

THE OFFICE WORKER

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

No. 81

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17

Pact Signed With Big Pump Concern

Buffalo, N. Y.—The approximate 500 office employes of the Worthington Pump & Machinery Corporation, Buffalo Works, are now enjoying the benefits of collective bargaining, negotiations having been completed late last month.

These employes, represented by OEIU Local 212, are now in line for immediate pay adjustments retroactive to January 15, 1951, such pay adjustments include a general increase of \$3.25 per week.

In addition, the company and the local union are jointly reviewing a job evaluation program which it is expected will result in numerous reclassifications and resulting wage increases.

The agreement also provides for automatic progression, seniority, maintenance of membership, check-off of dues, overtime after eight hours, double time for holidays and Sundays, time and one-half on Saturdays, three hours guaranteed call-in pay, 7½ cents per hour shift differential, automatic progression to mid-point of rate range, merit rating every six months, liberal sick and personal leave, adequate grievance procedure, and other conditions.

Provision is also made for a reopening of the agreement in November of this year for the purpose of further negotiations on rates of pay, vacations, paid holidays and related matters.

Our Buffalo Local 212 is justly proud of having been the first to have organized and negotiated an office workers contract in any of the over twenty offices of the Worthington Corporation located throughout the United States.

The Worthington Corporation has been in existence for over 115 years and produces equipment (engines and compressors) used in peace time but which is easily convertible to war use. Throughout its history, fluctuation of employment has been noticeably absent.

OEIU Vice President George P. Firth handled the negotiations of this initial pact and also assisted the local union with its organizational drive at this plant. Negotiating committee members assisting Vice President Firth are shown in a picture reproduced elsewhere in this issue.

Hits 700,000

Washington.—The AFL International Association of Machinists said that more than 100 victories in National Labor Relations Board elections in June, July and August has boosted membership to 700,000.

Negotiated Worthington Pact



Buffalo, N. Y.—These negotiators for OEIU Local 212 won substantial gains in the first contract for office and clerical employes of the Buffalo Works of the Worthington Pump & Machinery Corporation. Seated, left to right: Henry Nochowicz, Committee Secretary Emil W. Steck, Committee Vice Chairman Arthur J. O'Connell, Local Recording Secretary Alice W. Sidorski, Local President V. Richard Coles, Committee Chairman Clarence J. Piehler. Standing, same order: Fredrick Smith, Edward B. Bacziewicz, Theodore J. Likus, Norman G. Dworkin, William J. Sands, W. Frank Roberts, International Vice President George P. Firth.

OEIU CERTIFIED AT PAPER CO. OFFICES

Kenogami, Quebec.—The Quebec Labor Relations Board has certified OEIU Local 272 as the exclusive bargaining representative of the office employes of the Kenogami and Jonquiere offices of Price Brothers & Company, Ltd., a large paper manufacturing concern.

A large majority of the office employes of another mill of this company located at Riverbend, Quebec, have also recently designated newly-chartered OEIU Local 278 as their bargaining representative and a representation petition has been filed on their behalf with the provincial Board.

AFL Representative Lucien Tremblay has been actively working on the organization of these offices and is assisting our newly established Local 272 with its contract negotiations for the Kenogami and Jonquiere offices of this company.

BANKRUPT

Washington.—Communism is bankrupt, AFL President William Green said in his Labor Day radio address:

"It has failed the people so completely that it dares not let them compare their conditions with those prevailing in the free world beyond the Iron Curtain."

OEIU Leader On State Wage Board

Los Angeles, Calif.—John B. Kinnick, OEIU vice president and representative of Oakland, Calif., Local 29, has been appointed by the Industrial Welfare Commission of the State of California to serve on a Wage Board which is to make recommendations for amending that commission's order made in June, 1947, regulating minimum wages, maximum hours, and working conditions for women and minors in professional, technical, clerical and similar occupations.

It is expected that considerable improvement can be made in the minimum conditions set forth in the previous order as it has been over four years since that order became effective.

The Wage Board is scheduled to meet in the State Building, Los Angeles October 26 and 27.

OEIU Chalks Up Another 'First'

Washington.—The OEIU has just chalked up another big "first," with the announcement by the U. S. Government of the award of a contract for construction of the first airplane to be powered by an atomic engine.

