

THE OFFICE WORKER

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

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17

OEUU WINS AT ATOMIC PROJECT

NEW CONTRACT UPS VALVE FIRM WAGES

Bridgeport, Conn.—A two-year contract, recently negotiated by Local 123 of the OEUU and Jenkins Bros. and covering approximately 125 employes of this valve manufacturing concern, grants these members a general increase of 5 per cent and assures them of several other important gains. The contract may be reopened after one year for salary adjustments.

This local recently extended its organization in this company to include plant clerks, expeditors and time clerks. These employes have been reclassified and will receive an additional increase of more than \$4 per week.

The agreement provides for seven paid holidays, two weeks vacation with pay—three weeks after twenty-five years of service, the company assumes the entire cost of sickness and hospitalization insurance including all the provisions of the previously existing contributory Employes Benefit Plan.

Ratings Improved

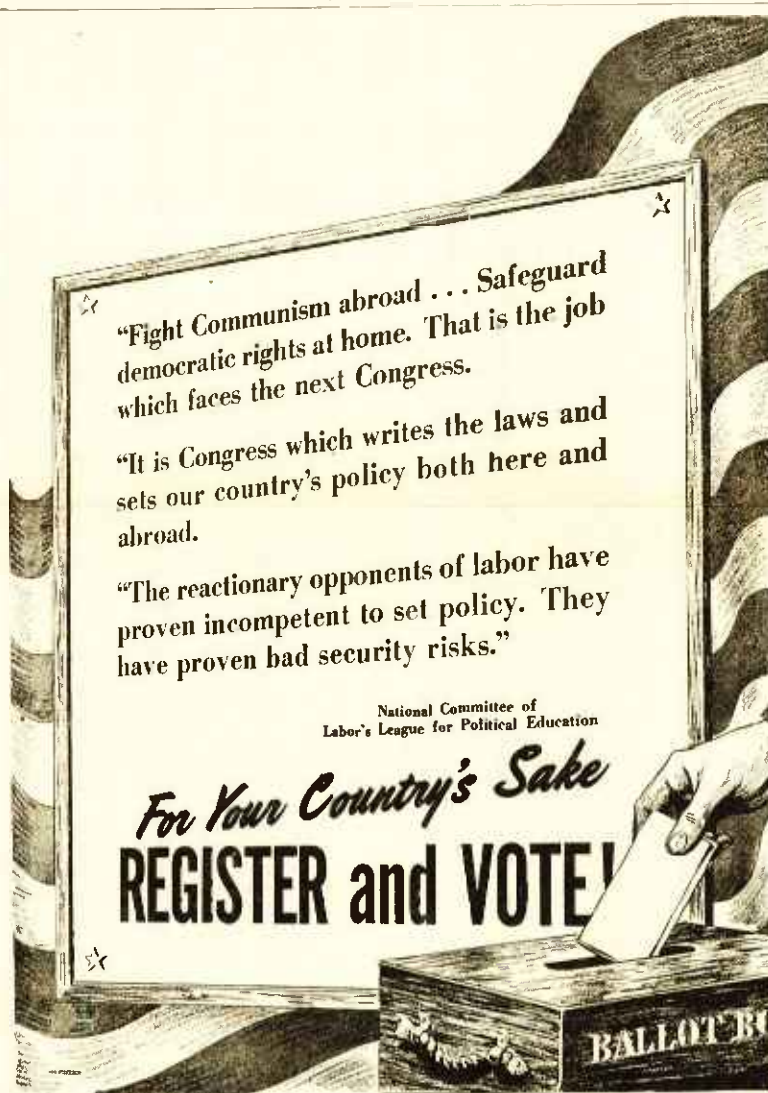
Seniority and merit ratings have been improved to assure the employes greater job security and the grievance procedure is considered one of the best in the area.

The company pays two-thirds of the cost of a retirement plan providing for benefits of up to more than \$2,000 per year depending on length of service and yearly earnings, over and above social security benefits.

