

THE OFFICE WORKER

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

No. 20

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7

BIG GAINS MADE IN CANADA

OEIU Secures First Pacts In Pulp and Paper Offices

Kapuskasing, Ont.—In agreements negotiated and signed by Local 166 with the Kimberly-Clark Corporation of Canada, Ltd., and the Spruce Falls Power & Paper Company, Ltd., substantial gains were made for the office and clerical workers.

G. F. Anderson, president of the local, and AFL Organizer Russell Harvey announced the two pacts, which are the first secured for office and clerical workers in the great Canadian pulp and paper industry. The two companies are among the largest of their kind.

Both agreements recognize the exclusive bargaining rights of the local over all office and clerical workers in the Kapuskasing area operations of the companies in accordance with orders of the Ontario Labor Relations Board issued last April. Provision is made for inclusion of new positions which may be created and fall within the bargaining unit.

Union Shop Gained

A modified union shop provision, obtained in addition to the exclusive bargaining agency proviso, requires that all new employees shall join the union at least by the end of their probationary period and that all present employees who are or become members must maintain their membership in good standing. This is a new feature in Canadian agreements.

The agreements further provide that union members shall have preference in rehiring. In promotions and filling of vacancies, consideration shall be given to length of service, which is also made a major consideration on layoffs.

In regard to the hours of work it is provided that preference of the workers shall be given consideration in arranging schedules and that the union is to participate in any change of schedules. It is further agreed that a sufficient force will be maintained to avoid excessive overtime.

Five and one-half holidays with full pay are specified. When a full day's work is required on such holiday an additional allowance of one and one-half days must be granted and a full day must be allowed for working half of a holiday.

Two Weeks Vacation

Paid vacations of two weeks are provided, with one week for less than one year but more than six months of service. An unusual feature in this connection is that if the vacation is taken all at one time it may be started at noon on Friday and ends two weeks from the following Monday noon. Choice of vacation time is determined by rank, position and length of service.

An emergency absence allowance of five days with full pay each year for illness, jury duty, etc. is also provided. This is accumulated at the

rate of one-half day per month for new employees and may be used an hour or more at a time when necessary. It is cumulative up to a total of 30 days for illness. In addition, over-runs are allowed up to 15 days each year, based on the length of service.

12½% Increase

Classified wage schedules were obtained, with rates running up to \$300 per month. A general increase of 12½ per cent has been approved by the Canadian Labor Board for all employees. A rate advancement for all covered workers is provided for at the close of each calendar year to be based on merit and work performance. If in-grade promotion (Continued on Page 4)

LANSTON STRIKE WON

Philadelphia, Pa.—Local 14 brought its eleven weeks strike against the Lanston Monotype Machine Co. to a successful conclusion, according to local president Edward Springman and representative Margaret Scardino.

More than 50 members of the local have been out on strike since May 20 as a result of the company's refusal to agree to any substantial settlement in protracted negotiations carried on over a 12-month period concerned chiefly with salary rates.

The strike settlement, effective August 12, includes a general increase of \$5.00 per week to all members retroactive to February (Continued on Page 3)

37 Per Cent Increase Gained

Middleport, N. Y.—Salary increases averaging 37 per cent were obtained for all office and clerical workers at the Niagra Spray and Chemical Division of the Food Machinery Corporation plant in this city, as a result of negotiations recently completed with Local No. 184, according to OEIU Vice President George P. Firth.

In addition to such salary increases, which are effective as of July 1, the agreement provides for an 8-hour work day and a 40-hour week, with time and one-half for all overtime. All Sunday and holiday work is to be paid for at double time rate.

Two weeks annual paid vacation was obtained, in addition to liberal sick leave provisions.

Firestone Tire Staff Organizes

Lake Charles, La.—A majority of the office and clerical workers employed in the local operations of the Firestone Tire and Rubber Company have organized into Local No. 87, according to T. K. Stitzlein, Business Manager of the Local. Formal request for bargaining rights has been made to the Company and an election petition has been filed with the National Labor Relations Board requesting that Board to certify Local No. 87 as the exclusive bargaining agency of such workers. OEIU Vice President C. A. Stafford is assisting the local in this drive.

