

# THE OFFICE WORKER

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

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## Portland Local Signs New Pact

Portland, Ore.—The signing of an agreement between Local 11 and Consolidated Freightways, Inc., has been announced by Irving Enna, secretary-treasurer of the local union. The agreement guarantees union membership for all office workers employed by the company, substantial sick leave without deduction in pay and advance notice in the event of termination of employment. Highlight of the agreement, which is the first between the local union and the company, was a universal 20 cents per hour wage increase retroactive to July 1.

Enna reports that the local union has signed similar agreements with the Oregon-California-Nevada Fast Freight Company, Rand Trucking Company, Inland Motor Freight Company and Interstate Freight Lines, Inc. The successful signing of the agreements in the trucking and motor freight industry represents the culmination of a carefully prepared plan laid by the local union some months ago.

### Wholesale Paper Agreement

The signing of the first agreement between the local union and the Blake, Moffitt and Towne Paper Company has also been announced by Enna. Highlights of this new agreement are salary increases ranging from \$15 to \$46 per month retroactive to September 1. The agreement also provides an increase in paid vacations to two weeks per year and double time for work performed on Saturdays, Sundays and holidays.

Successful unionization of employees of the Eugene (Ore.) "Register-Guard" has been announced by the local union. It is anticipated that a National Labor Relations Board election will be required as the result of representation claims made by the CIO Newspaper Guild.

## Election Slated by NLRB At Big Bank of America

Oakland, Calif.—The National Labor Relations Board, in response to a petition filed by Local 29, has directed that a secret ballot election be held among the employees of all branches of the Bank of America coming within Branch Supervision District No. 11, according to reports received from local secretary-treasurer John Kinnick, who has been handling the organization of this group on behalf of Local 29.

Workers in many branch banks of the Bank of America organized in Local 29 earlier this year and in response to a petition filed by the local union hearings were held by the NLRB during the month of June for the purpose of determining the appropriate bargaining unit and those who would be eligible to participate in a secret ballot election.

## Progress In Gas Industry

### Secure Agreement At Gas & Coke Co.

Portland, Ore.—An agreement covering the office and clerical workers of the Portland Gas & Coke Co. has been negotiated by Local 11, which represents the office and clerical workers of such company according to Irving Enna, secretary-treas. of the local who handled the negotiations.

The contract, which is a comprehensive one, established many gains for the clerical force who are members of Local 11, and the union is still in negotiations on a blanket increase request of 18½ cents per hour and three weeks' paid vacation for employes of ten years or more service. Provision is made for the outcome of these supplemental negotiations to be included in the contract signed.

The contract among other things recognizes the exclusive bargaining rights of Local 11 over all office and clerical workers, exclusive of workers who are already covered by the company's contract with the International Chemical Workers Union, or who are members of A. F. of L. trade or craft unions. Excluded also are executive administrators and professional employes, salesmen and confidential secretaries to department heads.

The agreement establishes a modified union shop, requiring a maintenance of union membership by all present employes who are members of the union and the requirement that all new employes must, as a condition of employment, become and remain members of the unions.

An 8-hour day and 40-hour week are established, with time and one-half being paid for all work in excess of 40 hours.

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### Seek Rights In Chicago Company

Chicago, Ill.—Formal request has been made upon the Peoples Gas Light and Coke Company of this city to recognize Local 183 as the exclusive collective bargaining representative of the more than 1,000 office and clerical workers employed by the company, according to John Holcomb, temporary president of the local union.

