

THE OFFICE WORKER

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CORN EXCHANGE BANK EMPLOYEES ORGANIZE

New York, N. Y., Feb. 25.—An intensive organizational campaign is under way among the office and clerical workers employed in the 75 branch offices of the Corn Exchange Bank in this city.

Office Employees Local 23076, through its business representatives Lavina Michl and Harry Avrutin, is conducting this campaign with the assistance of International Council Vice President Howard Coughlin.

The officers of the local believe that organization of our trade can be successfully achieved in the banking industry and that the employees of the 75 branches of the Corn Exchange Bank will be but the first of many bank workers in the metropolitan area to organize into Local 23076.

NEWARK RENEWS BAKERY AGREEMENT

Newark, N. J., Mar. 4.—Renewal of the agreement between Local No. 19846 of this city and the Continental Baking Co. was announced today by Leah R. Lipsitz, president of the union. This agreement, marking several years of splendid contractual relations between the union and the company, covers office and clerical workers employed in the Hoboken and Paterson plants of the company.

Wage adjustments of from \$2 to \$4 per week were gained for the members of the union, which compares favorably with larger adjustments gained a year ago. Office workers of this company also enjoy two weeks vacation after one year's employment, according to President Lipsitz.

It is anticipated by officers of the local that the success enjoyed in the renewal of the Continental Baking Co. agreement will likewise be reflected in renewal of the agreement between the union and the Hathaway Baking Co., which will be opened for negotiation soon.

NLRB VOTE SCHEDULED AT YALE & TOWNE MFG. CO. MARCH 22 SET FOR VOTE

Washington, D. C., Feb. 29.—The National Labor Relations Board today ordered that an election be held within 30 days among all office and clerical employees at the Stamford, Conn., plant of the Yale & Towne Manufacturing Co.

More than 400 workers will be eligible to participate in this vote

which has been scheduled as a result of the organizing activity of Office Employees Union 23555 of the AFL. In ordering the election among these workers, the NLRB took note of the fact that Local 23555 represents a substantial number of the workers involved and that the workers are, therefore, entitled to an opportunity to vote by secret ballot for their choice of a collective bargaining representative.

LABOR DISPUTES ADJUSTED BY NLRB

Washington, D. C.—Employers are increasingly accepting the principles underlying the National Labor Relations Act and employees are using the National Labor Relations Board's machinery more rather than resorting to direct action and strikes, Dr. Harry A. Millis, chairman, said in submitting the board's eighth annual report to Congress.

Fewer charges of employer unfair labor practices were received than in any of the five preceding years. Requests for secret ballot elections exceeded the total for any year since the board's inception.

Dr. Millis declared that the unprecedented recourse to orderly elections was all the more noteworthy, since 75 percent of all elections were one-union situations.

The total of 9,543 cases filed was the third largest in the board's history. Of these, 6,140 were election cases, and 3,403 were unfair labor practices.

It is pointed out that the achievements which the Yale-Towne office workers can gain through collective bargaining negotiations will be dependent to a considerable degree upon the interest which they show in building up a substantial majority vote in favor of collective bargaining.

All office and clerical workers at this plant are urged therefore to participate in the election and to vote for AFL Office Employees Union 23555 as their bargaining agent.

In accordance with the regular procedure of the Labor Board, this election will be by secret ballot conducted by the U. S. government and neither the employer nor anyone else will know how any worker votes. All workers are fully protected by the government in the exercise of their legal rights to vote for the union, without fear of interference or intimidation.

PORT ARTHUR WINS LANDSLIDE VICTORY AT THE TEXAS COMPANY NLRB ELECTION WON BY 84 PERCENT VOTE

Washington, D. C., Feb. 26.—The National Labor Relations Board today certified Office Employees Union No. 22977 of Port Arthur, Texas, as the exclusive bargaining representative for all clerical and office employees at the refinery and terminal of the Texas Co. at Port Arthur, Texas.

In the NLRB election held on February 9, an overwhelming majority of all votes cast by the office and clerical employees favored representation through Local 22977, A.F.L., a good standing affiliate of our International Council. Of the 235 valid votes cast, 198 favored representation through the union, thus clearly establishing our exclusive bargaining rights in this plant. The NLRB certification issued today was the result of this landslide expression of the desires of these workers to bargain collectively through an organization of their own choosing.