ALUMINUM COMPANY ELECTION SCHEDULED

Massena, N. Y.—Over 400 office and clerical workers employed in the office of the large plant of the Aluminum Corporation of America in this city will vote in an NLRB election on August 27, to determine whether they desire OEIU Local 180 as their exclusive collective bargaining agency, according to Vice President George P. Firth, who is assisting the local in its election arrangements and campaign.

Majority Signed Up

A substantial majority of the clerical force in this plant has already signed up for membership with Local 180, according to local Secretary-Treasurer Botosto. Great interest is being shown in the forthcoming election and the officers and committeemen of Local 180 are confident that the local will obtain an overwhelming majority vote in the forthcoming election and will thus establish its exclusive bargaining rights for this group.

It is anticipated that substantial employment gains can be negotiated.

The local negotiating committee included: Paul Hammond, Freda J. Woodworth, Irene Miller, William Cotries, Freeman B. Hoyer, Fred R. Trump, Edward M. Hibbard and Marold P. McCauley. OEIU Vice President George P. Firth assisted in the negotiations.

Local No. 184 was certified as the exclusive bargaining agency for this clerical group at an NLRB election conducted on June 19 and in which a substantial majority voted in favor of union representation. Valuable assistance was rendered by AFL Organizer Neil J. Cunningham in the organization of this establishment. The contact negotiations were completed within thirty days after the establishment of the local's bargaining rights.

ORGANIZATION IN DOMINION SPREADS

Toronto, Ont.—Sparked by the gains achieved through collective bargaining in the vast pulp and paper industry, organization of office and clerical workers in the Dominion is moving forward under the banner of the Office Employees International Union.

In the paper field, 10 local unions are now established at Beaufort, Gatineau, Temiskaming, Three Rivers, Iroquois Falls, Hawkesbury, Kapuskasing, Fort Frances, Smooth Rock Falls and Dalhousie.

The first agreements signed have been hailed as outstanding achievements. In addition to bettering wages, they have brought improvements in working conditions, featuring the added security of the union shop, a unique provision in Canadian contracts.

These pacts, negotiated by Local 166, are expected to form the pattern for agreements now being negotiated or about to be initiated by the other locals.

Inquiries for organizing assistance from office employees in general business are being received in increasing numbers, according to AFL Organizer Russell Harvey, who pointed out that during the war "the office employees almost became the forgotten factor in the general economic upswing."

"To recapture and improve the social and financial status of white-collar office employees, unionization is a virtual necessity," he emphasized.

He reported activity in the formation of new locals in the paper field at Sault Ste. Marie, Port Arthur and Fort William. At Hamilton workers of the Canadian Can Company are making good progress toward unionization.

In still another field, office employees of the Canadian Broadcasting Corporation are showing considerable interest in organization. They have had one meeting with Harvey and his address on that occasion was recorded for distribution to points outside Toronto and was relayed by wire to some points. The agreements secured by the radio artists in Toronto and Montreal exemplify the gains which are available to these workers through collective bargaining.

CANDY WORKERS GAIN

San Francisco, Calif.—Members of Local 36 employed by the Whitman Candy Company have received a uniform \$25 per month salary increase, according to Eleanor D. Murphy, secretary-treasurer.

The salary increases resulted from the negotiation of a renewal of the agreement between the local union and the company.

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OFFICE EMPLOYEES
INTERNATIONAL UNION



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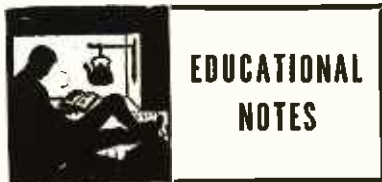
A Disservice to Workers

The 79th Congress has closed up shop and gone home. This Congress performed a distinct disservice to the workers in our country by its unwarranted action in slashing the modest appropriation requested by the National Labor Relations Board to cover its functioning during the forthcoming year. The Congress took \$677,400 off of the modest budget required by the Board for the minimum proper administration of the National Labor Relations Act.

