

THE OFFICE WORKER

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

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CANADIANS ORDER CLEAN OUT OF 'REDS'

Montreal—Strong action against Communists was taken by the 65th annual convention of the Trades and Labor Congress of Canada.

Climaxing denunciations of the "Reds" by many delegates, including Russell Harvey, OEIU Canadian representative and AFL organizer, the convention adopted almost unanimously resolutions banning Communists or their sympathizers as delegates at future conventions and instructing all affiliates to rid themselves of "Reds" or be dropped from the Congress.

Where there is any suspicion of Communist leanings, it will be up to the individual to prove his innocence.

Thugs who made a brutal attack on Delegate William Russell of Toronto as he left his hotel room were believed to have been after Russell Harvey.

If this was an attempt to intimidate the anti-Communist spokesmen, it was a complete failure. The convention immediately authorized a reward for apprehension of the attackers.

At the outset of the convention, the credentials committee rejected a score of delegates from a number of different unions on grounds of Communist sympathies.

Officers of the Congress, headed by President Percy R. Bengough, were reelected.

In Holland office and clerical workers generally receive a vacation bonus amounting to 100 per cent in addition to their regular pay during their vacation period.

Give



enough!

FOR ALL
RED FEATHER SERVICES

R. L. Polk Election Oct. 20

Cincinnati, O.—The more than 900 eligible employes of the R. L. Polk Company's direct mail division have overwhelmingly signified their desire to be represented through OEIU Local 227 and the National Labor Relations Board has directed that a secret ballot election be held among these employes on October 20, 1950, giving them the opportunity to vote for OEIU Local 227 as their exclusive bargaining representative.

The efforts of these employes to obtain the benefits of collective bargaining have been aided by an organizational campaign undertaken in their behalf by Local 227 under the direction of its Business Representative Leo Samad, and with the assistance of A. F. of L. Regional Director Ellsworth Bundy. It is anticipated that this large group will vote overwhelmingly for OEIU representation. The Trenton, N. J., employes of this company have been represented by their OEIU Local Union for several years and have achieved substantial improvements in their employment conditions through collective bargaining.

VASSAR PROFESSOR INDICTS TAFT-HARTLEY

Washington — The Taft-Hartley Act is not a good law.

It does not meet the tests of sound labor policy.

It hampers the development of mature and responsible collective bargaining between employers and employes.

It has encouraged the continuing fight against labor organizations by "employers who have not accepted the modern way in labor relations."

It has increased conflict in labor-

management relations.

These are among the conclusions of a study by Dr. Emily Clark Brown, professor of Economics at Vassar College, titled "NATIONAL LABOR POLICY: Taft-Hartley After Three Years, and The Next Steps," which has been released by Public Affairs Institute, 312 Pennsylvania Ave., S. E., Washington 3, D. C.

Dr. Brown finds, in the 80-page study, that:

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LABOR BOARD SAYS THE OEIU IS RIGHT

Washington.—As a result of vigorous motions and briefs filed by OEIU, the NLRB has vacated and set aside its June 6 decision denying office clerical employes in a Richmond, Calif., department store the right to separate representation through their own union.

The NLRB in its amended decision finds that all office clerical employes of Albert's, Inc., a retail department store, constitute an appropriate unit for collective bargaining and directs that an election be held giving such employes an opportunity to vote whether they desire to be represented through OEIU Local 243.

The earlier NLRB decision had denied the petition of OEIU Local 243 for a representation election among these office workers. Vigorous exception was taken to this decision and the International Union Executive Board unanimously approved a resolution urging the NLRB to reconsider its action. This was followed up by comprehensive briefs and motions filed with the Board by the OEIU General Counsel. The NLRB in its amended decision sustained the right of the office clerical employes of this department store to set themselves up as an appropriate bargaining unit and to vote by secret ballot for representation through the union of their own trade—the OEIU.

The Board recognized the fact that the intervening union which contended for the broader store-wide unit, had been illegally assisted by the employer and that the Board's earlier conclusion was, therefore, no longer warranted.