Agreement Negotiations Planned

The officers of Local 22977 have called upon the AFL and the International Council for assistance in the drafting, preparation and negotiation of a satisfactory working agreement with the company. In response to this request the local union has been supplied with data and information to assist in drafting of a proposed contract and arrangements have been made to bring an organizer into Port Arthur to work with the officers and members of the local in the preparation and negotiation of an agreement.

It is anticipated that the decisive action taken by the office and clerical workers employed in these operations of the Texas Company in expressing their overwhelming desire and need for union representation, will further stimulate the desire for organization on the part of office and clerical workers employed at other operations of the Texas Company, as well as those employed by other refining companies.

ALCOA Election Won

Mobile, Ala., Feb. 21.—More than 94 percent of all votes cast in the NLRB election held among the office and clerical employees at the Aluminum Co. plant in this city favored representation through office Employees Union 23593, thus establishing its exclusive bargaining rights in this plant, according to information received today from Organizer Eddie R. Stahl, who actively assisted in this campaign.

A substantial vote for collective bargaining was obtained despite the company's acts in granting wage increases to these employees just three days prior to the NLRB vote.

It is apparent from the results that these workers realized that such wage adjustments were only forthcoming because of their union affiliation and activity and that further benefits could be gained through the collective bargaining processes and their union affiliation.

WALL STREET COMPANY DEFIES WLB DIRECTIVE

New York, N. Y., Feb. 25.—J. S. Bache & Co., through their attorneys, have refused to comply fully with a directive order issued by the NWLB, according to information received from Vice President Howard Coughlin.

On January 9 the WLB released its wage decision in the case brought up by Local 20940 against this company. The board ordered the company to increase its minimum salary rate from \$17 to \$20 per week and ordered, as a retroactive payment, that the sum of \$1.50 a week be paid to all employees for each week worked between October 20, 1942, and the date of the board's order.

The company also was ordered to restore employees' salaries back to what they were on January 1, 1940, at which time they were cut by the company.

The company was directed also to grant a 15 percent increase above the weekly minimums and above the increases necessary to

restore salaries to their January 1940 levels, providing, however, that such 15 percent adjustment should not result in salary rates in excess of the minimums established for such occupations by the Second Regional War Labor Board. The board directed that the terms of this order be incorporated in a signed agreement between the parties.

According to information now received, this stock brokerage house has refused to comply fully with this WLB directive and as a result Vice President Coughlin, on behalf of Local 20940, has applied to the War Labor Board for enforcement proceedings against the company.

The local is also awaiting the decision of a tripartite panel of the Second Regional War Labor Board which has under consideration all of the non-wage issues of the proposed agreement. It is felt the decision of the panel will benefit the employees of the com-

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J. HOWARD HICKS, *President*
PAUL R. HUTCHINGS, *Sec.-Treas.*

827 Fourteenth Street N.W.
Washington 5, D. C.

YOUR UNION WON'T GROW IN YOUR POCKET

Don't be a "vest-pocket unionist." That is, don't cultivate the belief that so long as your dues are paid and you are in good standing, everything is well in the world of organized labor. That it is better to have a paid-up union card in your pocket than not to have any, no one will deny. But it is equally true that your union will not grow in your vest pocket.

Get your union out of your pocket. Think about it and talk about it. And you will find that the seeds of conversation you sow in many instances will result in bringing into the fold of organization those with whom you have conversed.

Every person brought into the union is assisting you to better wages and conditions. Every person remaining unaffiliated is helping the employer to lower wages and make conditions more irksome.

Get your union out of your pocket and plant the seeds of organization in the minds of the workers you meet going to and from work, on the job or wherever you come in contact with them.

Remember—your union won't grow in your pocket.—From "The Labour Digest," Hamilton, Ont., Canada.

REPRINTS AVAILABLE

Washington, D. C., March 4.—Council officers announced today that reprints of the article by President Hicks and Secretary-Treasurer Hutchings entitled "Office Workers on the March" which appeared in the December issue of the American Federationist, are now available for distribution, upon request, to local unions and organizers for use in their organizational activities.

Requests for copies of such reprints should be addressed directly to International Council headquarters.

Other organizational bulletins are also available upon request.

NEW PUBLIC MEMBERS APPOINTED TO WLB

Washington, D. C., Feb. 9.—Following announcement by President Roosevelt of the elevation of Lloyd K. Garrison, alternate member of the National War Labor Board and former executive director, as a regular public member of the board and the appointment of four alternate public members, the board today announced the appointment of two regional board chairmen, a deputy executive director and a director of administrative management.