What does this cut mean to our organization and to the thousands of office and clerical workers who are presently organizing? In cold facts it means that the National Labor Relations Board will be forced to lay off more than 20 per cent of its total working staff both in Washington and in its twenty regional offices. NLRB Chairman Paul M. Herzog, in an announcement on July 29, indicated that this budget cut was made by Congress at a time when the number of cases before the Board was 15 per cent heavier than it was at this time last year. He also indicated that during the past year the Board had cut in half the amount of time required for the processing of many cases and that the cut in the appropriation, with the consequent lay-off of more than 20 per cent of the Board's staff, would result in the reversion to the earlier situation.

It is indeed disheartening that the 79th Congress, which has appropriated billions of dollars, including even appropriations to allow for the purchase of water buffalo for the Chinese, has failed in its responsibility to provide adequate funds sufficient to meet the modest budget of this vital agency—the National Labor Relations Board.

The entire staff of the Board numbers only 980 workers. The forced lay-off of 200 of these workers will have a far-reaching effect through slowing down the peaceful processing of representation and unfair labor practice cases. The National Labor Relations Act is the law of our land. The Board, charged



WHAT IS WORKERS' EDUCATION?

By JOHN D. CONNORS, Director
Workers Education Bureau
of America

Our world has grown more and more complex, but the worker who played such a large part in creating it still understands too little of what it is all about. However, the organized worker is determined that the world of tomorrow shall be one of peace and security. He recognizes that if this is to be, he and his fellow unionists must play a much more active role than they have in the past. How can they do so, with greatest benefit to themselves and to their neighbors locally, nationally, and internationally? A better understanding of the problems involved is essential—and that is where workers' education comes in.

What is workers' education? It is based on the needs and desires of industrial workers both as workers and as citizens in our modern machine world. Workers' education begins with the job and seeks to aid the worker in understanding not only that job and the problems of living related to it, but also his relationships in the local community and in the larger world community as well. It emphasizes the study of group problems and their solution through group action. It is inextricably linked with the labor movement of which it is a part and upon which it relies for support.

During the past twelve years trade union membership has grown from less than four million to over 15 million, until today it constitutes over one-tenth of the total population of this country. Because of this sudden growth and increasing importance workers' education has three immediate tasks.

Training New Members

The first is to train these millions of new members in their rights, duties, and obligations as members of their unions and to acquaint the rank and file with what the labor

with the administration of the Act, should be supplied with sufficient funds to allow for the prompt handling of the many thousands of cases which it reviews annually.

Most members of the 79th Congress have now returned to their home states, many to campaign for their reelection. All workers should bear in mind the total lack of consideration for workers' welfare shown by this Congress in its failure to provide the NLRB with the modest funds which it needs. The return of the Congressmen and Senators to their home States provides our membership and all workers with an opportunity to query such gentlemen as to how they stood on the vital question of supplying the NLRB with sufficient funds to allow it to do an efficient and effective job in administering this vital statute.

Half of America's Families Have Incomes Below \$2,000

Washington, D. C.—Nearly half of America's families have incomes below \$2,000 a year, and two out of three of them receive less than \$3,000, it was revealed in a joint survey of the Federal Reserve Board and the Bureau of Agricultural Economics.

movement stands for and how it functions—organizationally and financially. If the new member knows these things and the history of the organized labor movement in general and his own union in particular, he can become an effective unionist. He should also understand something about democratic processes, should study parliamentary law, public speaking, and grievance procedure. With this solid foundation the new member is more apt to stick with his union through thick and thin.