The contract was signed with the Consolidated Vultee Aircraft Corporation which will build the huge plane at its large plant in Fort Worth, Tex. Thus, members of our newly organized Local 277 in this plant will become the first employes to perform the paper work necessary in the building of atomic aircraft.

Milwaukee Local Garners Two More

Milwaukee, Wis.—Last month we reported on Milwaukee Local 9's overwhelming victory at the A. P. Controls Corporation, Milwaukee plant. The local didn't stop there, two additional representation elections held early this month resulting in two more 'wins.'

At the Oilgear Company in Milwaukee, the approximate 85 eligible office and clerical employes selected Local 9 as their bargaining representative by an over 75 per cent majority.

In addition, by an over 85 per cent majority, the approximate 40 office and clerical employes of the Brandt Cash Register Company in nearby Watertown voted for this local union.

OEIU Vice President and Local 9 Business Representative Harold E. Beck and the local's Assistant Business Representative Arthur Lowendowski, assisted by a voluntary organizing committee, are responsible for these gains.

Clearly, the office and clerical workers in the Milwaukee area are awakening to the benefits to be secured through collective bargaining.

Ask Merger Confab As ULPC Disbands

Washington.—The American Federation of Labor withdrew from the United Labor Policy Committee with an invitation to the Congress of Industrial Organizations to resume negotiations "to bring about labor peace through organic unity."

The negotiations, carried on for some years, reached a stage in mid-1950 where standing committees from the AFL and CIO had agreed on a plan of unity. Meetings were suddenly suspended at the CIO's request.

The United Labor Policy Committee was established by the AFL, CIO, International Association of Machinists, then unaffiliated, and the railroad brotherhoods to fight for equal treatment in the defense mobilization program.

United Labor won that fight for which the committee was created.

On August 28, representing the AFL, President William Green, Secretary-Treasurer George Meany, and Vice Presidents George M. Harrison, Daniel W. Tracy, William C. Doherty, William L. McFetridge and William C. Birthright presented the following statement to a regularly scheduled meeting of the United Labor Policy Committee:

(Continued on page 3)



Primary Interest?

Unions have often been accused by their enemies of being primarily interested in dues and members. One need not deny the importance of numbers and dues to the life of organizations that have no other source of strength. But the primary consideration has always and will continue to be: "Are these people ready to fight for their right? To fight to be free?"—*(The Journeyman Barber)*.

The Main Event!

Local union meetings should be "main events."

Full benefits of labor unions are accorded those locals which have well-planned and well-conducted meetings.

Your local union meeting is the legislative body of your local; it enacts union laws; appropriates union money; gives directions to your officers. It is your democratic government.

You can make the local union membership meeting the "Main Event" for your members by follow a few tried and proven suggestions.

First, you have to let the membership know that a local union meeting is going to take place. The following methods have upped meeting attendance:

1. Leaflet distribution.
2. A telephone committee, with each member of the committee assigned so many members to call.
3. A penny post card to each member as a reminder.
4. Spot announcements on the radio or newspaper advertisements.
5. A letter to each member two days before the meeting pointing out what is "on the fire" and is to be taken care of at the meeting.
6. Use of prominent meeting notices on the bulletin board.
7. Award a prize to the department committeeman who has the largest attendance from his or her department at the meeting.

Simple but practical rules to follow at the meeting are:

1. Start the meeting on time.
2. Follow parliamentary rules.
3. Don't permit the rules to be used to disrupt or prolong the meeting. Avoid personalities and "backbiting."
4. Have committee chairmen give their reports.
5. Eliminate uncalled-for and unnecessary discussion.
6. End the meeting on time.

The ten principles of effective, responsible leadership are:

1. Know your problems. Decide what you can do, can't do, and should do.
2. Get the facts, write them down, discuss them thoroughly.
3. Allocate the duties of committeemen, etc., outline the plan or project, and make sure everyone knows his or her assignment.
4. Inform those doing the job as

"UNION MAID"



"Oh, just let her cry . . . or is yours a Union Shop?"

Per Capita Income Rises, But Living Standards Fall

Washington—The Department of Commerce reported that Americans averaged an income of \$1,436 for each man, woman and child in 1950.

