

# THE OFFICE WORKER

Official Organ of the Office Employees International Union of the A. F. of L.

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## HARVESTER COMPANY SIGNS

### OEIU Agreement Covers Milwaukee Operations

Milwaukee, Wis.—The first agreement between OEIU and the International Harvester Co. was entered into last month by Local 9 at Milwaukee on behalf of the office and clerical force of the Milwaukee works of that company, according to Business Representative Harold E. Beck of the local, who handled the negotiations.

The agreement is a comprehensive one and recognizes Local 9 as the exclusive bargaining agency for the more than 600 office workers employed in the Milwaukee works.

#### Many Benefits Obtained

Among the many benefits obtained in the contract are vacations of one week after six months' employment, two weeks after one year's employment and three weeks after 15 years' employment. For the 1946 vacation season the workers who have worked the majority of Saturdays in 1945 will receive their vacation pay on a six-day week basis.

The agreement provides for a 40-hour work week consisting of five consecutive 8-hour days, Monday through Friday, with all overtime and Saturday time paid at the rate of time and one-half. All work performed on Sunday and on six named legal holidays is paid for at the double time rate. Any employee called to perform emergency work after his regular scheduled hours is guaranteed a minimum of four hours work or pay.

The wage increases, which are retroactive to February 1, 1946, amount to a total of \$7.20 per week, including the 10 per cent increase granted last October. The October increase plus the current increase establishes an hourly increase of 18 cents. The wage schedules for the various jobs are not a part of the agreement itself and negotiations on wage matters can be opened by either party on 30 days' notice.

Among other features established by the agreement are provisions for the use of company bulletin boards by the union; a 12-month pregnancy leave of absence; and the recognition by the company for time lost due to legitimate illnesses and injuries.

The agreement contains comprehensive seniority clauses which recognize continuous length of service as the governing factor in cases of increase or decrease of the working forces, provided the employee is capable of doing the work. Preferred seniority status was gained for twelve officers, grievance committeemen and stewards of the local union.

In addition to the usual military

service clause protections, the agreement also provides that the company will reimburse employees upon their return from active military service for the premium which they paid on \$2,000 worth of five-year level premium term national service life insurance, provided such employees had six months of service with the company prior to their induction.

The agreement also guarantees that no employee shall be transferred to any other plant of the company without his consent and that refusal by an employee to accept an offered transfer shall not result in any discrimination against him.

A comprehensive grievance handling procedure is provided, with provision for arbitration in the event grievances are not satisfactorily adjusted. The company further agreed to a voluntary check-off with the appropriate payroll deductions being made for union dues and initiation fees for all members requesting same.

#### No Anti-Union Activity

An interesting clause in the union-management relationship article of the contract provides "the company recognize the established rights, responsibilities and values of the union and has no objection to its employees becoming members of the certified union, responsible in conjunction with the company for making and keeping this agreement. The company will not tolerate on the part of its representatives any discrimination or activity against the union and will discipline any employee who, on company time, carries on anti-union activity."

The agreement was signed for the company by its works manager, M. Feller, and for the union by Business Representative Beck and the following members of the negotiating committee: Philip G. Jaffe, John Pawlevic, Virginia P. Komrady, Wm. Williams, Frank H. Schmidt, Leroy Uruck, Rudolph Bertolas and Kenneth Clark.

### Further Wage Gains Negotiated With TVA

Knoxville, Tenn.—Negotiations with the Tennessee Valley Authority earlier this month resulted in an agreement for increases in all existing annual basic salaries, bringing to many TVA salaried workers increases better than those recently obtained for the direct

### Quick Work

Tiffin, Ohio.—Within a period of four days 49 of the 51 eligible office and clerical workers employed by the Sterling Grinding Wheel Co. in this city signed membership applications with OEIU, Local 155, according to Vice President R. M. Daugherty, who assisted the group. On the fifth day after the first cards were handed out Vice President Daugherty made formal demand on the management and petitioned NLRB for an exclusive bargaining right certification for Local 155.