Training Leaders

The second task which workers' education has to do—and do well—is to train union leaders to do their jobs better. In recent years the qualifications for an effective trade union official have changed. In early days many a successful leader won his victories by pounding the table and outshouting the other fellow. But today a new element has been injected into the labor leader's relationships with management. Fortunately, the old violence on the picket line is disappearing and workers' representatives now meet representatives of management around the conference table; it is no longer a question of outshouting but rather of out-thinking and out-arguing the other fellow in orderly collective bargaining. When the labor man must match wits with the shrewdest brains which management can employ, he must—to win his point—be well versed in economics, labor law, job evaluation, and all other matters involved in our complex industrial relations.

The labor official's relationships with management are not the whole picture, however. He has also an obligation to conduct the affairs of his union in a businesslike and democratic way, so that it may function efficiently.

It goes without saying, however, that as the years go by there will inevitably be vacancies in the ranks of the present leaders. Workers education can discover new talent and train younger leaders to take the places of the old. This could well begin with a training program for the shop steward, who is the worker's first contact with management. Unless he does his job well, the whole labor-management relationship becomes more difficult.

Training for Citizenship

Finally, workers' education faces the task of aiding both leaders and rank and file members to take their proper places in community life, so as to play their full part as citizens in our democratic society. They must vote intelligently; they must understand the forces at work and the issues involved not only in our domestic scene but in our larger world relationships as well.

In other words, workers' education aims to make the worker a good trade unionist, a good American, and a good world citizen.

The figures represent the combined income of all members of each family based on 1945 income before taxes. As 1945 was a record year for individual income, the current average is believed to be less than shown in the survey.

About one in 10 families had pooled incomes of \$4,000 to \$7,500, and only one in each 33 or 34 had joint income totaling more than \$7,500.

These findings supplemented earlier announced results showing the mass of American families had no substantial amount of quickly cashable assets and two out of every five average less than \$40 each in saving bonds, other securities and bank deposits.

The new report showed the financial condition of the families which constituted the Median, or middle-group in each income bracket as:

Under \$1,000—Median income, \$600; Median assets in savings bonds, other securities and bank deposits, \$20.

\$1,000-\$1,999—Median income, \$1,500; median assets, \$230, \$2,000-\$2,999—Median income, \$2,400; median assets, \$470. \$3,000-\$3,999—Median income, \$3,300; median assets, \$900. \$4,000-\$4,999—Median income, \$4,300; median assets, \$1,450. \$5,000-\$7,499—Median income, \$5,500; median assets, \$2,700.

\$7,500 and up—Median income \$10,000 and \$7,270, median assets.

RANKS OF WORKING WOMEN INCREASE

Washington, D. C.—The number of women employed in June increased nearly half a million over the figure for May, it was reported by the Women's Bureau of the Labor Department.

Strange as it may seem, too, there also was an increase in the number of unemployed women. This paradox was explained by the bureau, which pointed out that summer normally sees an increase in seasonal workers and that there are more workers in the market when schools are not in session.

The bureau reported there are 53,750,000 women in this country 14 years of age or over; 16,710,000 are employed, an increase of 450,000 over May; 560,000 are unemployed, an increase of 140,000 over May. It set the number in the armed forces at 50,000, a decline of 10,000 since May, and listed non-working women at 36,420,000, a drop of 560,000.

Meanwhile the bureau, on request of representatives from minimum wage states, is working toward a new cost-of-living budget for working women for minimum wage purposes. The first meeting in June of a Joint State-Federal Committee reviewed use of cost-of-living budgets, difficulties of States in devising defensible budgets, varieties of theories used in constructing budgets, and proposed new techniques as developed by the Bureau of Labor Statistics. Problems on individual budgeting, such as clothing, food, and housing, were discussed as well as methods for pricing the budget.

REVERE COPPER ELECTION ORDERED

Baltimore, Md.—Officers of Local 22 have announced that the National Labor Relations Board has ordered an election among office and laboratory workers in the Canton plant of the Revere Copper and Brass Incorporated.

Final details of the election are to be worked out at a meeting between NLRB representatives, company officials and OEIU Secretary-Treasurer J. Howard Hicks who has been representing the local union. Those employees of the company who will be voting in the approaching election have evidenced a strong interest and desire for collective bargaining. It is expected that they will vote by a substantial margin for representation by the OEIU.