The local has been engaging in an active organizational campaign and has developed its majority representation among such workers. Although an NLRB election will doubtless be required to establish its exclusive bargaining rights, the local union indicates that it is confident such election will show a preponderant majority of votes favorable to the OEIU, for in addition to the hundreds of cards which it has obtained from the eligible workers, many additional workers have orally voiced their favorable attitude toward collective bargaining and have given assurances that their votes will be

(Continued on page 3)

### LOCAL 200 CHARTERED

Washington, D. C.—Announcement of the issuance of a charter to Local No. 200 was recently made by Secretary-Treasurer J. Howard Hicks of the OEIU. The new local union was chartered in Cedar Rapids, Iowa, where several groups of office workers are banding together in the forming of the new OEIU local union. Vice President L. G. Nygren is working with leaders of the group and it is anticipated that the new local union will grow to substantial size and be of considerable influence in AFL circles in Cedar Rapids.

In making the announcement of the new local union, Hicks pointed out that, inasmuch as local union numbers are issued consecutively, the issuance of this charter is indicative of the growth which is being made by the OEIU since its inception in January 1945, and the increasing trend toward unionization by office and clerical workers.

that the NLRB in its decision overruled its Trial Examiner and held that the CIO had made absolutely no showing to represent any of the employes involved and the NLRB struck from the record all statements and evidence submitted by the CIO in the proceedings.

## Grocery Agreement Brings Wage Hike

Pittsburgh, Pa.—Further gains have been won for the office workers employed by the Reid Murdoch Co., a division of the Consolidated Groceries Association in Pittsburgh, according to the report of John Magnotti, business representative of Local 33, who handled the negotiations with this company.

Wage increases of over \$7.50 to \$10.00 per week have been obtained for all office workers and for the first time the workers in this establishment will enjoy a limited amount of paid sick leave.

All previous gains were preserved in the renewal agreement, including the five-day week Monday through Friday, the eight-hour day and time and one-half for all overtime. The employes enjoy seven paid holidays with double time provided for all work performed on any of these holidays and for all Sunday work.

The agreement provides for a full union shop and establishes two weeks vacation with full pay for all employes of one year or more of service. Arbitration is provided for grievances which cannot be satisfactorily settled and the U. S. Department of Labor is to appoint the impartial chairman of the arbitration board.

## ENAMELING COMPANY WORKERS VOTE OEIU

West Lafayette, O.—A substantial majority of the office and clerical workers of the Moore Enameling & Manufacturing Co. voted for Local 195 as their exclusive bargaining agency in an election conducted by the National Labor Relations Board.

The workers were assisted in organizing and setting up the local by OEIU Vice President R. M. Daugherty.

It is expected that contract negotiations will begin shortly.

### Refinery Election Won

Beaumont, Texas.—By a favorable vote of more than 83 per cent Local 169 has established its exclusive bargaining rights for the office and clerical workers employed by the Magnolia Petroleum Co. at its refinery in this city. The election was conducted by the NLRB among the approximately 135 eligible workers. As a result of the sweeping victory for the union in this election, the NLRB has certified Local 169 as the exclusive bargaining agency for this group.

International Union Vice President C. A. Stafford has been assisting the officers and members of the local in this campaign.

## THE OFFICE WORKER

Official organ of the  
OFFICE EMPLOYEES  
INTERNATIONAL UNION



PAUL R. HUTCHINGS, *President*  
J. HOWARD HICKS, *Sec.-Treas.*  
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Washington 5, D. C.

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## Calls For Return Of Basic Unionism

Chicago.—“The time has come to return to the basic principles of trade unionism—the right to organize; the right to form unions of our own choosing; the right to bargain collectively; the right to refuse to work for unfair employers, and the right of government employes to organize.” The 65th convention of the AFL declared here in adopting a report of its Committee on Resolutions on National Labor Policy.

The report of the committee said in part:

“Nothing in the experience of the American Federation of Labor with wartime regulation of collective bargaining by the Federal Government justifies a departure from these basic principles. Nothing has occurred since the end of the war to justify delaying our immediate return to the freedom required by these principles. Immediate economic freedom is of utmost importance to the American Federation of Labor in particular and the American labor movement in general.