Mr. Garrison succeeds Wayne L. Morse who resigned effective February 2, to become a candidate for Republican nomination as U. S. Senator from Oregon. The new alternate public members are:

Lewis M. Gill, chairman of the Cleveland Regional Board; Dr. Dexter M. Keezer, former president of Reed College, Portland, Ore., who has served as consultant with government agencies; Frank V. Morley, New York, associate public member of the NWLB; and Edwin E. Witte, chairman of the Detroit Regional Board.

(Editor's note: Delegates to our 1943 convention will recall Dr. E. E. Witte, who delivered a comprehensive address relative to the functioning of the regional board.)

Appointment of alternate public members was provided for in a presidential order of November 29, 1943.

The alternate public posts are intended to relieve the four public members of some of the burden arising from an increased volume of cases and the growing number of public hearings being held by the board. Alternate industry and labor members have served since the board was established.

The appointments announced by the national board are Fred E. Desmond, director of administrative management, as deputy executive director; Frederick R. Bullen as chairman of the Fifth Regional Board at Cleveland; Louis C. Miriani, Detroit attorney, as chairman of the Eleventh Regional Board at Detroit, and W. R. Little, regional administrative director with the Atlanta Regional Board, as director of administrative management for the NWLB, succeeding Desmond.

Bullen's appointment will return him to Cleveland, where he was disputes director before coming to Washington temporarily as deputy executive director.

NAVY OFFERS GOOD FILMS

Nine new movies (running time 10 to 20 minutes) have been made available for unions and other organizations by the U. S. Navy. Most are action themes, like Life And Death of The Hornet (16 minutes), story of the aircraft carrier from whose decks U. S. flyers took off to bomb Tokio.

Other are: This is Guadalcanal (20 minutes), scenes from the fighting on that island; December 7th (20 minutes), story of the infamous attack on Pearl Harbor; and two captured German films—Nazi Long Range Bomber (10 minutes) and Nazi Workers Versus You (17 minutes.) Write to Industrial Incentive Division, Navy Dept., Washington, D. C., for further information.

Labor Haters Plant "Time Bomb" Against Americanism, Watt Charges

Chicago, Ill.—Industrialists and politicians who are trying to arouse hate against labor were accused here by Robert J. Watt, AFL international representative, of "planting a time bomb against our democratic institutions."

Watt made his blunt charge before an audience of 2,000 employers at a national meeting of the American Management Association.

"Without the American army of production soldiers there could have been no successful assault in the south Pacific, no invasion of Africa or Italy," he said. "If American workers had not labored

hard and well, there might not have been the heroic story of Stalingrad.

"Despite all this, there are a lot of people, including the top button pushers in Washington, who think the way to beat Hitler is to put labor in a straitjacket."

Those on top who are preaching the "class struggle" against labor are playing Hitler's game and laying the ground for fascism in this country he declared.

The only real way to preserve democracy after the war is for labor and management to start cooperative planning now for post-war stability, Watt contended.

RECORD ATTENDANCE AT LABOR SCHOOL

Portland, Ore., Feb. 21.—Local No. 16821 of this city holds the distinction of having the largest number of members from any one union attending the current labor school sponsored by the Portland Central Labor Council and conducted by faculty members of Portland University, according to Irving Enna, secretary-treasurer.

Realizing the full importance of such educational programs the membership of Local No. 16821 has instructed that any members desiring to attend the classes shall have their tuition paid by the union; providing they continue regular attendance within reason. During the past month attendance on the part of members of Local No. 16821 has increased rather than decreased, which gives added emphasis to the high quality of the courses and the interesting manner in which they are presented.

During recent years such classes have grown into an annual program to be sponsored by the Central Labor Council, but this is the first attempt to have the courses spread over a longer period and thus entered into more extensively. Also meeting with success is the inauguration of the classes at an early hour and the utilization of class room facilities within the local Labor Temple.

Portland laborites anticipate that this new departure in the presentation of such courses will result in future high attendance and interest to the extent that the school will compare favorably, if not exceed, those of similar nature held in other sections of the country.

LABOR BOARD REQUESTS EXTENSION OF CONTRACTS

Washington, D. C., Feb. 10.—Expiring collective bargaining contracts between employers and unions should be extended by the parties by voluntary negotiations so as to maintain the status quo pending completion of a new agreement or final settlement of any issues in dispute, the National War Labor Board decreed today.