OEIU FEATURED

Washington—An article emphasizing the advantages of the OEIU as the union for office workers is featured in the September issue of the *American Federationist*, the official magazine of the A. F. of L. The article entitled "Office Unionism" was written by OEIU President Paul R. Hutchings. The text of this article has also been worked into an attractive two-color organizing bulletin under the title "Office Workers Have Their Own Union." Sample copies have been supplied to all local unions and quantity copies may be obtained upon request directly to International headquarters.



YOUR FUTURE IS AT STAKE!



Your Votes Did It

Do you ever wonder whether politics is worth all the trouble? Whether all the work connected with explaining the issues and registering voters is worth it? And whether it's worthwhile bothering to vote?

Sure, everyone thinks about those things now and then. That's why you should take a good, long look at the new social security law.

When President Truman signed a piece of legislation called the Social Security Act of 1950, he, in effect, said to you:

Political education gets results. Without the political work of trade unionists, this bill never would have become law.

The social security expansion measure is the first real improvement in the social security program since 1939. Yet, as little as two years ago, few retired persons would have bet a monthly pension check that such a good social security bill would have been passed by Congress this year.

What happened in the meantime? Why, the election of November 2, 1948, of course. The legislation so not have passed Congress if hadn't registered and voted progressive Senators and Representatives in 1948.

And remember, also, that if you want more good laws like the Social Security Act of 1950 be sure to vote for liberal candidates this November 7.

Naturally, like most legislation, the new social security law isn't perfect. But it's a huge step forward.

Save the Forests

Last year, 7,082 forest fires destroyed 2,728,656 acres of trees in Canada—a volume of timber equal to half the annual consumption of the Canadian pulp and paper industry. The damage to standing timber and property amounted to almost six million dollars, while the year's fire-fighting costs brought the bill to more than nine million.

This is a staggering total, particularly disturbing when we consider that the great majority of these fires were caused by man or human agencies, and were therefore preventable.

Fire-fighting and fire prevention methods in Canada have developed rapidly in recent years, and the size of the average fire and the total area burned are little more than half what they were in 1918. However, the number of fires occurring annually has remained about the same over the last 30 years. In other words, fire prevention efforts have barely kept pace with the increased use of the forests by the public.

Unless carelessness is curbed, easier access to the forests will continue to offset new expenditures and developments by forest authorities. The real cure for forest fires

"UNION MAID"



"Why shouldn't I vote against Senator Graph? He's been voting against me for six years!"

Right To Organize Is Divine One

Grand Rapids, Mich.—"The right to organize comes from Almighty God Himself," so declared Bishop Francis J. Haas to a labor audience in this city.

"Where," asked Bishop Haas, "does the right to organize come from? Certainly not from government or management. If it did, Hitler and Mussolini would have been fully warranted in withdrawing it and stamping it out. By the same token, Stalin would be justified in blotting out the right to organize.

"It is plain as the nose on your face that what one gives one can take away.

"The right to organize does not come from management. All too often the right has to be extorted from an employer, but it can neither be granted nor denied by employers.

"If the right does not come from government or management, where then does it come from?" Father Haas continued. "My answer is that it comes from Almighty God Himself, who has placed it in the heart, soul and mind of every working man and woman.

"Accordingly, I say that the Taft-Hartley Act which is designed not merely to put limits on the freedom of labor organizations, but to hamstring and destroy them, is a tyrannous usurpation of a worker's God-given rights."

Defining the right to organize as "the moral power that a man has to join with others to promote the

rests squarely with the individual who uses the woods.

Our OEIU members in the pulp and paper industry cooperate wholeheartedly with management in steps taken to prevent forest fires, realizing full well that their economic as well as their personal welfare may be affected.

May all of us whether in Canada or in the States exercise good judgment when using the woods of either nation.

benefit of all," Bishop Haas went on to state:

"What is organization for? It is to give each worker the strength and protection of united effort. It is to clothe the nakedness of the unorganized worker who is otherwise forced to stand single-handed and alone."