“Only after our freedom has been restored can there be any progress made toward the formulation of a national labor policy. Nor is there any reason to believe that such a policy will be established by so-called national conferences of labor and management. A truly national labor policy can best be obtained through the tried and tested procedures of collective bargaining between individual employers and industrial groups of organized workmen.

“In summary, therefore, it is the unanimous recommendation of your committee that positive steps be taken by the American Federation of Labor to free itself from the remnants of Federal regulation which was necessary only in time of war.”



## EDUCATIONAL NOTES

### JOE WORKER GOES TO COLLEGE

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

Colleges and universities have for many years trained both youth and adults to be better farmers, businessmen, doctors, engineers, lawyers, ministers, etc. Almost without exception, until recently, the one person who has not been offered by them the opportunity to better himself in his chosen field is the trade unionist. Joe Worker has long felt that the university should help him to understand and use wisely the techniques of trade unionism and should train his son so that he may become an even better representative of organized labor.

The one exception to this almost universal indifference of universities to a program of labor education has been the University of Wisconsin, where the School for Workers, directed by Ernest Schwarzauber, has for over twenty years carried on a realistic program of workers' education, which emphasizes the need for industrial as well as political democracy. A reduction in appropriations necessitated a curtailment of its year-round program and its main emphasis has in later years been upon two-week resident institutes in Madison during the summer, conducted in cooperation with labor unions, where over 500 trade unionists study annually.

#### Types of Program

With the increased importance of labor as a responsible group in the community, many other institutions of higher learning have come to realize that they have an obligation to labor as well as to other groups. This recognition of labor by the colleges of our land has been due to a great extent to the bridge between labor and learning which the Workers Education Bureau has been building by its labor institute program over the past sixteen years. Today over eighty universities have opened their doors to Joe Worker. Some now offer extensive programs designed to reach the rank-and-file in their home communities; others concentrate on training a selected group of leaders; while still others have set up full four-year joint labor-management courses leading to degrees.

The most realistic program is that set up at the University of Michigan in 1944, under a grant from the State Legislature. The significant feature of their Workers' Educational Service, directed by Arthur A. Elder, has been the development of a field service in which during the past year over 42,000 members of workers' organizations in 45 different communities have attended formal classes, forums or discussion sessions in regular union meetings. Topics such as collective bargaining, shop steward training, and union administration are studied in these various types of meetings, which are organized at the request of and in

## CREDO

I believe in my union . . .  
And believing, I want that union to be an organization meriting my faith, one to which I can point with pride—for I am proud that I carry a card of the American Federation of Labor. I am proud of the men who have struggled so valiantly to give me the right to carry that card without fear of retribution, without fear of discrimination. I am proud of those who lead the way, and who are looking to us, the “younger generation”, to build securely, to carry on, to know where we are going and why.

I want my union to stand for those principles that are essentially and basically right—therefore, I cannot sit idly by and allow others to form policies and principles by which I shall live and work and be governed, and not take an active part in the planning.

I want my union to be strong—and knowing that strength is impossible without respect, I will do all in my power to create respect in others for what I, and my organization, stand for. I will build my character and my life in such a way that people will say that organized labor must be worthy of admiration, else I would not be a part of it. I will realize that the strength of organized labor is as a slumbering giant, and that it is up to us to awaken that giant, and then to keep his strength directed at the aims and ideals which we have set forth as ours.

I want my union to go forward—so I will promote a well-organized, carefully executed plan of progressive growth for my union. I will back my officers by contributing my share of effort, energy and enthusiasm. I will realize that part of my duty is constructive criticism towards those faults which can be eliminated. I will endeavor always to build, never to tear down.

I will remember that I have a personal obligation to my union.

And I will pledge anew, “On my honor to do my best . . .”

(The above was written by Hazel I. Harrison of Office Employees International Union Local 61 in Louisville, Ky., and is reprinted from “Aluminum Workers' Messenger,” the publication of International Council of Aluminum Workers' Unions.)

conjunction with the unions themselves.