Newspapers front-paged the yarn as the biggest dollar total in history, a gain of \$116 over 1949. The range was from \$698 in Mississippi, \$825 in Arkansas, to \$1,986 in the District of Columbia, \$1,909 in Delaware, \$1,875 in Nevada.

Most of the same newspapers which carried the per capita income record prominently buried another story on incomes. Nine welfare agencies reported to the Joint Congressional Economic Committee on 100 families with incomes less than \$2,000 a year.

There are 10,500,000 families with less than \$2,000 a year income. To improve their lot, these families need improvement in minimum wage, housing and health laws, higher unemployment compensation and more liberal Federal aid to dependent children, the agencies said.

Meanwhile the AFL Labor's Monthly Survey pointed out that, while per capita income increased more than 3 times in the past 12 years, the American living standard is 8 per cent lower than in 1944. The survey said that the high prices of the Taft-NAM clique in Congress and the high tax policies of the Dixiecrat-Republican Congress, discriminating against low-income workers, have chiseled away at the living standard.

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Washington—The AFL Workers Education Bureau lists more than 50 films—one for every weekly union meeting, and other occasions, too—in a new booklet, "Films for Labor."

Important new AFL labor films, such as the Garment Workers' "With These Hands" and the Retail Clerks' "A Watch for Joe," are included, with a brief description of their content, and information as to how they and others can be rented.

The new pamphlet lists suggested films for organizing, for building unionism, for strike action, for better union meetings, for union education and for understanding world problems.

AFL arrangements on film equipment discounts are explained, along with tips on planning film programs, and film discussion suggestions.

'Red' Pie-In-Sky Is Not Wanted

Toronto, Canada—AFL President William Green said that the free trade union movement has heard and rejected "all the siren songs of the soothsayers and medicine men of communism, and of every other overnight cure."

"We have been shown all the bright visions of pie in the sky by and by, and not one of them has ever come to pass," he told the huge Labor Day celebration.

Ignoring the lures, he said the union movement has gone on to greater achievements, higher standards and goals through freedom.

"We are still far from the end of our mission," he said. "Still too great are the numbers of those, even within our own borders, who are ill-fed, ill-housed, ill-clothed, and preyed upon. So long as this condition remains we are all the worse off, and the defenses of freedom are the weaker for it."

"The totalitarian menace arises out of the failure of societies to concern themselves with the welfare of all their members. That menace is enhanced by the resistance of reactionary forces in industry and governments to the aspirations of the underprivileged for recognition and a place in society."

"Those who seek to identify the concept of freedom with the stern and rigid denial of the legitimate desires of the people—for higher incomes, better education, better medical care, better homes, better opportunities for their children—are themselves among the greatest enemies of freedom in this day and age."

"While those who have succumbed to the lure of Communist promises are caught in stagnant pools, bound in the grip of slavery and degradation, the free labor movement remains in mainstream moving forward toward a better life. And with it moves the hope of the world."

For copies of "Films for Labor" write to American Federation of Labor, 724 9th St. N.W., Washington 1, D. C. Single copies 25c, with quantity discounts.

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Women Ready

Director Frieda S. Miller of the U. S. Department of Labor's Women's Bureau, said women are ready to take up defense mobilization jobs.

She called on employers, workers and local community organizations to plan together now so that woman power resources will be used effectively when the greatest need arises. She said in part in a Labor Day message:

"Patriotic housewives without work experience, but ready and eager to take defense jobs that may help pay the skyrocketing family food bills, are not being extensively hired under present conditions because jobs for them are not presently available.

"The chief reason why the defense effort is not yet making full use of the available womanpower is that there is no present over-all shortage of workers except in specialized fields.

"Most of the women offering their services for defense jobs lack training and experience or have been out of the labor force long enough to need re-training. The problem and expense of training them will not be undertaken by industry until management faces a severe shortage of people already trained for the jobs in which workers are needed.

"There are acute shortages in some of the fields in which women predominate, such as the clerical occupations, nursing, teaching, and hotel and restaurant work.

"Now is the time to review our experience in the last war and benefit from the lessons we learned then. Productivity was high, as was morale, in those plants where the rate for the job was established bringing women's pay to the level of men's on comparable jobs.

"Productivity was high, due to low turnover and absenteeism, in plants situated where the community recognized a need for services for women workers such as child care centers, adequate housing, transportation facilities and shopping facilities.