"LITTLE MEN"

There is a legion of "little men," Who sit all day and push a pen. From nine to five, mild and meek They work at figures all the week. Alas, their pay is very poor, They all admit it should be more! They moan: "Our pay is not enough. It makes the going mighty tough." Their masters looked in shocked surprise, When last they asked them for a rise.

"Our profits wouldn't stand the strain.

Please never ask for one again!" And so the "little men" despair— Why don't they get their rightful share?

The answer is not hard to find, It's only hidden to the blind. Because they wear a collar white, They will not join the workers' fight.

They scoff and scorn at UNITY... "Unite? We'd lose our dignity!" At unions they look down their nose;

"We really can't belong to those!" They cannot see that UNITY Will bring them all prosperity. Come, "little men," and see the light;

Join, and help your union fight; For only through your UNITY Can it win SECURITY.

—With acknowledgments to the Australian Clerks.

"Nature seems determined to make us work."

"Yep—the less hair we have to comb, the more face we have to wash."

"BOOMER JONES"

Washington.—"Boomer Jones," the new International Association of Machinists' radio drama heard recently over the Mutual Broadcasting System, is now available on records. The drama portrays the struggles of an old-time machinist before and the improvements made during his association with the IAM.

Through arrangements with the IAM, any OEIU local union or member who wants Boomer Jones on records can order them from *The Machinist*, 206 Machinist Bldg., Washington 1, D. C. The price is \$20 a set.

Boomer Jones is recorded on 12-inch, unbreakable record. Please specify whether you want 33½ or 78 rpm when ordering.

STATEMENT OF OWNERSHIP

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(Signed) PAUL R. HUTCHINGS, Editor.

Sworn to and subscribed before me this 27th day of September, 1950.

[Seal] J. B. DICKMAN, JR. (My commission expires January 1, 1951).

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INTERNATIONAL UNION



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Ice and Fuel—American Ice Co., Local 14, Philadelphia, Pa., \$3 per week.

Margarine and Mayonnaise—Durkee Famous Foods Division, The Glidden Co., Local 29, Oakland, Calif., \$11.25 per month.

Hoists and Derricks—American Hoist & Derrick Co., Local 16, St. Paul, Minn., 10 cents per hour.

Valves & Fittings—S. Morgan Smith Co., Local 157, York, Pennsylvania, 9 cents per hour average.

Biscuit, Crackers & Pretzels—National Biscuit Co., Local 76, Providence, R. I., 2½ cents per hour plus 2½ cents per hour on welfare fund.

Newspapers—The Jersey Journal, Local 142, Jersey City, N. J., 3 per cent with maximum of \$3 per week retroactive to February (result of arbitration award).

Engines—Busch-Sulzer Bros. Diesel Engine Co. Division, Nordberg Mfg. Co. (timekeeping dept.), Local 13, 10 cents per hour with additional 5 cents in 1951 and 5 cents in 1952.

Iron and Steel Foundries—U. S. Pipe & Foundry Co., Local 179, Chattanooga, Tenn., 7 per cent plus 2½ cents per hour in insurance benefits.

Milk Dealers—Clover Leaf Creamery Co., Ewald Bros. Sanitary Dairy, Franklin Coop. Creamery Assn., Norris Creameries, Inc., Northland Milk & Ice Cream Co., Ohlsen Dairy Co., Superior Dairies, Inc., Local 12, Minneapolis, Minn., up to \$3 per week.

Retail Hardware—Carter Hardware Co., Local 30, Los Angeles, Calif., \$3 per week.

Grain-Mill Products—Farmers Grain Cooperative, Local 220, Ogden, Utah, up to \$35 per month (\$12.40 average) plus \$25 to \$35 per month automatic increases during agreement year for some employees.

General Mills, Inc., Local 28, Chicago, Ill., \$9 to \$19 per month.

Pillsbury Mills, Inc. (Globe Mills), Local 36, San Francisco, Calif., \$10 per month.

Gas Utility—Washington Gas and Electric Co., Local 23, Tacoma, Washington, \$13 per month.