#### Learning to Be Leaders

Four years ago at Harvard University Trade Union Fellowships were established to train efficient union executives. National unions select promising younger leaders to undertake a year's resident study. Most of their courses are set up especially for them: for instance, the administration and negotiation of labor agreements, accounting and analysis of financial statements, and problems of dealing with government agencies and of presenting arbitration cases. However, in a few instances they meet jointly with students training for management positions.

The most comprehensive and best financed of the state-supported programs—and one which includes management as well as labor—is the New York State School of Industrial and Labor Relations which opened in November 1945 at Cornell University. This school offers a four-year resident course leading to a bachelor's degree in industrial relations, where subjects such as labor union organization and operation, legal and constitutional aspects of labor problems and social insurance, and collective bargaining, mediation, and arbitration are included in the curriculum. Extension courses in leading industrial centers of the state and short resident courses and institutes are also being set up. In addition, a research service is provided for management and labor.

In such a brief article I can mention only two or three of the outstanding university programs, to illustrate the way in which university labor education is developing. Suffice it so say that such education is developing—and at a rapid rate.

#### Labor's Views

What does Joe Worker think of the new college workers' education program? He is of course pleased that it is recognizing him as a member of organized labor. He recognizes, however, that there is a danger inherent in such a pro-

gram unless his instructors have a broad background of labor experience and unless organized labor itself participates from the very beginning in both the planning and conduct of these programs.

Although labor does not consider these university-sponsored programs a panacea for all of labor's problems, it does recognize that such labor education, wisely planned and wisely conducted, can do a great deal to develop a free, democratic trade union movement, as well as to forestall labor disputes and promote better labor-management relations.

#### STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY THE ACTS OF CONGRESS OF AUGUST 24, 1912, AND MARCH 3, 1933

Of THE OFFICE WORKER, published monthly at Washington, District of Columbia, for October, 1946.

Washington, District of Columbia, ss.

Before me, a notary public in and for the State and county aforesaid, personally appeared J. Howard Hicks, who, having been duly sworn according to law, deposes and says that he is the Business Manager of THE OFFICE WORKER and that the following is, to the best of his knowledge and belief, a true statement of the ownership, management (and if a daily paper, the circulation), etc., of the aforesaid publication for the date shown in the above caption, required by the Act of August 24, 1912, as amended by the Act of March 3, 1933, embodied in section 537, Postal Laws and Regulations, printed on the reverse of this form, to wit:

1. That the names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, Office Employees International Union, Washington, D. C.; Editor, Paul R. Hutchings, Washington, D. C.; Business Manager, J. Howard Hicks, Washington, D. C.

2. That the owner is: Office Employees International Union, Washington, D. C.  
3. That the known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages, or other securities are: None.

(Signed) J. HOWARD HICKS,  
Business Manager.

Sworn to and subscribed before me this 19th day of October, 1946.

WILLIAM F. HOWES,  
Notary Public.  
(My commission expires July 14, 1947.)

## Landslide Victory At Paper Company

Millinocket, Maine.—By a landslide vote of 79 to 12 the office and clerical workers employed by the Great Northern Paper Co. in this city have voted in an NLRB election to select OEIU Local 192 as their exclusive bargaining representative, according to reports received from Brother Raymond J. Jamieson, business representative of Local 76 at Providence, who assisted in the organization of the group.

The winning of bargaining rights for the workers of our trade in this plant represents our first NLRB victory in the State of Maine, and it is anticipated that as a result of this victory many other workers of our trade in the territory will also turn to collective bargaining through the OEIU.

Negotiations on a collective bargaining contract are scheduled to get under way before the end of the month and it is anticipated that satisfactory gains and improvements in working conditions will be negotiated.