"I urge employers, workers, and local community organizations to plan together so that we can utilize our woman power resources effectively."

Lunch Box Tips

A new booklet "Picnic Meals," will make meals more pleasant for members of union families who carry lunches—to work, to school or to picnics.

Published by Brevity, Inc., 270 Park Ave., New York City, co-authors are Gertrude Blair, home economist, and Gordon H. Cole, editor *The Machinist*, the weekly newspaper of the International Association of Machinists.

The authors were inspired to write "Picnic Meals" by the success of the Lunch Box Corner, which appears in *The Machinist*.

The booklet contains the best ideas and recipes that have appeared in *The Machinist*.

Celebrate Contract Gains



Louisville, Ky.—OEIU Local 61's negotiating team together with officers of the local union celebrate recent gains made in negotiations with American Radiator & Standard Sanitary Corp. Seated, left to right: Sgt.-at-arms Joseph Oberle, sec'y.-treas. Bernard G. Gnadinger, vice-pres. Edw. Carson, pres. Matthew Philipps, rec.-sec'y. Phyllis Jackson and steward James Wayne. Standing, same order: trustees Douglas Ritzman and Charles Schmitt (also a steward), steward Lewis Moran, former trustee Walter Roth, stewards Joseph Best and Marvin Wright, and trustee John Schmitt (also a steward). The stewards acted as the negotiating committee.

Asks Merger Confab as Labor Policy Committee Disbands

(Continued from page 1)

"The representatives of the American Federation of Labor herewith announce their withdrawal from the United Labor Policy Committee.

"The committee was organized last December 14 to deal with an emergency situation, namely, the immediate problems arising out of defense mobilization. It has unquestionably served a good purpose. To a large extent it has accomplished its purpose.

"Today, largely as a result of the committee's efforts, labor has won representation in the key defense agencies. It has been accorded a voice at the top level in the determination of defense policies and at lower levels in the administration of those policies.

"From now on, basic improvement in defense policies must be sought by labor through legislation by Congress. It was never intended that the United Labor Policy Committee should serve as the joint legislative representative of its component organizations. In fact, that would be impossible.

"We emphasize that the United Labor Policy Committee was established on a temporary basis. Its operations never were and never could be regarded as a satisfactory substitute for organic unity of the free American trade union movement.

"To the American Federation of Labor there is no substitute for organic unity. Only through a united labor movement, merged into a single organization, can the workers of America attain the

"Picnic Meals" is being sold to organizations, and to women's auxiliaries, for distribution to members; also to home economics classes in schools and colleges. It is available only in quantities of 10 or more copies at 15 cents each, with special rates for quantities of 25 or more.

power, the status and the consideration which is their due.

"In furtherance of that objective, and to assure that the goodwill and fraternity engendered by our associations with the representatives of the Congress of Industrial Organizations on this United Labor Policy Committee are not allowed to lapse, the representatives of the American Federation of Labor hereby propose that the standing committees of both organizations resume at the earliest opportunity their negotiations to bring about labor peace through organic unity."

CIO President Philip Murray said that the dissolution of the United Labor Policy Committee is "regrettable."

"The entire subject must necessarily be reviewed by the competent agencies of the CIO, namely, its Executive Board and its convention." Mr. Murray said in a statement.

KUENZLI HEADS NEW WORLD FEDERATION

Paris—At a meeting held here earlier this month by representatives of Teachers Unions from various countries in the free world, action was taken to establish a new world union teacher organization which will be affiliated with the International Confederation of Free Trade Unions. The new organization, known as the International Federation of Free Teachers' Unions elected as its first president Irving R. Kuenzli, Secretary-Treasurer of the American Federation of Teachers. The present membership of the teacher's unions which will be associated with the new organization is estimated at 700,000. One of its principal objectives will be to assist in marshaling the strength of fifty million members of the International Confederation of Free Trade Unions in support of education as the indispensable basis of democratic government.



Merit Increases—A union had won bargaining rights and requested the company to discuss a number of merit increases granted while the union was bargaining for a general wage increase, the company having advised the union it intended to put these merit increases into effect. The company refused to negotiate on these merit increases, taking the position that it had the right to make the increases since bargaining had reached an impasse on the union's other demands.