Officers of the local union have expressed keen appreciation for the services which Hicks has rendered in his participation in all phases of the Revere Copper and Brass Incorporated matter.

GROCERY PACT

Detroit, Mich.—A working agreement covering the office and clerical force of the A. G. Stores, Inc., wholesale grocery establishment, has been negotiated by Local 10, according to David C. Wade, president of the local.

The contract establishes a full union shop and check-off. Wage increases ranging from \$5 to \$6.20 per week were obtained for all employees and a minimum hiring rate for new employees of \$30 per week was established. Extra employees working on a part-time basis cannot be paid less than \$1 per hour.

The work week is fixed at five 8-hour days, Monday through Friday, with time and one-half provided for all overtime work and double time for all work performed on Sundays or legal holidays. Employees required to work overtime after 6 o'clock at night receive in addition to their overtime pay a meal compensation of \$1.50.

The agreement requires the use of the OEIU union label on all work performed in the office. Two 15-minute rest periods per day with pay are established for all employees. A two weeks' paid vacation is provided for all who have one year's service, and those with less than one year but more than six months' service receive one week's vacation with pay. All workers are paid for six legal holidays and for three hours off on Good Friday. Sick leave of 12 working days each year is assured all employees and they are also allowed three days off in the event of death in their immediate family.

Seniority is established and recognized in the filling of vacancies, promotions and new positions, and on all lay-offs and rehiring. Grievance procedure is set up for the handling of all grievances and arbitration is provided for grievances which cannot be otherwise adjusted.

The contract was negotiated for the local by President Wade and the negotiating committee consisting of Virginia Cischke, Rita Fagan and Emily Sidur.

Toledo Edison Gains Won In New OEIU Agreement

Toledo, Ohio—In a new contract just signed with the Toledo Edison Company of this city, Local No. 19 has obtained further substantial gains over those previously enjoyed, according to International Union Vice President R. M. Daugherty, who assisted the local union officers and committee in its negotiations.

Blanket Increase Obtained

Of outstanding importance to the large membership of Local No. 19 employed in this public utility operation is the provision in the current agreement that all employees are to receive a blanket wage increase of \$25.00 per month above the monthly salary which they have been receiving and that such increase is to be effective retroactive to June 1.

Other new features include the requirement that any new positions which may be created during the life of the contract and which are similar to positions now covered, shall be incorporated within the scope of the contract. Provision has also been made so that employees who have normally been assigned to Saturday work shall henceforth receive time and one-half for any work performed on Saturday afternoon, even though such hours do not bring them in excess of a 40-hour weekly schedule.

Seniority Clause

Another outstanding gain was the tightening of the seniority clause, so that it now requires that in all re-hiring, layoff and promotion the right of seniority shall prevail, provided the employee is competent to fill the available position. Any dispute in connection with the application of such clause is subject to the regular grievance procedure.

All previous gains established under prior contract are preserved in the new agreement. These include the exclusive recognition of the union and the requirement of maintenance of membership by union members. The regular schedule of working hours is fixed at 8 hours

RENEW AGREEMENT WITH YALE & TOWNE

Stamford, Conn.—A renewal agreement has just been signed between Local No. 90 and the Yale & Towne Manufacturing Company of this city, according to Raphael O'Connell, President of the local union. The new agreement contains all previous gains negotiated by the local and include a 12½¢ an hour increase and new minimum rate of \$29.00 per week, agreed to earlier in the negotiations.

The union succeeded in obtaining irrevocable check-off of union dues, thus assuring union security under the new contract.

An outstanding gain also was made in obtaining for 120 timekeepers and factory clerks the same vacation, holiday and sick leave benefits enjoyed by the general office force. The pact is a two-year agreement, which may be opened at the end of one year for adjustments in wage schedules.

per day and 40 hours per week, Monday through Friday, with provision being made for rotation of essential Saturday morning work. All time worked in excess of such hours is paid for at the rate of time and one-half, which overtime rate also applies to work performed on six legal holidays. Comprehensive grievance handling procedure is provided for, assuring all members of equitable handling of grievances and with provisions for arbitration of grievances not satisfactorily settled under the grievance procedure.