## Improvements Urged

San Francisco, Calif.—At a hearing held by the Industrial Welfare Commission of the State of California, Locals 3 and 36 of San Francisco, and Local 29 of Oakland, urged a revision of the present Industrial Welfare Commission order covering the employment of women and minors at office and clerical work. The three locals who were represented at the hearing through Business Representative Eleanor Murphy of Local 3, urged that the Commission amend its present order applying to such workers so as to raise the minimum wage for a 40-hour week to \$34 and the per diem rate to 90 cents per hour, with a minimum of \$1.27½ per hour for all work over 40 hours per week and 8 hours in any one day.

It was also urged that the amended order guarantee an employee 4 hours pay at 90 cents per hour on any day in which she reports for work.

It was pointed out that provision should be made for the employer to provide smocks or other suitable covering to protect the clothing and person of employees operating office machines such as ditto or mimeograph machines, and the employees handling cash at windows or grills where their clothing might be jeopardized.

## NEW LOCAL EXPECTED

Rockford, Ill.—The establishment of an OEIU local union in this city is anticipated as the result of present activities of L. A. Murphy, secretary, General Chauffeurs, Helpers and Sales Drivers Union No. 325. Murphy has expressed confidence that little difficulty will be encountered in the establishment of an OEIU local and has indicated that such new union should meet with wide acceptance by office workers in this area.

A local union number has been assigned to Rockford in anticipation that a charter application will be filed with the OEIU as the result of Murphy's activities.

## Wage Gains, Other Benefits Won As Drive Progresses

Birmingham, Ala.—Local 18 is making marked strides in the organization of the thousands of office and clerical workers employed in a variety of activities in this area, according to Local Business Representative Sam S. Douglas.

### Crane Plumbing Signs

A contract has recently been negotiated by the local with the Crane Company covering its office operations in the Birmingham area. A general wage increase of \$18 per month was obtained for all office and clerical workers, in addition to several substantial increases required to correct existing inequities.

The agreement also provides for in-grade increases of \$5 per month at six month intervals until the individual worker reaches the maximum for his classification. The agreement establishes an 8-hour day and 5-day week Monday through Friday inclusive, with time and one-half for overtime work and double time for Sunday work when it constitutes the seventh consecutive day in the employee's work week.

A paid vacation of one week after six months' service, with one additional day for each successive month up to another week is provided for. The agreement also makes provision for seniority recognition in promotion, increase or decrease of the working force. Ten working days of sick leave each year are also prescribed. The agreement provides for a voluntary irrevocable checkoff of union dues.

Approximately 35 workers are covered and are receiving the benefits of this agreement which provide major improvements over previous working conditions.

### Housing Authority

The Housing Authority of the Birmingham district has been organized by the local union and negotiations on a contract covering the office workers are presently under way.

### Wholesale Drug Drive

The local union has made substantial progress in organizing the office and clerical workers employed in McKesson & Robbins, Inc., the Walker Drug and Collins Drug Companies. Negotiations on a working agreement with McKes-

## ANOTHER VICTORY IN PETROLEUM INDUSTRY

Lake Charles, La.—The Office Employees International Union has scored another victory in the petroleum industry.

An election conducted by the National Labor Relations Board among the office and clerical workers employed in the Tutwiler refinery and the Butadiene plant of the Cities Service Refining Corp. resulted in a majority for Local 87, according to Vice President C. A. Stafford, who assisted the local and its officers through the preliminaries.

With exclusive bargaining rights thus established, it is anticipated that negotiation of a contract will soon be under way.

son & Robbins have been completed and the agreement is now being prepared for signature. Negotiations with this company were conducted jointly by Local 18 and Teamsters Local 612, represented by Business Representative Robert Borden, who has been actively assisting the local in its organizational efforts.

Substantial interest has been shown by workers employed in the other two drug houses and it is anticipated that the local will shortly obtain exclusive bargaining rights in such establishments.

In the McKesson & Robbins agreement blanket increases of \$6 per week were obtained, including also the reclassification and adjustment of rates and inequities. Overtime compensation for all work in excess of 8 hours in any one day on a 5-day week schedule is provided, as well as a more liberal vacation plan.