NLRB finds the company's actions to be a refusal to bargain and an attempt to undercut the union. —(Dealers Engine, Rebuilders, Inc., and IAM-AFL).

Pensions—The Bureau of Internal Revenue says that employers can take a tax deduction for contributions to an employee trust even though these contributions are awaiting approval by stabilization authorities. In other words, if a union and a company agree on a pension plan which meets requirements of Internal Revenue Code, the company can go ahead and start making payments into the plan while you're waiting for WSB approval. What's more, BIR says that if WSB disapproves the contributions, the company can recover the money paid into the plan without tax penalty.

Bargaining Delay—The union was certified in the middle of June. The company, after repeated requests from the union, finally agreed to commence negotiations in August when the plant owner was expected to return to town. The union had asked the plant manager to get authorization to negotiate but this request had been turned down. Finally, the plant owner showed up for negotiations during the last week in September.

The union filed refusal-to-bargain charges and an NLRB Trial Examiner ruled for the union. In the absence of objections, the NLRB adopted the Examiner's recommendations. (Note: An NLRB decision, made in the absence of objections, does not necessarily stand as a precedent to be followed in later cases.)—(Spud's Laundry and Teamsters, AFL).

Travel Time—When an employe is required to travel on the job, how is his working-time figured for Wage-Hour Law purposes?

The Wage-Hour division lays down these rules: (a) when the employe is required to travel by train away from his usual place of work, all time spent in travel during his usual working hours counts as working time; (b) even on Saturday, Sunday and holidays, normal working hours count as time worked; (c) travel time in normal sleeping hours . . . from 11 p. m. to 7 a. m. . . are working hours unless the employe gets the price of sleeping accommodations on the train, and he can get them from the railroad; and (d) normal meal periods are not working time.—(Opinion of Wage-Hour Administrator).



Trucking—Hart Motor Express, Local 12, Minneapolis, Minn., 7 to 11 cents per hour.

Orange Transportation Co., Local 196, Boise, Idaho, 10 per cent.

Bigge Drayage Co., Local 29, Oakland, Calif., 9 cents per hour.

Ice and Fuel—American Ice Co., Local 14, Philadelphia, Pa., 5 cents per hour.

Bakery Products—Carr Consolidated Biscuit Co., Local 6, Boston, Mass., 4.3 per cent.

Construction Mach.—Diamond Iron Works, Inc., Local 12, Minneapolis, Minn., up to \$40.50 per month (\$19.40 average).

Foundries—U. S. Pipe & Foundry Co., Local 179, Chattanooga, Tenn., 10 per cent.

Agricultural Mach.—Food Machinery & Chemical Corp., Local 184, Middleport, N. Y., \$10 per month plus cost of living adjustment.

Jewelry Boxes—The Mautner Co., Local 212, Buffalo, N. Y., 10 per cent (minimum of 14 cents per hour).

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

Power Construction—Hydro-Electric Power Commission of Ontario, Local 274, Niagara Falls, Ont., 6 per cent interim increase.

Office Machines—Addressograph-Multigraph Corp., Local 49, Euclid, Ohio, \$10.40 per month.

Food Products—Durkee Famous Foods, Local 29, Oakland, Calif., 5 per cent.

Hospitals—Vallejo Permanente Hospital, Local 86, Vallejo, Calif., \$5 per month plus \$5 per month in January, 1952.

Rubber Footwear—U. S. Rubber Co., Local 63, Providence, R. I., \$15.64 to \$23.54 per month.

Spices & Sundries—W. T. Rawleigh Co., Local 12, Minneapolis, Minn., \$2 per week.

Advtg. Agencies—New York Subways Advtg. Co., Local 153, New York City, \$5.50 per week retroactive January 1, 1951 (arbitration award).

Milk Products—The Borden Co. (Pioneer Division), Local 153, New York City, \$4 per week effective last May 1, and \$2.20 in next No-

NOTES from the field

Ontario—The Ontario Labor Relations Board has certified Toronto Local 131 as the bargaining representative of the office and clerical employes of Hobbs Glass (a subsidiary of Pittsburgh Plate Glass).

Pennsylvania—Pittsburgh Local 33 has organized the offices of the United Baking Company and Eazor Express Co.

Wisconsin—Madison Local 39 has signed up a majority of the office and clerical employes of Kroger Stores in that city.