Other Provisions

The contract also provides for bulletin boards for union notices, for leaves of absences; the preservation of employees' rights during military service; paid vacations; transfers; and for the posting of seniority rosters.

The new contract was negotiated by the union committee consisting of B. H. Ward, local secretary-treasurer, William D. Hostetter, Leonard J. Brosia, Roy T. Young and Ralph L. Manor, assisted by OEIU Vice President R. M. Daugherty, who is also president of the local union.

STRIKE WON

(Continued from Page 1)

11, 1946. An improved vacation plan was obtained, which provides for one day of paid vacation for each five weeks' service up to six months; one week's paid vacation for service over six months but less than one year and two weeks' vacation with pay for all workers with one year or more service.

The regular work week was reduced from 40 hours to 36½ hours, and the minimum wage scale was raised by an average of \$3.50, with some job rates increased as high as \$4.75. All present workers received a \$5.00 per week general increase retroactive to last February.

The agreement also provides for a closed shop and requires the payment of time and one-half for work performed on Saturday morning, with double time for all Saturday afternoon and Sunday work and for all work performed on six specified holidays.

The contract also establishes a uniform sick leave policy and sets up grievance procedure for the handling of disputes. Wage and other provisions may be reopened on 60 days written notice.

The negotiating committee from this shop included local Vice President Howard Jarman, Chairman, and the following members: William Riley, Walter Orr, Grace Rainey, Russell Lukens, Nick Cordavo and Joseph Schlanger. The committee was assisted by Local President Edward Springman and Representative Margaret Scardino.

Aiding in the negotiations were Joseph McDonough, Manager of the Philadelphia Central Labor Union, Henry MacFarland, Regional Director of the American Federation of Labor, and representatives of other unions in the plant, including the Machinists, Typographical, Pattern Makers, Pressmen and Teamsters Unions.

UNITED ENGINEERING AGREEMENTS SIGNED

San Francisco, Calif.—New agreements with the United Engineering Company, covering its operations in this city and in Alameda, have been negotiated by Locals No. 36 of San Francisco and No. 29 of Oakland.

The new contracts cover all timekeepers employed in these operations of the company and recognize the exclusive bargaining rights of the locals for such groups.

Union membership is established as a condition of employment and all new hires are required to obtain union clearance before being employed.

The contracts establish substantial wage improvements, fixing the entrance rate for timekeepers of \$1.23 per hour, with automatic increases to \$1.28 after 60 days and \$1.38 after 150 days' work.

Hours are fixed at 8 per day on a 5-day week basis, Monday through Friday, with time and one-half provided for all hours in excess of 8 per day and 40 per week and for all time worked on Saturdays, Sundays and holidays. Workers employed on the second shift work a 7½-hour shift with pay for 8 hours' work, plus a 10 per cent shift premium.

Workers employed on the third shift work a 7-hour shift with pay for 8 hours, plus a premium rate of 25¢ per hour.

Two weeks' vacation with pay is provided for all workers after one year's service. Reporting time pay of four hours is provided for any shift for which the employee reports for work, unless, for reasons beyond the employer's control, no work is available, in which event the workers receive two hours' straight time rate.

Ten legal holidays are recognized and provision is made for the handling of grievances with arbitration being provided for grievances which are not otherwise satisfactorily disposed of.

The agreements were reported by Secretary-Treasurer Eleanor D. Murphy of Local No. 36, and Secretary-Treasurer John Kinnick of Local No. 29. Both agreements were also signed by the Bay Cities Metal Trades Council with which both locals are affiliated.

WAGE INCREASES GAINED

York, Pa.—In an amendment to the existing contract between Local 157 and the S. Morgan Smith Co., of this city, increases were obtained in the rate ranges for all job classifications of 6 per cent effective retroactive to May 27, 1946. Under the new schedule the minimum starting rate for the lowest classification has been increased to \$22.50 per week, with a maximum rate for such classification of \$29.50 a week. The highest rated classification now starts at \$51.50 a week and carries a maximum rate of \$67.00 per week.