If the parties cannot voluntarily reach an agreement, and this question is presented to the board, it will order such extension, as a matter of public policy, in the interest of maintaining stable and harmonious labor relations.

In an opinion by Vice Chairman George W. Taylor, the board expressed the hope that the formal statement of its general policy "will serve as a guide to employers and unions in determining the course of action when existing collective bargaining agreements are about to expire, and thereby prevent a flood of unnecessary applications to the board for interim extension orders" . . . in similar situations.

"With this guide the parties should, in most cases, be able to make their own interim extension agreements, thereby avoiding additional disputes and the necessity of having such disputes eventually referred to the board for decision," the board added.

"Finally, the board believes that the voluntary adoption of this policy will contribute to industrial stability and peace, and permit the parties to devote their efforts to the real problems of collective bargaining."

WALL STREET

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pany substantially and that as a result unionization of our trade employed in the various Wall Street houses will rapidly increase.

Up to the present time Mr. Jules Bache of J. S. Bache & Co. has defied government agencies and refused to negotiate an agreement with Local 20940, even though the local was certified by the NLRB as the exclusive collective bargaining agency for the 200 workers involved.

It now remains to be seen whether J. S. Bache & Co. can successfully defy a directive order of the WLB which requires that the wage conditions as ordered be incorporated in a signed agreement.

GIVE
TILL IT
HELPS
JOIN

RED CROSS

AFL Petitions President Roosevelt To Modify "Little Steel" Formula

Washington, D. C.—The AFL members of the War Labor Board bluntly called upon President Roosevelt "to modify realistically" his Executive Order No. 9328 which limits wage adjustments to the narrow confines of the Little Steel Formula.

Charging that price control has failed to preserve standards of living and warning that the ever-widening disparity between wage rates and prices "can lead only to dissatisfaction and frustration," the AFL representatives petitioned the WLB to back their request to the President.

The petition further recommended that if and when the Little Steel Formula is modified, as the facts warrant, employers be permitted to make the necessary wage revisions without going through the tedious formalities of obtaining specific approval of the WLB.

The text of the AFL petition, signed by Secretary-Treasurer George Meany, Vice President Matthew Woll, Robert J. Watt and James Brownlow, follows:

We, the American Federation of Labor members of the National War Labor Board hereby again petition for the revision of the so-called "15% formula" enunciated in the Little Steel cases.

We dissented from the original case in which the 15% limit was set. We petitioned in March 1943 to increase the allowance for maladjustments from 15% to a new realistic figure based upon the actual cost of living to the workers. Our petition was rejected by a majority of the board. All that is now history. What has not passed into oblivion, unfortunately, is the undeniable fact that the cost of living has still not been stabilized.

The working men and women of America have been patriotic and patient. Despite the fact that as early as March 1943 the original assumption of the National War Labor Board that living costs "will now be stabilized under the President's 7-point program" has been demonstrated false, these workers accepted another pious hope that—given another chance—the President's price control policies would effectively stop the upward spiral of prices.

The reply of the majority of the National War Labor Board to the first petition of the labor members to scrap the 15% figure was not only accepted by these workers but they speeded up their efforts to win the war by greater production.

This recognition of duty by the workers has apparently been misinterpreted in the halls of Congress. When some effort was made to implement the price control program by subsidies, only delay and confusion were the results. The time has now come, therefore, when the American Federation of Labor member of the War Labor Board are forced to demand that the equities of the workers be recognized.

Nor is this reiteration of our demand for a realistic allowance for the increase in the cost of living based upon a vague feeling that the living costs of workers have risen to new higher points. The record which has been utilized by the federal government to trace its failures in price control is in itself adequate proof.

Using as a base the Bureau of Labor Statistics figure of 100 to denote the cost of living in January 1941, the figure today stands at approximately 123.4%. In other words, the workers of America are allowed an increase of 15% above the straight time hourly rates of January 1941 to off-set a reported increase of 23.4% in living costs.

The inequity of the War Labor Board's "Little Steel Formula" is self-evident even when the "official" estimates of the cost of living are used. But the "official" figures themselves are not accurately representative of what has happened really to the cost of living.

Investigations conducted recently by the labor members of the National War Labor Board indicated that the cost of living has risen 43.5% since January 1941 or almost twice the amount indicated by the Cost of Living Index of the Department of Labor. These findings conflict with official estimates primarily because a realistic survey of price increases—both advertised and hidden—was made.