### SIGN PACT WITH NATIONAL BISCUIT

Providence, R. I.—A contract covering the office and clerical workers employed by the National Biscuit Company in this city has just been negotiated according to Raymond J. Jamieson, president and business representative of Local 76. The contract, effective June 3, covers the office and clerical workers employed in the Providence Sales Agency operations of the company.

The agreement provides that all employees hired after the signing of the agreement must apply for membership in the union on the day on which they are hired and complete their membership within 30 days. All present employees who are members or who have applied for membership must remain members in good standing during the life of the agreement.

Nine legal holidays are recognized, with employees receiving full pay for the weeks in which legal holidays occur. Time and one-half is provided for all work in excess of 40 hours per week, as well as for Saturday work. Double time is paid for all Sunday work. Any employee reporting for work is entitled to receive not less than 4 hours work or pay.

The wage rates established range from \$26 per week, beginner rate, (Continued on page 4)

### OEIU Wins 18c In Gas Company Case

Washington, D. C.—Close to 300 office workers employed by the Washington Gas Light Co. have received a blanket 18 cents per hour wage increase as a result of a recent wage arbitration, according to W. Robert Probey, President of Local 2. The 18 cents per hour awarded earlier this month by a 5-man Arbitration Board applied to the office and clerical force represented by Local 2, as well as to the production and maintenance workers represented by International Chemical Workers Union, Local 63.

In addition to the 18 cents per hour general increase, the 5-man Arbitration Board also awarded 10 cents per hour as a premium rate for all regularly scheduled Sunday work. In accordance with the stipulation of the parties the increases are effective retroactive to April 8, 1946.

The 5-man Arbitration Board was headed by Chairman Maxwell Copelof, the arbitrator designated by the Secretary of Labor. The labor members of the board included William C. Doherty, President, National Association of Letter Carriers and a Vice President of the A. F. of L., and A. F. of L. Organizer H. B. Douglas. The employer representatives were Sylvester Garrett and Joseph F. Castiello. The company's case was presented by its attorney, Oscar Berry, while Attorney H. S. Thatcher presented the arguments on behalf of the two unions involved.

A total of well over 1,200 workers will benefit by the award, which has resulted in an increase in the straight time average rate to a new high of \$1.12 per hour. All of the workers previously received a 2 cent general increase in October 1945 which, together with the present award, gives them all a flat 20 cents more than they were earning in September last year.

### MASSILLON ACTIVE

Massillon, Ohio—A substantial majority of the clerical force of the Ohio Water Service have joined Local 72, according to OEIU Vice President R. M. Daugherty who has been assisting Mary Weekley, local secretary-treasurer, and other local officers. Bargaining rights have been requested and it is anticipated that contract negotiations will shortly be under way.

### Griscom-Russell Organizing

A substantial majority of all eligible office workers of the Griscom-Russell Company have already signed up with Local 72, and exclusive bargaining rights have been requested of the company by Vice President Daugherty.

## THE OFFICE WORKER

Official organ of the  
OFFICE EMPLOYEES  
INTERNATIONAL UNION



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### Case Bill Dead

Washington, D. C.—The notorious Case bill is a "dead duck" for the time being at least. President Truman administered the knockout blow and was sustained by the House.

In his veto message the President bluntly told Congress that the measure would promote rather than curb industrial strife and urged a Senate-House investigation of the causes of labor disputes.

One of the most vicious provisions, which robbed office and clerical workers of their rights to organize and bargain collectively, was stricken from the bill by the Senate. Thus before the measure reached the White House the vigorous opposition by the OEIU scored a partial victory.

"History will emphasize the wisdom of rejecting this shackling legislation which anti-union forces attempted to place upon the workers of this nation," declared President Paul R. Hutchings. "In fact, under the principles of American democracy there could be no other verdict."

In a message to the Senate, the OEIU president stated the international union's further objections to the emergency legislation requested by the President. Requesting that it be referred back to committee for a full public hearing, he pointed out that the bill "conflicts with constitutional guarantees of due process and prohibition of involuntary servitude in addition to lodging dictatorial powers in the President and allowing for nationalization of industry."