The committee members who signed the amendment to the contract included E. A. Meisenehler, Wm. Wagonhafer, D. R. Thompson and E. H. Rohrbaugh. Vice President George P. Pirth assisted on behalf of the International Union.

Remington Rand Wages Are Boosted

Across-Board Increase Secured By OEIU Local

Elmira, N. Y.—Wage increases totaling 17½ cents an hour have been negotiated for the more than 200 office and clerical workers employed in the Remington Rand typewriter and adding machine plant in this city, according to Tom Keane, president of Local 137, which holds an exclusive bargaining contract with the company covering such workers.

The 17½-cent across-the-board increase was obtained in two parts—4 cents effective as of April, 1946, and the remaining 13½ cents effective as of July.

In addition to all present employees receiving a total of 17½ cents increase in their existing hourly rates, all job rates were increased a like amount, thus establishing a new minimum hiring rate for the lowest classification at 78½ cents per hour. The new maximum on the highest classification was thus brought to \$1.42½ per hour.

In its negotiations on these adjustments, the officers and committeemen of Local 137 received extremely valuable assistance from Committeemen Byron Paddock and John Zink of the International Association of Machinists, Local 826, which holds bargaining rights for the plant workers. Officers and committeemen of the local pointed out that the assistance rendered to their committee by these brothers who have had prior experience in dealing with the representatives of this company was largely responsible for the satisfactory results obtained.

IRON WORKS GAINS MADE

Warren, Pa.—A 65 cent minimum wage for office employes was established in the local plant of the Struthers-Wells Corp., as the result of an agreement signed recently with OEIU Local 186. The agreement provides for increases of 15¢ per hour for all main office employes and 18½¢ per hour for office workers in the shop and timekeeping departments. Many other rates were increased as a result of new wage classifications.

Other provisions of the agreement provide for paid vacations, annual paid sick leaves, seniority rights and equitable grievance handling procedure.

Local 186 was certified as the collective bargaining agency of the office and clerical workers as a result of a National Labor Relations Board election held on May 16, 1946, at which time an overwhelming majority voted for collective bargaining through OEIU. The union negotiating committee was composed of the following members: L. J. Evenue, Crassed R. Card, John W. Cross, Gladys F. Johnson and James V. Plateroli. The committee was assisted by George P. Firth, OEIU Vice President.

The substantial gains made by the local for its members employed in Remington Rand, which resulted in bringing the rates in such office to new high levels, has awakened widespread interest among other office and clerical workers in the Elmira area.

Other Groups Organizing

A. F. of L. Organizer Bernard Webb is working with the officers of the local in various organizational drives presently being conducted in other Elmira plants.

A substantial majority of the entire office force of the Moore Business Forms company, formerly known as the American Sales Book Co., have already signed up with the local, which has requested exclusive bargaining rights and an NLRB election among this group.

Substantial interest is also being shown by the office force of the large American-LaFrance-Foamite Corp. plant. This plant produces the American-LaFrance fire trucks and the foamite fire extinguisher, and employs an office force of upwards to 200 workers, a substantial number of whom have already signed up with Local 137. An active committee of office workers in this plant is presently functioning in obtaining further membership and it is anticipated that within the next several weeks the local will have majority representation in this shop also.

Earlier this month open meetings were held for the employes of these two companies. International President Hutchings and Vice President Firth addressed the gathering, as did also A. F. of L. Organizer Webb and officers and committee members of the local union. Representatives of the plant unions were also in attendance.

Workers of May Company to Vote

Baltimore, Md.—All employes in the local operation of the May Company department store will vote on representation by the American Federation of Labor in a National Labor Relations Board election on September 5. The consent election will be the climax of a spectacular organizing drive which it is anticipated will result in the unionization of workers in all local department stores. Officers of Local 22 and Secretary-Treasurer J. Howard Hicks of the OEIU have participated in the campaign.