### Standard Oil Interested

The more than 60 office workers employed in the Birmingham Division of the Standard Oil Company have evidenced interest in organization and despite concessions granted by the company in an attempt to discourage organization, it is anticipated that this group will shortly be brought into membership.

## GAS AND COKE SIGN

(Continued from page 1)

cess of 8 hours per day and 40 hours per week. Double time is provided for work performed in excess of 12 hours per day. Eight holidays with full pay are granted and any employee required to work on such days receives time and one-half for such work in addition to his regular monthly compensation. All Sunday work is paid for at the rate of time and one-half, except for regularly scheduled shift workers.

The agreement guarantees that there shall be no discrimination against any union member and that the principle of equal pay for equal work shall be applied without discrimination as to whether such work is performed by men or women.

The contract provides for two 15-minute rest periods each day on the employer's time. Annual vacations are provided for all workers who have been in the service of the company for six months or longer. The vacation period, based on length of service, ranges from one week to two weeks.

Provision is made for the continuation of the existing sick benefit plan of the company and workers who are called upon to perform jury duty are guaranteed time off for such service with regular pay less their jury pay and allowances.

Provision is made for the handling of grievances and for the settling through an arbitration committee of all grievances which have not been otherwise satisfactorily disposed of.

## Hawaiian Local Signs New Pact

Honolulu, T. H.—Signing of the first agreement between Local 170 and the von Hamm-Young Company has been announced by Solomon K. Aki, business representative of the local union. Negotiation of the agreement followed the winning of an NLRB election among office workers of the company several months ago.

In commenting on the new agreement, Aki stated that "the contract provides for a 17 cent increase for incumbents, an increase ranging from 5 to 12 cents an hour, plus conversion of the annual bonus and also provision for both sick leave and vacations."

Those signing the agreement for the union besides Aki include Kaiso Hamai and Kaoru Kainoshita.

Officers of the local union have expressed keen appreciation for the assistance which was rendered in the organization and negotiation of an agreement for office employees of the company by officers and members of the International Brotherhood of Electrical Workers, Local B-1357 and with which Aki is also associated.

It is anticipated that the success enjoyed by the local union in the negotiation of its first agreement will lead to further organization among office workers in this city.

## Request Election At Diamond Match

Springfield, Mass.—A substantial majority of all eligible office and clerical workers employed by the Diamond Match Company of this city have signed up for membership with the OEIU and the NLRB has been requested to determine our exclusive bargaining rights, according to A.F. of L. Organizer Aaron Velleman who is assisting in the organization of this group of workers.

The hearing on the election request has been scheduled for October 29, and it is anticipated that the NLRB will, as a result of such hearing, proceed with the ordering of an election among this group.

## REQUEST RECOGNITION

(Continued from page 1)

cast in favor of the local when the election is held.

On October 11, climaxing the current drive, a huge open meeting of these workers was held at the Hamilton Hotel. At this meeting reports of the progress to date were made by President Holcomb of the local, and the workers also heard a number of inspiring talks including those given by Frank P. Fenton, Director of Organization of the A. F. of L., and by Paul R. Hutchings, President of the Office Employees International Union. Numerous door prizes were given, refreshments were served and an enjoyable and profitable evening was had by all.

OEIU Vice President L. G. Nygren has been assisting the local in its current organizational drive and its present negotiations for exclusive bargaining recognition.

## TENNESSEE COPPER WORKERS ORGANIZE

Copperhill, Tenn.—A majority of all the office and clerical workers employed by the Tennessee Copper Company operation in this city have signed up with Local 181, and collective bargaining rights have been requested of the company, according to Vice President A. R. Carson, who is assisting the local union. Conferences have been requested for the purpose of discussing formal recognition and the terms of a working agreement to cover the office and clerical workers in the company's employ.