President Truman in his veto message made it clear that he considered the Case bill a hodge-podge of ill-considered and unrelated provisions hurriedly wrapped together into an unwieldy and unworkable legislative package.

His main argument was summed up as follows:

"In the determination of the question of whether or not the great majority of our citizens will be benefited by this bill, the question presented is whether it will help to stop strikes and work stoppages and prevent other practices which adversely affect our economy.

## Old and New Basic TVA Salaries

BASIC ANNUAL SALARY RATES WITHIN GRADES

Grade		Entrance	Intermediate	Middle	Advanced	Maximum
1	Present	\$1440	\$1530	\$1620	\$1660	\$1700
	New	1690	1780	1870	1910	1950
2	Present	1700	1800	1900	1960	2020
	New	1950	2060	2170	2240	2310
3	Present	2020	2120	2220	2320	2430
	New	2310	2445	2580	2675	2770
4	Present	2430	2570	2710	2855	3000
	New	2770	2965	3160	3290	3420
5	Present	3000	3200	3420	3530	3640
	New	3420	3660	3900	4050	4200
6	Present	3640	3860	4080	4190	4300
	New	4200	4425	4650	4800	4950
7	Present	4300	4520	4740	4960	5180
	New	4950	5235	5520	5710	5900

"I have reached the conclusion that it will not."

In another telling attack against the bill, the President said:

"One of the factors to be considered in judging this bill is whether or not it would have prevented or shortened the strikes which have so seriously damaged our economy these last few months. Judged solely from this standpoint, I am sure a fairminded man would have to admit that it would have failed completely."

The President reminded Congress that his predecessor, Franklin D. Roosevelt, in vetoing the Smith-Connally Act (which was re-enacted over the Presidential veto), warned Congress that its cooling-off and strike vote provisions would not lessen, but promote, industrial strife.

"That prediction was fully borne out by subsequent events," Mr. Truman said. "It is my belief that a similar result would follow approval of this bill."

In a detailed, section-by-section analysis of the bill, the President said that the compulsory cooling-off period of 60 to 65 days might encourage "quickie" strikes. He also charged the penalties against labor were far more severe than against management. He insisted that the first three sections of the bill "fail to provide a satisfactory method of coping with labor-management disputes which confront the nation."

The President also assailed Section 4, which set up an independent Federal Mediation Board, as creating a separate Department of Labor with no responsible head. This he termed a "backward step." His same objections covered the following two sections.

Going on to Section 7, the President said that Congress in making labor unions subject to prosecution under the Federal Anti-racketeering Act, had eliminated the proviso that the law should not be construed as impairing or diminishing the legal right of labor to strike and picket peacefully. He said this safeguard should be restored.

The President then challenged Section 8, which would make it a crime for an employer to contribute to health and welfare funds solely administered by the union. He said he deemed it "inadvisable" to remove such a question "from the scope of collective bargaining."

He also questioned the advisability of Section 9, which denied to foremen the right to join unions of their own choice.

He assailed Section 10, making unions liable for damages in court suits, because it largely repeals the Norris-LaGuardia Act.

The President questioned the justice of Section 11, which attempts to ban secondary boycotts and jurisdictional disputes by mak-

## Further Gains In Pact With TVA

(Continued from page 1)

result of the recent negotiations with TVA, its salaried clerical workers will receive annual increases which in each grade averages as much as or in excess of the Federal employees' increase. A table of old and new rates for each of the seven grades is shown on this page.

Negotiations were conducted with the Authority by the Salary Policy Employee Panel embracing the various organizations holding established bargaining rights for the various types of workers falling within the salary policy group of the TVA. On behalf of the A. F. of L. affiliated organizations, A. R. Carson, business representative of the Tennessee Valley Council of Office, Technical and Service Employees Unions, and a Vice President of OEIU, served as spokesman, assisted by Walter Mitchell, president of the Tennessee Valley Council and organizer for the American Federation of Labor, and by Paul R. Hutchings, International President of OEIU. The Authority was represented by a panel of its officials headed by Harry L. Case, assistant personnel director.