New York—Buffalo Local 212's agreement with Mautner Co, Inc., has resulted in substantial improvements for the office and clerical employes of that company, and a 100 per cent favorable vote in an NLRB union shop election has made effective the contract's union security provisions. Only one opposing vote was cast in a recent representation election requested by this local and held among the

member, rate ranges increased 10 per cent (salemen increased \$7.50 per week).

Paper Products—National Blank Book Co., Local 247, Holyoke, Mass. 5 per cent.

Paper Mills—Spruce Falls Power & Paper Co., Ltd., and Kimberly-Clark Corp. of Canada, Ltd., Local 166, Kapuskasing, Ont., 14 per cent.

Work Clothes—H. D. Lee Co., Local 70, Trenton, N. J., \$16 per month.

Utilities—Washington Gas Light Co., Local 2, Washington, D. C., 5 cents per hour retroactive to April 1 (deferred increase negotiated last fall approved by WSB).

Plumbers Supplies—American Radiator & Standard Sanitary Corp., Local 61, Louisville, Ky., 3 to 6 cents per hour.

Engines & Compressors—Worthington Pump and Machinery Corp., Local 212, Buffalo, N. Y., \$3.25 per week.

Athletic Equip.—A. G. Spalding & Bros., Local 269, Chicopee, Mass., up to \$9 per week.

office and clerical employes of Hotel Touraine.

Nearly all of the office and clerical employes of the Fort Orange Distributing Co., Inc. (electrical appliance distributor) have designated Albany Local 58 as their representative and an NLRB petition has been filed on their behalf.

Thirteen hundred administrative employes, formerly members of Hotel & Club Employes Local 6, have transferred into OEIU New York City Local 153 by virtue of an agreement reached between the Hotel Trades Council, Local 6, and Local 153.

Louisiana—By a substantial majority, the office and clerical employes of the Hodge Street and Frank Building offices of Cities Service Refining Corporation have in an NLRB election designated Lake Charles Local 87 as their bargaining representative. This local has for several years represented the office staffs of this company at its Tutwiler Refinery and Butadiene Plant.

Alabama—An NLRB hearing on Tuscaloosa Local 199's petition to represent the office employes of the Gulf States Paper Corporation in that city is being held this month.

Indiana—The office and clerical employes employed by the Girdler Corporation in Clinton are awaiting a direction of election expected to result from an NLRB representation hearing held early this month.

New Jersey—Newark Local 32 has won the NLRB representation election conducted among the office employes of W. S. Ponton, Inc., which election was only ordered as a result of vigorous protest filed by the OEIU and Local 32 against an earlier NLRB decision which had held that the bargaining unit was inappropriate as the employer was a part of an employer association. The Board reopened the case and as a result of new evidence offered ordered an election.

TODAY and CONGRESS

Price Control Changes

President Truman asked Congress to make three important changes in the Defense Production Act to prevent an unreasonable rise in the cost of living.

But the Dixiecrats and Republicans turned him down before his message was read.

Mr. Truman asked:

1. Repeal of the amendment sponsored by Republican Senator Homer E. Capehart which permits individual sellers to pass on to consumers all cost increases since the outbreak of the Korean War.

2. Repeal of the amendment sponsored by Dixiecrat Rep. A. S. Herlong, Jr., of Florida, which guarantees the same percentage of profit as pre-Korea on each item for wholesalers and retailers.

3. Renewed authority for imposition of livestock slaughtering quotas to prevent black markets.

Union-Shop Elections

The U. S. Senate has approved the Taft-Humphrey bill which would legalize 4,000 union-shop contracts—most of them CIO agreements outlawed by the U. S. Supreme Court and National Labor Relations Board decisions in recent months. These are the contracts authorized by union-shop elections held when top CIO officials hadn't yet signed the non-Communist affidavits.

The bill would also remove from the TH law the requirements for elections before otherwise legal union-shop agreements would be valid. But it would still permit elections of employes wanting to take away the union's right to negotiate or continue such an agreement.

In the Senate debate, Senator Humphrey stated that the bill would not undo recent NLRB action dismissing a series of unfair labor practice orders based on charges filed while top union officials were out of compliance. These orders, according to Humphrey, would remain voided.

The bill is now before the House of Representatives where action is expected some time this month or next.