The committee representing the Union consisted of Chief Steward Peter R. Sandahl, chairman; local president, William J. Ruane; local secretary-treasurer, William Domonkos; Raymond Grant; Helen Gavlik; Charles MacNamara. The union was assisted by AFL-OEUU Organizer Edward C. Nagel.

Gain Pay Increase

Washington — Wage increases and a special vacation allowance were won by agents employed by the Sun Life Insurance Company of Washington, D. C., in a new contract negotiated by the AFL National Federation of Insurance Agents' Council.



ADMITS VIOLATION, SETTLES WITH OEUU

Washington.—The NLRB has approved a settlement stipulation entered into by St. Louis, Mo., Local 13 and the Transit Casualty Company of that city.

The company engages in underwriting liability and workmen's compensation insurance for and is owned by the St. Louis Public Service Company, the Los Angeles Transit Lines and National City Lines of Chicago.

The local union had filed unfair labor practice charges against the company, resulting in the company

recognizing it had committed violations of the Taft-Hartley Act and agreeing to the settlement stipulation.

The board orders the company and it agrees to refrain from discouraging membership in Local 13 or in any other manner interfering with, restraining or coercing employes in their self-organizational rights. It is also required to pay four employes for losses suffered by them because of the company's discrimination. The company must also post compliance notices for 60 days.

RECEIVES MAJORITY AT SANDIA BASE

Albuquerque, N. M.—The office and clerical employes of the Sandia Corporation—operating contractors on the Sandia Atomic Energy Base—have voted overwhelmingly for representation through the Office Employees International Union.

The NLRB conducted a consent election on August 30 and approximately 62 percent of all valid votes cast favored OEUU representation, thus establishing exclusive bargaining rights for this group of some 575 clerical employes on this atomic energy project.

The election victory culminated five months of organizational effort among the employes involved, under the direction of AFL-OEUU Organizer Frank E. Morton, assisted by representatives of other trades, the officers of the Metal Trades Department, and AFL Organizer James Scott, who was assigned to assist for the last few weeks of the election campaign.

Another Forward Step

The successful organization of this large group of clerical employes represents another forward step by OEUU in the organization of office and clerical workers employed on the various atomic energy installations throughout the country.

OEUU Local 100 at Pasco, Wash., won its bargaining rights in the spring of 1949 for the approximate 500 clerical employes of Atkinson-Jones and its various sub-contractors at the Hanford Atomic Energy Works.

Hanford Campaign

Local 100 is presently commencing a drive among the more than 1,200 eligible employes of General Electric—the operating contractor at the Hanford Project. The successful organization of the clerical staff of the operating contractor of the Sandia Base should give further stimulus to this drive.

The clerical employes of the Zia Corp. and the other companies engaged in the operation of the Los Alamos Atomic Energy Project, which is less than 100 miles from the Sandia Base, are also showing interest in OEUU organization, according to Representative Morton.

Washington.—The 75-cents-an-hour minimum wage, effective last January 25, meant direct pay increases to about 1,500,000 workers.



Now Is the Time

With the signing by President Truman of the Defense Production Act of 1950 the possibility of governmental control on prices and wages becomes imminent. The law as passed gives to the President the right to establish price ceilings on particular goods and services and it requires that whenever a ceiling is imposed on a particular material or service, that wages, salaries and other compensations in the industry or business producing such material or performing such services shall also be stabilized.

While we doubt that there will be any substantial exercise of the presidential authority to control prices and wages yet this year, there is a strong likelihood that at least by early 1951 price controls and the wage controls which the law requires be simultaneously adopted, will be upon us. The period between now and then is a time when our unions can be very effective in securing needed wage and salary adjustments for their members. Foresighted employers should be responsive to union demands for necessary wage and salary adjustment during the time yet remaining to bargain without governmental restrictions.

During the last war many employers with unorganized office staffs kept postponing needed office wage increases until they were caught in the wage freeze. After the imposition of wage controls it was too late for them to effectively rectify inadequate office wage rates and thousands of wage increase requests were denied by the War Labor Board, which increases could have been made a few weeks earlier without restriction.