The wage increases negotiated and agreed to became effective on June 16, 1946, a full two weeks earlier than the Federal employees wage adjustments which become effective as of July 1.

### TVA Council Meets

On the day preceding the negotiations with TVA, the Tennessee Valley Council of Office, Technical and Service Employees Unions met at the Farragut Hotel in Knoxville, and represented at such meeting through their delegates were the various OEIU locals composed of TVA office workers, in addition to the other A. F. of L. affiliated locals of Public Safety Service Employees, Chemical Workers and Building Service Employees, who are members of the Council. The delegates were addressed by OEIU President Hutchings, who went into some detail in pointing out the important part played by the A. F. of L. organizations through their Government Employees Council in getting the Federal Pay Bill enacted into law. The meeting considered the wage adjustment requests which it proposed for presentation to TVA, as well as taking various other actions to further improve the Council functioning.

It is anticipated that because of ing unions subject to prosecution and injunctions under the anti-trust laws.

He concluded by saying Sections 12 to 14 were unobjectionable.

## HIGH COURT RULES OUT SUPERSENIORITY

Washington, D. C.—The Supreme Court of the United States cleared up the rights given a veteran in his job by law, and said "superseniority" is not one of them.

The court said a veteran must be given his old job back, or one just as good. His time in the armed forces will count as time worked, for seniority purposes. He cannot be discharged for one year; but a layoff is not a discharge.

Maj. Gen. Lewis B. Hershey, Selective Service director, ruled that a veteran, besides all this, must have preference over non-veterans with more seniority.

Justice Douglas said for the court that the law did not support General Hershey's ruling.

The decision, however, was a clearcut and complete victory for the American Federation of Labor, which filed a brief in the case. It involved the status of a veteran, Abraham Fishgold, who went back to his job as a welder at the Sullivan Dry Dock Corp. in Brooklyn and later was laid off for nine days.

The law, said Justice Douglas, does protect a veteran against being fired for a year after he leaves the service, but a layoff is not a discharge, and the law did not protect Fishgold or any other veteran against it. If Congress had meant to give veterans a right against layoffs, said Douglas, the law would have said so.

General Hershey's ruling said the law required that a veteran be given "his former position or one of like seniority, status and pay even though such reinstatement necessitated the discharge of a non-veteran with greater seniority."

Douglas recalled, however, that Hershey was not the only official who had ruled on the law. The National War Labor Board ruled quite differently.

Douglas commented: "We have searched the legislative history in vain for any statement of purpose that the protection accorded the veteran was the right to work when by operation of the seniority system there was none then available for him."

And there is no suggestion, said Douglas, that Congress sought to sweep aside the seniority system.

## EQUAL PAY FOR WOMEN

Washington, D. C.—A declaration for equal pay for women in industry and for giving the Secretary of Labor the task of seeing that they get it was voted by a Senate Education and Labor Subcommittee.

the substantial wage gains, coupled with the other benefits which have been negotiated for TVA workers, further substantial increases in membership will result among the salary policy workers of TVA, for it further demonstrates the benefits which can be obtained through collective bargaining.

It is interesting to note that the Federal workers, through the Federal Pay Act of 1946, are now assured of the same holiday pay as that which has been in effect through negotiations on the TVA for the past several months.

## Bus Pact Signed New Contract is Signed With Mississippi Power

Jacksonville, Fla.—A new contract carrying substantial increases in hourly wage rates has been negotiated by Local 73 on behalf of its members employed at the Southeastern Greyhound Jacksonville operation, according to reports received from Local Union President Lorraine S. Rhodes. The new contract, effective May 5, establishes increases of a full 10 cents per hour in the starting rates for each of the 22 job classifications. Appropriate adjustments were also obtained in the rates paid to employees of six months service and increases were made in the rates which apply automatically upon the completion of periodic employment periods. Maximum rates on the various classifications received increases running as high as 20 cents an hour.