All AFL unions locally with potential members employed by the company are giving wholehearted and enthusiastic support and co-operation in the intensive final endeavor to impress upon employes of the company the importance of their voting at the approaching election. AFL Organizer Joseph Gillis is coordinating the actions of all participating unions in the final stages of the campaign.

Benefits Gained In Drug Co. Pact

Oakland, Calif.—The agreement recently negotiated with the McKesson - Robins wholesale drug house, covering its Langley Michaels Division in this city, by OEIU Local No. 29, in addition to providing for wage gains of from \$18 to \$30 per month, as reported last month, also reduces the wage progression period of junior clerks to three-month steps.

The contract recognizes the exclusive bargaining rights of Local No. 29 and requires union membership of all employes covered by the contract, with the union being given first opportunity to supply additional workers needed. All new employees must also, as a condition of employment, become and remain members of the union.

A five-day week, Monday through Friday, is established with overtime at the rate of time and one-half being paid for all hours worked in excess of 8 hours per day, or 40 hours per week, and for all work performed on Saturday, Sunday and eight legal holidays.

Paid vacations on the basis of one week after one year's service and two weeks after two or more year's service, is provided for. Sick leave of six working days per calendar year is provided without loss of pay. The agreement also makes provision for seniority recognition in lay-offs and rehiring and provides for grievance handling machinery with unsettled grievances being submitted to arbitration.

The agreement is signed for the local by its secretary-treasurer John Kinnick and Business Representative Ray R. Colliver.

CANADIAN PACT

(Continued from Page 1)

tions are not granted reasons for withholding them must be given.

The Local membership is pleased with the gains in these new agreements.

Pleasure at the achievement of the Local was expressed by International President Paul R. Hutchings, who further stated that while there are doubtless many additional future gains to be looked forward to the local has made substantial steps in achieving collective bargaining benefits for members of our trade employed in the paper industry in the Dominion.

The officers and a committee of

LUCKY STRIKE WORKERS ORGANIZED

Reidsville, N. C.—A rapid fire organizing campaign, spearheaded by AFL Organizer A. E. Brown, has resulted in a high degree of unionization of office and clerical workers employed in the local operation of the American Tobacco Company.

The group, with the assistance of Brown, applied for and has obtained, an OEIU local union charter. It is expected the local will soon be recognized by the company for the purpose of collective bargaining. The new local union will be known as Local 194.

YAWMAN & ERBE CO. AGREEMENT SIGNED

Rochester, N. Y.—A working agreement with the Yawman & Erbe Company has been negotiated by Local No. 34, according to OEIU Vice President George P. Firth, who assisted the officers of the local.

The agreement establishes the 40-hour work week and 8-hour work day Monday through Friday, inclusive. Time and one-half is provided for all over-time work performed and double time for all Sunday work, with two and one-half times the regular rate being paid for all holiday work.

Vacations with pay are provided upon the basis of two weeks for all employes of more than one year's service and one week for employes having more than nine months but less than one year.

Increase Retroactive

A general wage increase of 10½ percent, retroactive to June 1, was obtained for all workers, with the further provision that should the selling price of the Company's products be increased, with or without OPA approval, wages will be increased by the same percentage.

The contract also establishes seniority protection and provides the necessary procedures for the handling of grievances.

The negotiations were conducted by President Arthur Farran of the local, together with a committee of members from the plant, with Vice President Firth assisting on behalf of the OEIU. Mediator Earl Fanzer of the New York Department of Labor played an important part in assisting the parties in the settlement of their negotiation difficulties and the completion of the agreement.

BIG INCREASE GAINED

Chicago, Ill.—In a contract just negotiated with the Bell Fibre Company, Local 28 obtained wage adjustments of almost 24 per cent for the office and clerical force involved, according to business representative Sarah E. Keenan, who handled the contract negotiations.

The Local conducted the negotiations and were aided by the advice and counsel of Organizer Harvey.