There is one inescapable conclusion which can be made from both the "official" and the "unofficial" estimates of the increase in the cost of living: The workers of America cannot rely upon price control as it now functions to preserve their standards of living. The only recourse left to workers is to obtain wage rate increases which will adequately compensate them or the everwidening disparity between wage rates and prices.

The time is now at hand when the National War Labor Board must candidly admit the insufficiencies of price control as currently applied. Neither its original assumptions nor its subsequent hopes that price control would effectively preserve those standards of living which are possible in time of war have been realized by the War Labor Board. Further denial of the workers' wartime equities can lead only to dissatisfaction and frustration.

In summary, therefore, we respectfully petition that:

1. The National War Labor Board request President Roosevelt to modify realistically that portion of Executive Order No. 9328 which limits increases to off-set maladjustments to "the Little Steel Formula as heretofore defined by the National War Labor Board for the rise in the cost of living between January 1, 1941 and May 1, 1942."

2. Employers to be permitted to apply the maladjustment principle thus modified without obtaining approval from the National War Labor Board.

Paramount News Negotiations Open

New York, N. Y., Feb. 25.—Negotiations are presently under way on the terms of an agreement to apply to the office and clerical employes of the Paramount News Co. in this city. Motion Picture Office Employes Local 23169 recently obtained exclusive bargaining rights for such workers as the result of a consent election conducted by the NLRB.

According to Russell Moss, business manager of the local, and Council Vice President Howard Coughlin who has assisted him in the negotiations, the terms of this contract when completed will have a direct bearing on organizational work among the members of our trade employed in the home office of Paramount Pictures and in other major motion picture companies who are represented by the CIO.

A campaign is being conducted among the workers in the offices of these companies who are now under CIO agreement. Indications point to a strong likelihood that this entire group in the motion picture industry may be brought under the banner of the American Federation of Labor as a result of the present campaign.

WLB APPROVES OVERTIME RATES

Washington, D. C.—The War Labor Board has approved of the payment of overtime rates to approximately 1300 salaried workers employed by the Westinghouse Electric Mfg. Co., and 5 subsidiaries.

This approval will result in office workers receiving weekly increases averaging a minimum of \$4.42 as a result of the payment of time and one-half for hours worked in excess of 40 per week. The employes affected have not been receiving overtime compensation under the terms of the Fair Labor Standards Act.

The board authorized these overtime payments to be made retroactive back to April 8, 1943.

In addition to the Office Employes, the other AFL organization employes, the other AFL organizations involved include the Electrical Workers, Machinists and the Metal Polishers. The 5 subsidiary companies covered by the board's action include the Bryant Electric, Benolite Corp., Westinghouse Electric Supply, Westinghouse Electric International Co., and Westinghouse Electric Elevator Co. Branches are located in cities throughout the country.

ASSOCIATED SHIP CASE ARGUED BEFORE THE WLB COMMISSION

Washington, D. C., Feb. 29.—The controversy between Local 16304 of Seattle and the Associated Shipbuilders of the same city was today heard by the Shipbuilding Commission of the WLB.

The local union's case was presented by its Business Representative Mildred Erickson, who is also a Vice President of our International Council. Assisting Sister Erickson in the oral presentation of the case was Council President J. Howard Hicks.

The unsuccessful attempts of Local 16304 to gain an agreement with Associated Shipbuilders date back to the spring of 1942. The company first refused to recognize the union, thus bringing about an NLRB election which resulted in an overwhelming victory for the local.

Following the certification of its bargaining rights after this election the local, with the assistance of the Seattle Metal Trades Council, endeavored to negotiate an agreement with company management.

Many measures were employed by the company to escape collective bargaining with the union, which led to an appeal to the U. S. Conciliation Service and later to the Shipbuilding Stabilization Committee of the WPB for assistance. Intervention by these two agencies failed and the matter was referred to the National War Labor Board as a disputes case, following which it was assigned to the Shipbuilding Commission of the NWLB. Today's hearing climaxed months of

delay due principally to the procrastinating tactics of the company.

During one of the periods when it appeared to the company officials that they could no longer escape collective bargaining with Local 16304, a request was filed by the company with the Shipbuilding Commission asking that they be permitted to grant vacations, sick leave and holidays with pay.

This request was made by the company, not out of kindness to their office workers but in the hope that same would be granted and thus effectively block further attempts on the part of the union to negotiate for such workers collectively. This move by the company was effectively blocked by our International Council.