## Attorney General Warns Against Foreign Agencies

Chicago.—Attorney General Tom Clark, addressing the convention of the American Federation of Labor, sounded a grave warning that American workers must be "constantly on the alert" against attempts of subversive groups and "reactionary influences" to "steal the gains" won by American labor over a long period of years.

"I exhort you to watch these trends and defend yourselves and your own interests against these influences," he said.

"Labor is composed of the most law-abiding, patriotic and God-fearing people in this land. We know that, because you have proven it in every crisis which has confronted our country.

"I warn you particularly against agencies with foreign ideologies who would seize control, and are attempting to, of the American labor movement. On this issue you have been alerted time and time again by your own leaders.

"I know you people in the AFL will never permit a subversive group to take over control of your unions. But I would like to say that carelessness is the greatest friend of the dictators who would like to infiltrate into your organizations. Today, we stand at the crossroads. You, in your own way will have to fight reaction and carelessness if you will defeat attempts to impose upon our American workers foreign doctrines from totalitarian powers.

"I promise you a very close and fair examination of all subversive groups. I won't seek to deny free speech or exercise of civil rights to any group and will fight to protect them insofar as they operate within our laws. But, I pledge you very firmly that any elements which project themselves beyond the limitations of our constitution will be vigorously prosecuted.

"I recall the 60-hour weeks, the sweat shops, the child and woman labor and the greatly demeaning conditions imposed upon workers until recent years. The pendulum has swung back. I know the life of the American workers is no Utopia, but it has been greatly improved. It is up to you people here who represent American workers to make their gains permanent. The social advantages of labor depend upon you leaders here who will carry on your fight for the people you represent."

## Greyhound Agreement Signed

Jacksonville, Fla.—An agreement with the Florida Greyhound Lines, Inc. has been negotiated by Local 73 according to OEIU Vice President J. O. Bloodworth, Jr., who assisted local president Lorraine S. Rhodes and the committee in their negotiations.

The contract covering all of the office and clerical workers in the Jacksonville operations of the company for whom the local union holds exclusive bargaining rights, establishes substantial improvements in the working conditions of the office and clerical force. Classified wage scales were negotiated with automatic progressions established in all classifications, bringing to all the workers substantial adjustments in their hourly wage rates.

### Other Features

Among other interesting features the agreement provides for an 8-hour day and a 40-hour week, with time and one-half for work in excess of 40 hours. Six legal holidays are provided with full pay, plus a half day on December 24th if it falls on a regular work day.

A separation pay allowance of 80 hours at the employee's regular rate is provided for employees who are furloughed on account of force reductions and who have been in the service of the company for two years or more. Such employees also retain their full seniority rights.

Paid vacations of one week for six months service and two weeks for one year's service are provided. All employees receive paid sick leave of two weeks per year for absences due to illness or injury. Provision is made for recognition of seniority in promotions and in the filling of vacancies, as well as in layoffs and rehiring.

### Rates Retroactive

All employees are assured of passes and reduced rate transportation in accordance with the pre-

scribed rules and regulations.

Grievances are to be handled in accordance with the grievance procedure outlines, with provision that unsettled grievances may be resolved through arbitration.

All of the rates of pay established by the contract are effective retroactively to August 12, 1946. The contract establishes union security through a maintenance of union membership clause and also assures against discrimination toward any employe on account of his membership or union activities.

## Bluegrass State Activities Aided

Louisville, Ky.—Through efforts of the Kentucky State Federation of Labor organizational activities among office and clerical workers in Kentucky are being expanded in conjunction with the organizing campaign being conducted throughout the Southland by the American Federation of Labor.

James E. Wolfe, staff member of the Kentucky State Federation of Labor, has reported virtual completion of the unionization of a large number of office workers employed in the local operation of the American Radiator and Standard Corporation and who have not in the past been represented by Local 61. Following the successful unionization of this group and the obtaining of collective bargaining rights, these workers will become members of the local union.