Many employers who were brought around through collective bargaining to granting wage increases to their office staffs prior to the imposition of wage controls, were very happy about it later on. They found that as a result of their improved office wage rates they could hold their office employees and also hire new ones as needed. Thus organization not only helped solve the office workers' problem, but also helped the employer as well.

The next few months are a particularly worth while period for unorganized office workers to join their OEIU local. There is still time for them to achieve the fruits of collective bargaining and particularly to gain substantial needed improvements in their wage rates.

The value of office unionism is very great, even after wage controls go into effect. We know that many employers used the World War II wage control program as an excuse for not giving sorely needed increases to their unorganized office employees. They "passed the buck" and told their workers that the government would not allow them to increase office rates.

"UNION MAID"



"Last time you asked 'Why register and vote?'—Boom! Taft-Hartley!"

Talk Labor, Gompers Urged In His Last Labor Day Message

From The American Federationist of September, 1924, this was the last Labor Day message of Samuel Gompers, AFL founder whose centennial is being observed this year:

Labor Day is the one holiday in all the year dedicated to humanity. It is a day set apart for the consideration of human problems and for rejoicing at progress made toward that better day for which we strive constantly.

Labor Day is a day on which the leadership of the trade union movement in the fight for human betterment is universally acknowledged and acclaimed.

There could be no Labor Day without labor. There could be no Labor Day without organized labor.

Those who do not belong to the labor movement may here and there make speeches on Labor Day. Usu-

ally their speeches are unnecessary; and where they are helpful they are filled with a recounting of the services rendered by the trade union movement.

Labor—organized labor—the labor movement—that is what makes Labor Day possible; that is what makes it real.

Labor Day was set apart as a holiday because organized labor demanded it. It was a recognition of labor's right to celebrate its victories and to carry to all the people its great message of hope and freedom.

On this Labor Day TALK LABOR Do not anywhere permit Labor Day to be anything but LABOR DAY. Talk Labor, preach the great message of Labor, carry forward the message of human freedom and human aspiration as a LABOR message.

Welcome the friends of labor in all gatherings. Welcome these friends when they come with their support and their encouragement. But see that everywhere the day is observed as Labor Day.

The labor movement in America is a movement of wage earners, for wage earners, conducted by wage earners. It is a movement primarily for the protection and advancement of the rights and interests of the wage earners through trade union organization.

Let us observe Labor Day in the spirit of the labor movement. Let us blazon the message of trade unionism across the horizon. Let us give of its inspiration to those who are oppressed, who are without hope and whose souls are hungering. Let us unfurl its banners and sing its songs.

Labor Day is for labor and labor is striving to enlarge the life of the great masses of our people. Labor Day is for labor and labor fights the fight for all who are heavy laden.

Upward and onward, this Labor Day, for humanity, for the right, for justice, for freedom and democracy, in the name of labor, through our great trade union movement.

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Taft-Hartley Act Claims Shattered

Washington.—Another false claim made by the champions of the Taft-Hartley Act has been shattered. In a recent Bureau of Labor Statistics report, a survey showed T-H has not brought peace to industries.

T-H backers claimed industries would run more smoothly before the Act became law.

The survey reveals that during the first six months of this year, man-days of work lost by stoppages totaled 23,100,000. That's two and a half times the average for the five pre-war years while the Wagner Act was law.

There have been more strikes, more man-days lost and more workers involved in strikes under T-H than during the five years under the Wagner Act.

Far from creating industrial peace, T-H has caused more discontent and strife than could be caused by any other single means.

Pocketbook Hit

Washington.—The U. S. Department of Labor's Bureau of Statistics has announced a national increase of 1.4 percent in cost of consumers' goods and services between June 15 and July 15.

The U. S. average consumers' price index for mid-July stood at 172.5 percent of the 1935-39 average, 2.4 percent over last year's level and only 1.1 percent below the all-time high reached in the late summer of 1948. The May 15 to June 15 increase was 0.9 percent.

A considerable rise in food costs is primarily responsible for this rapid increase although other increases were noted in housefurnishings, rents and fuel prices.

This is the third month in which substantial increases have occurred.