Canned Fruit & Vegetables—Hunt Foods Inc., Puyallup Plant, Local 23, Tacoma, Washington, \$60 per month.

Construction—Atkinson-Jones Construction Co., Urban, Smyth and Warren Co., Newbery-Neon Electric, and Hanley & Co., Local 100, Hanford, Washington, 9 per cent average.

Electric Utility—Tampa Electric Co., Local 46, Tampa, Fla., 6½ per cent plus increases resulting from up-gradings in certain classifications.

Air-Conditioning—The Trane Co., Local 44, LaCrosse, Wis., 8½ per cent average plus 4 cents per hour in 1951, 1952, 1953 and 1954 plus allowance for increased cost of living after June 15, 1950.

Island Membership Growing



Grand Falls, Newfoundland—Shown above is a recent meeting of Local 255, which is now recognized as the bargaining representative for the office and clerical employees of Anglo-Newfoundland Development Co., Ltd. and will soon be negotiating its first agreement with that company. Front row, left to right: O. M. Feaver, visitor from Corner Brook Local 254; C. W. Strong, vice president, Newfoundland Federation of Labor; Russell Harvey, OEIU Canadian representative; Dorothy Pitcher, local recording secretary; Gerald Muldowney, president; Ronald Fewer, vice president; and Austin Davis, secretary-treasurer.



Corner Brook, Newfoundland—Shown above is a recent meeting of Local 254 which recently negotiated its first agreement with Bowaters Newfoundland Pulp and Paper Mill, Ltd. Front row, left to right: W. Franke Chafe, president, Newfoundland Federation of Labor; O. M. Feaver, local sergeant-at-arms; Russell Harvey, OEIU Canadian representative; Laurence Lee, local president; A. H. Roberts, local secretary-treasurer; and Ernest Bugden, local trustee.

Gain Substantial Benefits In Hanford Atomic Contract

Richland, Wash.—Four hundred and fifty clerical workers, members of Local 100, are receiving substantial new benefits as a result of contract negotiations recently completed with the sub-contractors at the Hanford Atomic Energy Works.

Immediate wage gains averaging about 9 per cent have resulted from the revised wage schedules, which boost the minimum, three-month and six-month rates in each classification by \$4, \$3.50 and \$3 per week respectively. It also established a new 12-month rate in each classification which is \$2 over the new six-month rate and \$5 over the old six-month rate in each case.

\$50,000 Back Pay

All increases gained through the new agreement apply retroactively to April 12—the date of expiration of the previous agreements. It is estimated that as of October 1, this retroactive payment will amount to approximately \$50,000.

The companies involved are the Guy F. Atkinson and J. A. Jones Construction Co., sub-contractors

of General Electric which is the prime contractor on this project. Included also are the sub-contractors of Atkinson-Jones, namely, Hanley & Co., Urban, Smyth & Warren Co. and Newbery-Neon Electric, Joint Venture.

The negotiations on behalf of Local 100 were conducted by a local committee headed by the Local President R. B. Sargent and assisted by Raymond R. Collier, representing the International Union.

Recognition of Service

In addition to the schedule wage increases, other gains were won, including the recognition of service with any of the four contracting companies as being credited toward an employee's continuous service on the project. It was also established that all employees who have been re-hired in the same classification and department after force reductions will be credited with their accumulated service prior to such involuntary termination and will receive salaries of not less than the salary rate prevail.

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New Social Security

Of special interest to women, the new social security law—in addition to bringing more people in and raising payments so they are more in line with living costs—includes the following changes:

1. A wife of any age may get benefits if she has dependent children and her husband was a covered worker. Before, only the children got monthly checks and the wife did not—until she was 65. The change will enable more widows to keep their families together.

2. A husband may receive benefits at 65 on his wife's social security if he is dependent on her for support—if she is fully insured when she retires at 65 or when she died before that age.