In addition to the union security clause as established in the previous contract, the local also obtained a checkoff of union dues clause. The clause covering paid holidays was further improved by providing that holidays occurring during an employee's vacation period shall not be counted as a paid vacation day, but the vacation period shall be extended an additional day.

The new contract was unanimously approved by the membership, which is hopeful that their collective bargaining gains may rapidly result in organization of other office points of the Southeastern Greyhound System.

### More Wage Gains

#### At Paper Company

Wisconsin Rapids, Wis.—Additional wage gains of 5 cents an hour plus 22 individual adjustments have been obtained for the membership of Local 95 employed by the Consolidated Water Power and Paper Company, according to reports received from Harry R. Klappa, President of the local.

The starting rate of beginners is \$24 to \$26 a week with a \$2.00 per week increase at six months intervals during the first year of their employment.

#### STONE AND WEBSTER

Boston—Six hundred and twenty-five members of the International Federation of Technical Engineers', Architects' and Draftsmen's Unions employed by Stone & Webster of this city were granted a 20 per cent across-the-board pay increase, under terms of a new contract. Minimum wage rates were increased, under the new agreement, by 35 to 60 per cent.

The new contract was agreed upon after a nine-week strike.

### Iron Works Wages Upped

Titusville, Pa.—A general increase of 15 cents per hour has been negotiated with the Struthers-Wells Corp. applying to the membership of Local 85 employed in its iron works division in this city, as well as to the membership of Technical Engineers Local 52, according to reports received from Vice President George P. Firth who assisted the locals in their wage negotiations.

Meridian, Miss.—A new contract has just been negotiated with the Mississippi Power Co. bringing further collective bargaining gains to the office and clerical workers, according to reports received from OEIU Vice President A. R. Carson who assisted the officers of Local 54 in the negotiations.

#### Coverage Broadened

Among improvements obtained was a broadening of the coverage of our contract so as to include the workers of our trade employed in all four divisions of the company's operations embracing Laurel, Gulfport and Hattiesburg, in addition to its principal offices at Meridian. OEIU Local No. 54 now therefore holds bargaining rights throughout the company's operations.

#### Wages Hiked

Substantial wage increases were obtained over those prevailing in the previous agreement. As of December, 1945, all workers covered under the old agreement received a \$10 per month blanket increase and under terms of the new contract all workers receive increases retroactive to March 15, ranging in amounts from \$15 to \$20 per month.

Appropriate upward adjustments were made in the minimum salary rates and in the top rates for each classification.

All gains reflected in the previous contract were preserved including the maintenance of union membership requirement, all of the hours and overtime requirements, as well as the allowances of two weeks paid vacation and two weeks paid sick leave each calendar year.

#### Other Benefits

Workers while on jury duty are paid their regular rates while so serving and any employee required to work away from his home station is guaranteed payment of hotel and meals by the company. A minimum of two hours reporting time pay is provided for all workers called to work at times other than their regular scheduled hours.

The Negotiating Committee of the local included its President, L. F. Fisher, and its Secretary-Treasurer, Ora Lee Shannon, in addition to Willie White, Dan Mobley, Mae Carol Eastwood and Pete Grantham. W. L. Hines, President of the Mississippi Federation of Labor and organizer for the American Federation of Labor, assisted and participated in the negotiation of this new contract.

A substantial growth in the membership of Local 54 is anticipated as a result of the increase in coverage of the new contract and the substantial wage gains obtained for the office and clerical force.

## CRANE COMPANY ELECTION WON

Birmingham, Ala.—By a substantial majority vote the office workers employed by the Crane Co. in this city chose Local 18 as their exclusive bargaining agency in a recent NLRB consent election, according to reports received from A. F. of L. Regional Director R. O. Ross who assisted the local in this matter.