There is every reason to believe that the case, as presented before the Shipbuilding Commission today, will result in increased wages for the workers of our trade employed by Associated Shipbuilders. In addition it is anticipated that these workers will receive other improvements in their working conditions.

Much of the credit for the continued resistance to the practices of this company should go to the members of Local No. 16304 employed by the company, who have steadfastly withstood many moves by their employer calculated to break down their belief in unionization.

Our International Council is collaborating with Local No. 16304 in the submission of data to the Shipbuilding Commission which will support the local's request for wages equal to those paid organized workers of our trade in the shipbuilding industry.

ADDITIONAL RECOGNITION WON AT TWO SEA-TAC YARDS

Seattle, Wash., Feb. 15.—Following closely on the heels of an agreement between Local No. 16304 of this city and Local No. 20360 of Tacoma and the Seattle-Tacoma Shipbuilding Co., covering production clerical workers employed in the two operations of the company, bargaining rights have been secured by the former union for approximately 500 administrative office and clerical workers employed in the Seattle shipyard of the company.

This announcement was made by Mildred Erickson, business representative of Local No. 16304, following a consent pay roll check of company employes and the first meeting between union and company representatives on an extension of the present agreement covering the production clerical workers and calculated to apply to the newest unit organized by the union. Recognition by the company of the union's bargaining rights completes full unionization of the workers of our trade employed by this company in its Seattle yard.

Little opposition is expected

from the company in the union's endeavor to extend the provisions of the first agreement to the newly unionized group. Because wage structures of production and administrative office workers differ in some respects it is anticipated that this problem will constitute the major obstacle prior to consummation of an agreement covering these workers.

NLRB Election Sought at Tacoma

Following an intensive organizational campaign, George P. Firth, business representative of Local No. 20360, Tacoma, has petitioned the National Labor Relations Board for an election among workers of our trade employed in the administrative offices of the company's Tacoma shipyard.

Should NLRB order an election there can be but little doubt but that the administrative workers will follow the precedent established by their fellow workers in production clerical positions in the same shipyard.

Both Sister Erickson and Brother Firth are Vice Presidents of our International Council.

Wholesale Food Negotiations Stymied

Portland, Ore., Feb. 26.—With a deadlock in negotiations between Local No. 162881 and Associated Food Distributors, wholesale grocers association, having developed as a result of the employers adamant stand against request of the union for wage adjustments, officers of the local have called upon the U. S. Conciliation Service for assistance in bringing about a conclusion of current negotiations, according to Irving Enna, secretary-treasurer of the union.

The union seeks a flat \$5 per week adjustment in weekly salaries paid its members, which was reduced to \$3 in an endeavor to bring both parties together. With the employers' association representatives refusing to consider the reduced figure offered by the local as a compromise, the offer by the union was withdrawn and the Conciliation Service called upon for assistance in future meetings between union and employer representatives. Commissioner Brewer has been assigned to the dispute by the Conciliation Service.

Relationship Strained

Local No. 16821 has dealt with the wholesale grocers association for the past seven years and the relationship has not been without its more turbulent times. Disturbed periods in the past during renegotiation of the agreement would appear to have resulted more from the attitude of the association's labor relations representative than from any true disagreement between union representatives and management of the various companies.

While negotiations between union representatives and the management of the Pacific Fruit & Produce Co. are continuing little progress has been made although the previous agreement expired last December 15. Wage adjust-

ments are sought for members of the local employed by this company which would partially offset the increased cost of living in the Portland area.

Future meetings have been scheduled with management representatives and union spokesman have expressed the strong hope that a settlement may be arrived at shortly.

WMC LIBERALIZES APPEALS RULES

Washington, D. C.—On recommendation of its national Management-Labor-Policy committee, the War Manpower Commission has revised its appeals procedure covering the issuance of statements of availability which permit war workers to change jobs.

The amended regulation gives any interested party the right to appear and to be heard at the area hearing and limits the vote at the hearing to equal numbers of management and labor representatives.

Each worker and employer must be advised of his appeal rights when informed of the decision in his case. Appeals will be limited to evidence presented at the area hearing, but unrestricted right of appeal is open to all interested parties.

The new rules further provide that any statement of availability issued to a worker will be final, that the handling of appeals should be speeded up and that only panels representing the area, regional and national management-labor committees can take up appeals.