3. A divorced wife, if she is caring for the insured worker's children, is entitled to benefits in some instances.

4. A retired worker, his wife or widow, and minor children may qualify for benefits without regard to their financial resources. Husbands, widowers, and parents, however, must establish that the worker had been furnishing at least half their support.

Baby Sitters and Cooks

Regularly employed hired help around the home—be they baby sitter, cook or practical nurse—come under the system if they make \$50 during a quarter, and work full or part time on 24 days of that three-month period.

Is It Perfect?

No. It helps you in old age, helps bury you, helps keep your family together if you die, helps the destitute. But it does not help cover sickness and disability if they hit before the worker is 65. A fully insured worker, for instance, can become completely disabled at 45 and have to wait 20 years for his social security.

Poor Shape

Have you ever noticed how poor shape and poor posture go together? And that some women who might be considered overweight manage to look young and graceful because of the way they carry themselves.

Regardless of whether you're slim or stout, you will be more attractive if you watch your posture.

Hospital Beds

The hospital construction program passed three years ago is going great. Almost a billion dollars worth of new facilities are being built and additional projects are being approved.

Mostly, the hospitals and health centers being constructed, are in small communities, where the need is greatest.

How About It?

Are you following the candidates? Have you made up your mind who you're going to vote for in the November election?—Polly Edison.

LEGAL Notes

Secondary Boycott—The U. S. Court of Appeals of the District of Columbia has overruled an NLRB decision which found an AFL building trades council guilty of a secondary boycott for picketing a construction job where a contractor had brought in a subcontractor using non-union workers. The Board had held that the council was illegally trying to make the contractor cease doing business with the subcontractor.

The court, referring to the boycott section of the Labor Law which prohibits union action designed to force a company to cease doing business with a neutral third party, says in this situation neither the contractor nor the subcontractor was a neutral. Furthermore, since the picketing was applied only to the job involved, there was no attempt to split up any other business relationships between them.—(*Denver Bldg. Trades Council v. NLRB and Gould & Freisner*).

Primary and Secondary Picketing—The NLRB and several courts have tried to draw a line between "primary" and "secondary" picketing. A couple of rules have been laid down:

1. Where a union's action, such as picketing, takes place at the plant or place of business of an employer with which it has a legitimate dispute, the fact that employees of another company may respect the picket line doesn't necessarily make it an illegal "secondary boycott."—(*Oil Workers, CIO and Pure Oil Co.*)

2. Where two companies are so closely tied together to amount to allies, a union's picketing of both the allies when it apparently has a dispute with only one does not amount to "secondary" action either.—(*Douds v. Metropolitan Architects*).

Layoffs—When organizing started in the plant, the company ordered a mass layoff. The union took the case to the Board.

Management came back with the argument that the layoffs didn't discriminate against the union, since non-members were handed walking papers along with workers who were union members.

The NLRB found evidence that the company had no business reason for cutting the work force and that the layoffs were instituted by the company to prevent organization.

Once the anti-union nature of the layoffs was established, says the Board, it wasn't necessary to prove discrimination, too. NLRB calls the layoffs illegal.—(*Rubin Brothers Footwear, Inc., and Shoe Workers, CIO*).

Affidavits—The Federal Appeals Courts of New Orleans and Richmond have come to the conclusion that unions affiliated with the AFL and CIO had no standing before NLRB during the period when these organizations were not in compliance with the T-H Law's requirements on filing financial re-

Sign Pact With Valve Concern



Bridgeport, Conn.—Shown at signing of new agreement between OEIU Local 123 and Jenkins Bros. are: Seated, left to right: Helen E. Gavlik, union committee member; Peter R. Sandahl, chief steward and committee chairman; and A. J. Yardley, president of Jenkins Bros. Standing, same order: Raymond F. Grant, steward; Wm. K. Mulvihill, personnel director; Wm. J. Ruane, Local 123 president; Charles J. MacNamara, steward; and Wm. D. Domonkos, Local 123 secretary-treasurer. See story in September, 1950, "Office Worker."

Substantial Benefits

(Continued from page 3)

ing for employees of such total service, and that such employees shall also be given accumulated credit for their total period of service in computing their eligibility for automatic salary increases.