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

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LEGAL Notes

Atomic Victory Team



Albuquerque, N. Mex.—Shown above are some of the key workers who helped the OEIU in its organizing campaign among the office and clerical employees of the Sandia Corporation (operating contractors on the Sandia Atomic Energy Base), resulting in a victory for the OEIU in a recent NLRB representation election. Seated, left to right: AFL Organizer James M. Scott, International Association of Machinists Special Representative John E. Byrnes, and AFL-OEIU Organizer Frank E. Morton. Standing, same order: Marilyn Greiner, Robert M. Hawk, Dorothy Hardgrave, Mary M. Criswell and Wesley Greiner, all clerical employees of the company. Other key clerical workers (not present at time of the above picture) included: Anita S. McCoy, Lillian Neiminen, Frank Speakman, Kenneth Shinn, Joan Hollers, LaVerne Copeland, C. S. Henry, A. Smith, and A. J. Hutson, all employees of the company.

Contract Secured at Bowaters

Corner Brook, Nfld.—The first collective bargaining agreement between OEIU Local 254 and the large Bowaters Newfoundland Pulp and Paper Mill, Ltd., has just been signed according to Canadian Representative Russell Harvey, who assisted the local union in its negotiations.

Highlighting the gains achieved in this contract are the reductions in the weekly hours and work days. The regular work week was reduced from 42 hours to 37½, and the 5-day work week was established. The clerical staff of this mill will also enjoy an additional half day statutory holiday negotiated in this agreement. There are approximately 285 clerical employees covered, including about 185 in the mill offices and 100 in the Woods Department.

OEIU Local 255 at Grand Falls, Nfld., has now been fully recognized by the Anglo-Newfoundland Development Co., Ltd. which operates large paper mills at Grand Falls. The clerical staff of this company, acting through its local union, anticipates the start of its negotiations within the next few weeks.

Information Sources

"Sources of Information on Union-Management Relations" published March, 1950, Extension Bulletin No. 4 of New York State School of Industrial and Labor Relations, Cornell University, Ithaca, N. Y., 34 p., 10 cents per copy. Provides brief outline of sources of information useful to persons engaged in day-to-day practice of industrial and labor relations. Sources and publications divided into five sections: (1) Handbooks, (2) Services, (3) Surveys and Analyses, (4) Periodicals and (5) Organizations and Agencies.

For the company to appoint a bargaining committee, then later ratify the settlement. But here, the committee wasn't told how the directors felt about the wage business until the whole agreement was nearly finished. The Board called this treatment a refusal to bargain.—(Elgin Brick Mfg. Co. and Brick & Clay Workers, AFL).



"Miss Reed, your union contract says you must give thirty days notice before you strike."

to the Ladies

Count Ten

Before you let yourself hoard ANYTHING during this Korean war period. Hoarding is a losing game for the housewife—and when she tries it she walks right into the trap which quick-profit groups with large holdings of goods are not above setting for her.

There's plenty of everything you need, and will continue to be unless this turns into a long full-scale war. Our economy is so rich and varied that there's hardly any one thing we just have to have.

Don't Just Spectate

Participate! Democracies don't just happen. And they can't be run by spectators. They can be lost by spectators, however.

Don't forget that there are plenty of people who would like to run your country for you while you looked. But that way you lose and finally democracy goes. It's not a real democracy without YOUR VOTE.

Widow's Mite

There are six million widows in the U. S. today. Too many of them, unfortunately, don't know how to take care of what their husband left them. For those who want to start learning we recommend a pamphlet called "Women and Their Money." Write and send twenty cents to Public Affairs Committee, 22 East 38th St., New York City, if you want it.

Two-Party System

Only woman in the U. S. Senate—Mrs. Margaret Smith, Republican of Maine—believes very strongly that our country needs two good and strong political parties, and that neither of them should stay in power too long.

Although Senator Smith would naturally like to see her party in top position, she believes in her conscience more and has several times voted against actions sponsored by her party's leadership.

You probably read the Senator's speech against Senator McCarthy and his Communist-scare investigation. She made it plain she would be ashamed to win on such a platform.