The office workers employed in the local operations of this plumbing manufacturing and supply company had organized some weeks ago into Local 18. During the course of their organizing efforts several of the workers were summarily discharged and the remainder left their jobs to gain the reinstatement of their fellow workers.

For one week operations were halted, as the other A. F. of L. members employed in this establishment respected the picket lines established by the office force.

Reinstatement of the discharged workers was gained, together with

an agreement by the company to allow NLRB to conduct a consent election among the office force, with the understanding that it would recognize the exclusive bargaining rights of Local 18 if it obtained NLRB certification.

The support which these workers obtained from the other A. F. of L. trades, particularly members of the United Association of Plumbers and Steam Fitters, from A. F. of L. Regional Director Ross and from Sam Douglas was instrumental in bringing about the victory.

## Win 18½-Cent Increase From Oil Companies

Toledo, Ohio—A general increase of 18½ cents an hour has been agreed to by Local 19 and the Gulf Oil and Standard Oil companies and will apply to the office workers of these companies employed in the city, according to reports received from OEIU Vice President R. M. Daugherty who worked on the negotiations of these increases.

In addition to the general raise of 18½ cents an hour, a readjustment of individual jobs was negotiated with the Gulf Company, bringing further increases from \$3 to \$20 per month, these adjustments being made retroactive to September, 1945.

The Standard Oil negotiations also resulted in obtaining agreement from the company to pay double time for all work performed on holidays.

Vice President Daugherty also reports that the members of Local 19 employed by the Electric Auto-

## PACTS NEGOTIATED WITH BIG DAIRIES

New Haven, Conn. — The first union agreement in Connecticut covering office workers employed by milk companies has been negotiated between Local 123 and the Bryant and Chapman and R. G. Miller & Sons dairies of Hartford, it was announced by Miss Peggy Murphy, president of the local union.

Negotiations with the companies, subsidiaries of the National Dairy Co., were conducted for the union by Leonard Bright, Bridgeport labor economist and member of Local 123.

An unusual feature of the contract which recognizes the Union as the sole and exclusive bargaining agent of the workers, provides for the granting of a year's maternity leave.

With salaries increased \$2.00 to \$4.00 a week, retroactive to March 15, 1946, according to the agreement, Miss Murphy said the range becomes \$28.00 to \$43.00 a week. Overtime will be paid at time and a half, except the work performed on holidays, when it will be paid at double time.

One additional holiday has been granted by the companies, bringing the total to 10 a year.

While the right of the employers to discharge employees for just cause is recognized, the contract provides for consultation with the union before any office employees are laid off or discharged "except for flagrant violation of companies' rules or policies."

Two weeks' vacation with pay after one year's employment, seniority rights, grievance procedure and arbitration of disputes are among the provisions in the agreement which expires March 15, 1947.

Charges of unfair labor practices previously preferred against the companies before the State Labor Relations Board have been withdrawn, Miss Murphy stated.

Lite Company have recently completed contract negotiations and secured a general 18½¢ per hour increase, together with a maintenance of membership clause which will be incorporated in their new contract.

Negotiations are presently underway with the Toledo Edison Co. for improvements in the present contract.

Substantial interest of the office workers employed in the various retail stores in Toledo has been evidenced during the current organizational drive among all trades, in which Local 19 is an active participant. A. F. of L. Organizer William Sturm is assisting in the conduct of this drive which started several weeks ago and in which the retail clerks, garment workers, the building service and the culinary workers' unions, in addition to several others are participating.

## BIG SUCCESS WON BY BUS CONTRACT

Portland, Ore.—The signing of the initial agreement between Local 11 and the Oregon Motor Stages resulted in the winning of a 25 to 30 per cent wage increase, vacations, holidays, rest periods and seniority rights for office workers employed by the company, according to Irving Enna, secretary-treasurer of the local union, who negotiated the agreement.