Wolfe has reported that other organizing activities which are planned, include the local operation of the Reynolds Metals Company. Assurances of wholehearted support in the organization of this plant have been given by local union and international council officers of the International Council of Aluminum Workers.

## New Firm Signed

San Francisco, Calif.—An agreement has been negotiated with the Premium Products Co. of San Francisco by Local 36, according to business representative E. J. McCall of the local.

In addition to establishing classified wage scales with rates which will substantially benefit the workers, the contract also provides for a full union shop and for the hiring of new employes through the union. It also guarantees an 8-hour day and a 40-hour week, Monday through Friday inclusive, with time and one-half to be paid for all work in excess of 8 hours a day and 40 hours a week, and for all work performed on Saturday. All Sunday work is paid for at double time.

Eight legal holidays are granted without deduction in pay and the contract provides that any work performed on six holidays shall be paid for at the rate of double time over and above credited pay for the day. All employes of six months' service are to receive one week's paid vacation, and two weeks' paid vacation is provided for all those with one year or more service. Two days' sick leave per month without loss of pay is assured to all workers and such leave is accumulated for a period of one year.

In addition to the above features the agreement also provides for a minimum reporting time of 4 hours, two 15-minute rest periods, equal pay for equal work regardless of sex, and provides for a method of settling disputes which shall be binding upon the parties.

## AFL Convention Report Raps WSB

Chicago. — Following is the formal report adopted by the AFL convention demanding swift termination of the activities of the Wage Stabilization Board in the interest of the American worker:

"The National Wage Stabilization Board was created to administer the wage control program of the Federal Government in its effort to avoid inflation by regulating wages and prices. Its existence, therefore, was predicated upon an effective anti-inflation program.

"Today there is no such program. The steady, persistent emasculation of price control by the Federal Government has reduced the need for a Wage Stabilization Board to zero. The time has come when the organized and the unorganized workingmen of America must be freed from wage controls which have become an added burden upon their efforts to obtain food, clothes and shelter. For working people the fight against inflation is at best a losing battle and they should not be made to bear the added disability of a wage control board which limits their attempt to obtain for themselves temporary relief from ever-rising prices.

"In summary, therefore, your committee unanimously recommends to the delegates to this convention that the American Federation of Labor take immediate and positive steps toward terminating the National Wage Stabilization Board."

## OEIU Local Wins Revision Of State Minimum Wage Law

Boston, Mass.—A minimum wage of 55 cents per hour for inexperienced and 60 cents per hour for experienced office, clerical, technical and similar workers has been written into regulations of the Minimum Wage Commission, Department of Labor and Industries of the Commonwealth of Massachusetts as the result of active and forceful participation of officers and members of Local 6 in a recent hearing on the subject. Helen M. Karse, treasurer of the local union served as a member of the wage board established by the Department of Labor and Industries in the consideration of the revision of the state minimum wage law. AFL Organizer Aaron Velleman, a member of the local union, appeared before the wage board to present the position of Local 6 as the one group advocating a substantial upward adjustment of the wage minimums.

In addition to raising the minimum wage of inexperienced workers from 37½ to 55 cents per hour, the wage board's recommendation that but 600 hours of experience be required before workers are

raised to the "experienced" level was adopted by the Department of Labor and Industries. Under the findings of the wage board, minimum wages of experienced workers was increased from 40 to 60 cents per hour.

Also adopted and to be placed in effect were recommendations of the board that workers receive at least 3 hours' pay when reporting for work "regardless of whether actual work is assigned." Maximum deductions recommended by the board for meals and lodging included a maximum of 25 cents for breakfast, 35 cents for luncheon and dinner and \$3 per week for lodging.

Under a law enacted by the 1946 Legislature, male workers are covered by the directive. Previously the minimum wage and employment conditions were applicable only to female and minor workers.

The CIO representative on the wage board is reported to have voted against the new minimum wage figures when final action was taken by the board.