the Federation and Legion for the welfare of the nation's fighting men.

2. A pledge by President William Green that the AFL will fight "again, again, and again" to see that the "vets" get every bit of protection to which they are entitled.

3. Presentation by the Army of five wounded war veterans, all of them AFL union members, who told the delegates how greatly the men at the front appreciate the vast outpouring of munitions and supplies made by American workers.

Scheiberling's address was one of the highlights of the convention. In introducing him, President Green revealed that the Legion chief is the son of a veteran unionist—the late Martin Scheiberling, who served as business agent of Local 201 of the Painters Union in Albany, N. Y., for 10 years, and on

## Labor's Problems Surveyed By AFL

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necessary wage increases throughout industry we recommend the following program:

1. That all unions affiliated with the American Federation of Labor make a concerted drive for wage increases for all workers.

2. That the necessary legislative action be taken to raise substantially the wage floor provided in the Fair Labor Standards Act.

3. That a concerted drive under Federation leadership be carried out during the coming year to assist international unions in organizing workers in their jurisdictions in the low-paid industries and in raising their pay; and where there are no international unions having jurisdiction that the workers be organized in federal labor unions and the necessary wage increases secured.

**Social Security Program.**—The Executive Council reviewed the failure of Congress to act on the Wagner-Murray-Dingell bill and demanded prompt enactment of legislation to extend coverage of old-age insurance, to broaden and strengthen unemployment compensation on a uniform, national basis as a vital postwar measure and to provide health and disability insurance.

**Establishment of World Peace.**—The American Federation of Labor believes that the United States has a responsibility for helping to plan and operate agencies to keep the peace between nations; to determine policies in promotion of world economic welfare; to develop an adequate body of international law with a world court of justice. Any world organization responsible for keeping the peace must have the means to prevent aggression.

**Postwar Planning.**—The Executive Council included in its report the full text of the plan drafted by the AFL Postwar Committee and approved by the special Postwar Conference held by the AFL last spring. This report deals with all the national and international problems that will follow victory and sets forth the specific policies of the AFL on these subjects.

**Membership and Finances.**—Secretary-Treasurer George Meany reported that the AFL official, dues-paid membership stands at the all-time high of 6,806,913. The AFL's income during the fiscal year was \$2,703,183.89; its expenditures, \$2,333,569.30. Thus, with a \$1,680,076.38 balance carried over from the previous year, the Federation's net balance as of Aug. 31, 1944 was \$2,049,690.97. All income and expenditures are listed in detail in the report. Reports gathered from national and international unions showed they had paid out a total of \$18,919,801 in death, sickness, unemployment, old age, disability and other benefits to members during the year.

the legislative committee of the New York State Federation of Labor for 15 years.

Legion chiefs for the past two years have been occasionally hostile to labor and President Green frankly alluded to that, declaring it was "refreshing" by contrast to present a commander like Scheiberling, "the noble son of a noble father."

Scheiberling made it clear that insofar as he was concerned,

## Workers at Three Electric Concerns Want Unionization

Pittsburgh, Pa.—Recognizing the fact that only through union organization can they receive much needed wage adjustments, office employees of the supply departments of Graybar, Westinghouse and General Electric companies have approached the officers of Local 20959 of this city with a view to securing through collective bargaining those wages and working conditions which they have not been accorded through individual efforts, according to George P. Firth, a vice president of our International Council.

Although the volume of business of these companies has increased steadily during the past four years the number of office employees has been steadily decreased, thus loading more and more work upon the remaining workers. During this same period of time there has been no general increase in wages despite the 15 percent permitted under War Labor Board rules. Other employees of these companies, through their unions, have received substantial wage adjustments.

The organization committee of Local 20959 is meeting each week and planning projects which they carry out during the following week. Present plans include organizing drives in the construction industry and the distribution of union literature to students attending the evening classes held by the many secretarial and business colleges in this city.

The committee believes that office workers who are interested in bettering themselves by attending night schools will listen willingly to the story which organized office workers can tell of their improved conditions which have been made possible through joining an Office Employees Union. At the committee meetings the members not only discuss organizing fields but construct the literature that they feel will appeal to the workers in each field of industry.

## Wind Up Campaign At Navy Air Base

Tacoma, Wash.—George Stracey, acting secretary of Local 20360, announced that the local is rapidly winding up a campaign for unionization of 350 office and clerical workers employed at the Pacific-American Naval Air Base near Tacoma and from all indications substantial gains can be won for the workers involved on many aspects of their employment.

## New Drive Opened For 30-Hour Week

New Orleans.—The American Federation of Labor's battle for the 30-hour week as a peace-time standard was renewed at the federation's annual convention as a postwar "must."

Delegates adopted a resolution calling for inauguration of the 30-hour week by legislation immediately after the war so as to spread available jobs and bring about full employment.

"there isn't any reason why the American Legion and the American Federation of Labor should not always be close friends."

## L. H. C. WORKERS ARE ORGANIZING

Milwaukee.—A full-scale organizing campaign is in progress among the office workers, timekeepers, factory clerical workers, stock chasers and time study men at the International Harvester Co. Milwaukee works plant.

The drive was launched by Local No. 16456 in response to the interest which the Harvester workers have manifested in collective bargaining and the other advantages of trade unionism.

Alice Holz, secretary-treasurer of the local, and a vice president of the International Council is guiding the campaign, assisted by organizers of the AFL and members of the Executive Board and the stewards of Federal Labor Union No. 22631. Full support and aid is also being received from the International Council.

The desire of these workers for organization was crystallized by the gains which the local has made and by the advantages which other trades in the plant have secured through unionization.

Addressing them at a recent organizational meeting, AFL Organizer David Sigman declared that the individual office worker can no longer fight his battle alone. People with high artistic talent and technical ability, along with school teachers and college professors, have found out of sheer necessity the need to band together for collective security within the organized labor movement, he said.

## NLRB CERTIFIES METAL LOCAL

Jamestown, N. Y.—Local No. 23672 has been certified by the National Labor Relations Board as representative of the office and clerical employees, including those in the post-index division, of the Art Metal Construction Co., having been chosen by an overwhelming majority of the employees in an NLRB election.

This places the local in a position where it can immediately begin collective bargaining negotiations for a signed agreement covering wages, hours and working conditions—a goal which was attained with the aid of Vice President George Firth of the International Council and AFL Organizer Robert Warner.

Certification of the Office Employees Union puts the plant on a 100 percent basis, members of other trades being represented by either the International Association of Machinists or the International Federation of Technical Engineers, Architects and Draftsmen, both of which have achieved substantial improvements in wages and working conditions through their agreements.

## BILLION IN BONDS

New Orleans.—In a nation-wide radio broadcast, AFL President William Green pledged that the 7,000,000 members of the American Federation of Labor will buy \$1,000,000,000 worth of war bonds during the current sixth war loan drive.