The agreement guarantees union membership to all office workers employed by the company and also provides for the hiring of new workers through the union when such workers are available, establishment of a 40-hour work week spread over 5 consecutive days with overtime provisions calling for time and one-half for all time worked in excess of 8 hours in one day and on the sixth consecutive day of work while double time is to be paid for work performed on the seventh consecutive day. Seven recognized holidays with pay are stipulated in the agreement as is two weeks' paid vacation after one year's employment. Two 15 minute rest periods during each work day are assured, one falling during the morning and the other during the afternoon. Application of strict seniority is provided for in the agreement with regard to lay-offs and re-hiring. The agreement also provides that the company will "provide a comfortable and healthful work environment" for its employees, including facilities such as light, heat and ventilation.

In commenting on this new agreement Enna said that it "realizes at least a 25 to 30 per cent increase in wages for employees. This, together with vacations, termination notice, hours, holidays, rest periods, and seniority, give very substantial improvements in the work conditions of the employees."

### Agreement Renewed with Furnace Firm

Renewal of the agreement between Local 11 and the Montag Stove and Furnace Works has also been announced by Enna. In commenting on the renewal of this agreement Enna labelled it "a 100 per cent improvement over the old agreement," particularly in view of new and additional provisions in the wage structure, seniority and termination notice.

The agreement with the stove and furnace firm provides the guarantee of union membership to all office workers employed by the company, the hiring of new workers through the local union, a 40-hour work week of 5 consecutive days with time and one-half to be paid for all work in excess of 8 hours per day and on Saturdays with double time being paid for work performed on Sundays. Seven paid holidays are provided as is adequate vacation provision. Application of strict seniority provisions and provision for one week's notice in the event of company termination of an employee's services are features in the renewed agreement.

Wage increases ranging from \$10 to \$20 a month were gained in the renewal of this agreement, Enna stated.

## Wage Boost, Other Gains In Reynolds Metals Pact

Vancouver, Wash.—A collective bargaining contract covering the office and clerical workers employed at the Longview operations of Reynolds Metals Company, Inc., which brings substantial improvements in working conditions has been completed, according to reports received from C. C. Newell, business representative of Local 68 and a Vice President of OEIU.

The contract covering the office and clerical force at the company's aluminum reduction plant brings wage gains to the workers ranging from \$18 to \$65 per month increase, with an overall average increase of \$40 per month.

Other outstanding features of the agreement include paid vacations of two weeks after one year of service and one week after six months of service. Sick leave is also provided up to a maximum of ten working days in any calendar year. Nine legal holidays are granted with full pay.

The work week consists of 40 hours over five consecutive 8-hour days with provision that all work performed in excess of 8 hours a day or 40 hours a week and all time worked on Sundays and holidays is paid for at the rate of time and one-half. Employees who report for work and are not given work shall be paid 4 hours reporting pay and all workers must receive not less than 4 hours pay for any shift which they start. Employees called to work after the completion of their regular shift receive a minimum of 3 hours for such call at time and one-half their regular pay.

Provision is made for the settlement of grievances and for the handling of unsettled grievances through arbitration, which shall be binding on the parties. The agreement requires the maintenance of

## PAPER DRIVE ON

Millinocket, Maine — The office and clerical force of the Great Northern Paper Co. plant in this city is rapidly organizing under the banner of the OEIU, according to business representative Raymond J. Jamieson of Providence Local 76, who has been assisting A. F. of L. Organizer Ernest Eaton in this organizational drive.

A substantial majority of the entire office and clerical force have already signed application cards and formal demand for recognition has been made upon the company. It is anticipated that a local union charter will be established among this group within the next several weeks, thus forming the first OEIU local in the Pine Tree State.

Substantial interest is also being shown by the employees at the Great Northern plant in East Millinocket, only a few miles away from its Millinocket operations. It is anticipated that the current organizational activity will spearhead the successful organization of the workers of our trade in the numerous pulp and paper plants in this State. Organizer Eaton has indicated interest being shown by many other groups and estimates that upwards to 2,500 clerical workers are involved.

union membership of all persons who are members or who have signified their intention to become members, as well as those who become members during the life of the contract.