The changes were largely the results of the efforts of Frank Fenton, representing the American Federation of Labor, to change the appeals machinery so as to include certain procedures that had been adopted unofficially because appeals panels found them practical in meeting the problems brought be-

BACK WAGES PAID

Duluth, Minn.—Retroactive wage payments amounting in one instance to \$1,600, and totaling \$19,000, have recently been paid to members of our trade employed by the Barnes-Duluth Shipbuilding Co., it has been announced by AFL Organizer William F. Wright.

Organizer Wright, who has played a prominent part in the organizing and functioning of the local union to which these workers belong, points out that the total of \$19,000 is the total accumulated from two major wage increases gained for these workers within the past year. \$15,000 of the retroactive amount was gained for the 70 office and clerical workers employed by the company as a result of direct negotiation between the union and the company. The remaining \$4,000, also spread over its office personnel, represents an

CONTRACT SIGNED WITH DU PONT DE NEMOURS

Birmingham, Ala.—Organizer Walter L. Mitchell reports the signing of a contract with the E. I. duPont de Nemours Co., covering the Public Safety Service Employees of that company employed at the Alabama Ordnance Works at Childersburg, Ala.

These workers are represented through P.S.S.E.U. Local 23357. The contract provides a base rate of \$37.50 per 40-hour week.

The local was successful in obtaining dismissal compensation of \$200 for each employe covered by the contract who is terminated because of bona fide force reductions.

industry-wage increase granted some time ago.

Several members of the union received checks amounting to \$800 each, while other workers received amounts approaching this figure.

EUREKA LOCAL WINS CHICAGO BRIDGE AND IRON CO. ELECTION

Eureka, Cal., Feb. 16.—Refusing to be intimidated by the activities of management, the office and clerical workers employed at the Eureka plant of the Chicago Bridge & Iron Co. today overwhelmingly voted for union representation and collective bargaining. The vote, conducted by the NLRB among the office and clerical force, resulted in establishing the exclusive bargaining rights of Office Employees Union 23520, AFL, a good standing affiliate of our International Council.

Local Wins 72 Percent of Votes

More than 72 percent of all valid votes cast favored collective bargaining through Local 23520, thus establishing our exclusive bargaining rights in this plant according to reports from Council Vice President Carl F. Nelson who assisted in the campaign.

Of substantial assistance to these workers in the election campaign were Brother Gruhn, secretary of the Eureka Central Labor Council, whose active support and splendid cooperation were in no small measure responsible for the satisfactory nature of the results. Organizer Joe Casey from the western office of the AFL likewise rendered most valuable assistance in this campaign, proving an inspiration to the members involved.

Mention should also be made of the splendid assistance rendered by Sister Velma Azzinaro, president of Local 23520. Sister Azzinaro was recently fired by the company in an attempt to discourage the organization of the office workers. However, this plan of the management backfired, for Sister Azzinaro worked most ardently throughout the election campaign. The action of the management in discharging the local president because of her union activity is the subject of an unfair labor practice charge with the NLRB which will be heard on

Feb. 29, and which it is anticipated will result in her full reinstatement to her old position. Sister Betty Ryan, the second active union member to be discharged by the company, was also active in this election and her discharge case will also be considered by the NLRB at this forthcoming hearing.

Insurance Premiums May Be Paid By Employer, Says WLB

Washington, D. C., Feb. 19.—A memorandum explaining the National War Labor Board's opinion of what type of life insurance policy was contemplated by the regulations of the Director of Economic Stabilization which provide that certain premiums paid by an employer for insurance on the life of an employe do not constitute a part of wages or salaries has been sent to the WLB's 12 regional boards.

Premiums which do not constitute a part of wages or salaries may be paid without obtaining WLB approval; others require prior approval.

The type of policy contemplated, the memorandum states, is the ordinary straight life insurance policy, and is not limited to so-called "term insurance."

"Nor," it continues, "does it matter that the ordinary life insurance policy, after the first few years, accumulates a cash surrender value, since this cash surrender value is not considered to amount to a large percentage of the premiums paid."

Premiums constituting a wage or salary adjustment and requiring prior approval of the War Labor Board, the memorandum points out, include those on "any insurance policy having a loan or cash surrender value greater than the ordinary or whole life insurance policy" and those paid by an employer on behalf of any employe on an existing life insurance policy contracted by the employe and on which the employe has been paying the premiums.

fore them. The revisions represented a compromise between the positions of labor and management representatives on the national committee. In its final form, the amended regulation was unanimously approved.