The new pact also provides for employees receiving two hours minimum reporting pay and if put to work after reporting they must receive pay for not less than four hours. If they work more than four hours but less than eight hours they must be paid for eight hours. The filling of job openings whenever possible is to be made from lists of qualified available persons submitted by the local union. Establishment of irregular shifts are recognized as requiring the mutual consent of the employer, the members involved and the negotiating committee.

The completion of this renewal agreement was brought about only after protracted negotiations and the active intervention of the U. S. Mediation and Conciliation Service and the Atomic Energy Labor Relations Panel.

Taft-Hartley

(Continued from page 1)

"Most outstanding among the results of the Taft-Hartley Act is the change in the climate of labor relations, the increased tension and conflict in many areas, the increased litigation and government intervention in others. . . . Taft-Hartley took the wrong turning. It is not too late to get back to the main road. On this road public policy would protect the rights of the majority and give reasonable protection to the interests of the minority, as well as of employers and the public.

"The need is urgent for a revision of national labor policy. To solve this problem is one of the most urgent challenges of the mid-twentieth century to American democracy."

Veteran Passes On

Fort Edward, N. Y.—OEIU Local 24 is mourning the recent passing of Truman Bain Thomson, an old-time member of this local and an employe of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers for more than 36 years. His place in the affections of his many friends in the local union and his place of employment will be difficult if not impossible to fill.

negotiating an agreement covering the office and clerical employes of the Metrick Grocery Co.

A majority of the office and clerical employes of Franklin Hospital have indicated their desire to be represented by San Francisco Local 36 and recognition has been requested. This local is requesting recognition of the Malone Co. for the office employes employed by this company at the Montgomery Street Tunnel project in San Francisco.

San Francisco Local 3 is quite proud of the award it received, in last month's gigantic Labor Day parade in that city, for having the best turnout of women workers.

NOTES from the field

Pennsylvania—A substantial majority of the office and clerical employes of John Sexton Company have designated Pittsburgh Local 33 as their bargaining representative.

In a recent election, the office and clerical employes of Hertz Drive-It-Yourself, Inc., Eastern States designated Philadelphia Local 14 as their bargaining representative.

West Virginia—Charleston Local 67 is honored in having its President, Mrs. Phyllis Given, elected as a vice president of the West Virginia State Federation of Labor at its recent convention.

Tennessee—Chattanooga Local 179 is making substantial progress in its organizing efforts among the over 150 office and clerical employes of the Combustion Engineering Super-Heater, Inc.

Illinois—The OEIU is making good progress in the organization of the office and clerical employes of Vascolay Ramit Corporation in Waukegan.

ports and non-Communist affidavits.

On the other hand, the court for the District of Columbia has upheld the NLRB ruling that failure of the AFL and CIO to file the required papers didn't affect the rights of affiliated unions.

The U. S. Supreme Court will no doubt have to untangle this.

Massachusetts—The office and clerical employes of the Credit Union of Raytheon Mfg. Co. in Waltham have, in an NLRB election selected the OEIU as their bargaining representative.

Quebec—A substantial majority of the office and clerical employes of the St. Lawrence Alloys and Metals, Limited of Beauharnois have designated the OEIU as their bargaining representative, a charter known as Local 262 is being issued, and an application for certification is being processed by the Quebec Labor Relations Board.

California—The office and clerical employes of Bigge Drayage Co. and Western Truck Lines Ltd., have, in NLRB elections, selected Oakland Local 29 as their bargaining representative. Local 29 also has authorizations from 100 per cent of the employes of Western Truck Lines, Ltd. for a union shop and is petitioning the NLRB for such an election in the near future.

An arbitration, processed by Los Angeles Local 30, has resulted in payment of \$170 in unpaid vacation to one of its members employed at the Aetna Carpet Co. This local recently won a representation election among the timekeepers employed by Gladding-McBean Co., and a union shop authorization election at Carter Hardware Co. by 100 per cent. It has also organized and is presently ne-