## NLRB Upholds OEIU

Tiffin, Ohio.—In an intermediate report dated May 31, NLRB Trial Examiner W. J. Scott fully sustained the charges filed against the Webster Mfg. Co. in this city by OEIU, Local 155.

The OEIU was successful in winning a consent election last September and since that time the company has refused to comply with the requirements of the consent election agreement and to bargain collectively with the local union. Vice President R. M. Daugherty has worked with the local in the development of its bargaining rights through a consent election and in the subsequent attempt to negotiate with this company. He also represented the OEIU in the May hearing held upon the charges involved in this case.

In his intermediate report the Trail Examiner finds that Local 155 is the exclusive bargaining agency for the employees in the unit appropriate for collective bargaining, and that the management by refusing to bargain with the union has engaged in unfair labor practices prohibited by the National Labor Relations Act. He recommends that the company cease and desist from these unfair labor practices and cease interfering with the efforts of Local 155 to bargain collectively on behalf of the workers for whom it was certified. He also recommends that the company bargain with the local as the exclusive representative of such workers and that it post appropriate notices to that effect in its plant.

## Sign Biscuit Pact

(Continued from page 1)

to \$41 per week on the basis of a 40-hour week. Seniority is to govern in all cases of increase and decrease of the working force. Provision is made for the handling of grievances and disputes with a further proviso for the arbitration of any such difficulties which cannot be satisfactorily adjusted. All wage adjustments are retroactive to April 1, 1946.

## Shipyard Increase Gained

Tampa, Fla.—The members of Local 46 employed at the Hooker's Point yard of McCloskey & Co. in this city have recently received the 18-cent per hour increase authorized by the Shipbuilding Stabilization Committee last December.

Each clerical worker received \$180, representing this adjustment retroactive to December 4, 1945, according to information received from J. O. Bloodworth, Jr., business representative of the local and a vice president of the OEIU, who handled the negotiations.

## WAGES INCREASED AT PAPER COMPANY

Mobile, Ala.—Wage adjustments have been obtained for our membership employed by the Southern Craft Division of the International Paper Co. plants in this city, according to International Union Vice President A. R. Carson who assisted Local 71 in its recent wage negotiations.

Eight salary groups were established, replacing the approximately 30 rates which previously prevailed for 40 jobs. The salary rates established set up minimums ranging from \$125 a month for the lowest clerical classification to a minimum of \$300 for the Assistant Mill Accountant. The members presently employed receive increases effective as of May 1, in accordance with the new rate structure. Provision is also made for automatic increases of \$5 a month each six months until the worker reaches the top of his job classification. Provision is also made so that employees promoted into higher classifications will receive the first six months increase for that classification if their rates at the time of reclassification are above the minimum of the new job.

Assisting Vice President Carson in the negotiations on the wage schedules were Chairman L. E. Rudolph of the local's negotiating committee, together with committee members H. K. Weinacker, Roy Ogle and Francis J. Andrews.

## REVERE COPPER NLRB HEARING HELD

Baltimore, Md.—Following successful unionization of employees of Revere Copper and Brass, Inc., and upon company insistence, a formal National Labor Relations Board hearing has been held to establish the appropriate bargaining unit it, has been announced by officers of Local 22.

At the hearing, held early this month, J. Howard Hicks, secretary-treasurer of the OEIU, represented the local union in the presentation of the union's position before the NLRB trial examiner. Following the filing of briefs by both parties, it is anticipated that NLRB will shortly thereafter state its findings with regard to the appropriate unit and will order an election among workers in such group.

Officers and members of the local union have expressed keen satisfaction at the assistance rendered by Hicks and are viewing the present situation as an avenue to other fields of organizational activity.

Of interest to other office workers employed in Maritime Commission yards was the statement of Chairman E. A. McMillan of the Shipbuilding Stabilization Committee who clearly indicated, in response to an inquiry from the company as to whether office and clerical employees were included in the 18-cent per hour increase to be granted, that "the wage review wage increase of 18 cents per hour is applicable to the employees in question."