Senate Rose

One way to tell whether a woman is in Congress these days is to note whether she is wearing a rose. Most of them wear one every day, keeping it fresh in one of those plastic pins that hold water. The day we visited Senator Smith she was wearing an aqua suit and her rose was a creamy yellow. The slick magazines would have called her chic and charming. And we would have agreed.

Termites

DDT—a 5 per cent strength in No. 2 fuel oil—gives complete protection against termites to wood in contact with soil for at least five years says the Department of Agriculture. The insecticide is applied to the soil surrounding the wood so as to stop the pests on their way through.—Polly Edison.

Bargaining—A union had received an NLRB certification three years ago, but the company suddenly decided to stop recognizing it, pointing to a large labor turnover and lack of interest in the union among employees and other facts along the same line; however, management did not file an election petition, as it's now allowed to do under the T-H law, despite this suggestion of a Board official.

Under this set of conditions, the NLRB found that the company had refused to bargain, that it was up to the company to ask for an election if it doubted the union's representation status as long as the employees had not requested a decertification election, that the union had no obligation to do so, that the certification is good until proved otherwise.—(U. S. Gypsum Co. and Lime and Gypsum Workers).

Operating Costs—A union requested a company to furnish information on its operating costs to prove its argument that it couldn't afford a wage increase. The union's request for a financial statement and a breakdown of costs was rejected by management.

The NLRB found the company guilty of a violation of the T-H Act, finding the company's refusal "to make any reasonable efforts to support or justify its position, erected an insurmountable barrier to successful conclusion of the bargaining" and "such conduct does not meet the test of good faith bargaining."—(Southern Saddlery Co. and Leather Workers, AFL—90NLRB176).

Sale of Company—A new company purchased an established business in which a union had been certified as the bargaining agent by the NLRB but made no change in the plant, property, equipment or products of the company. The union requested the NLRB to change its certification to the new company. The new company objected on the ground that it had not been a party to the earlier election and was not the legal successor of the old organization.

The Board finds that the working force has not been changed in any way, there is nothing to indicate the employees did not want the union to represent them, that the union was still the certified bargaining agent for the employees and grants the union's request.—(Miller Lumber Co. and Woodworkers, CIO).

Authority of Negotiator—A company bargained with a union for several months; but when the agreement was nearly settled, its board of directors refused to permit it to be signed, saying the wage section was way off. Wages had been settled by the negotiators when the talks first began.

The NLRB finds that a company can't toss out an agreement if it lets its bargaining agent come to an agreement, without running the risk of being cited for refusal to bargain.

The Board said it was all right

Wage rate GAINS

Machine Tools—Brown & Sharpe Mfg. Co., Local 76, Providence, R. I., 4 cents per hour.

Valves & Fittings—Jenkins Brothers, Local 123, Bridgeport, Conn., 5 per cent.

Gas Control Devices—Milwaukee Gas Specialty Co., Local 9, Milwaukee, Wis., 10 per cent.

Unclassified—Ellay Stores, Inc., Local 153, New York City, \$5 per week.

Bridge Operation—San Francisco Bay Toll Bridge Co., Local 36, San Francisco, \$10 per month.

Engines—Busch-Sulzer Bros. Diesel Engine Co. Division, Nordberg Mfg. Co. (production control dept.), Local 13, St. Louis, Mo., 5 cents per hour retroactive to May 1 with an additional 5 cents per hour on May 1, 1951 and on May 1, 1952.

Trucking—Frisco Transportation Co., Local 185, Springfield, Mo., 4 cents per hour.

Broadcasting—Radio Station WBZ—CBS, Local 6, Boston, Mass., \$2 to \$5.75 per week.

Milk Dealers—Deerfoot Farms Co., Local 6, Boston, Mass., \$3 to \$4 per week.

Canned Fruits—Washington Cannery Cooperative, Local 68, Vancouver, Washington, 5 cents per hour.

Housing Authority—Birmingham Housing Authority, Local 18, Birmingham, Ala., .16 per cent.

Heating & Plumbing Supplies—American Radiator and Standard Sanitary Corp., Local 177, Elyria, Ohio, average of 10 per cent or 12 cents per hour.

Bus Lines—Southeastern Greyhound Lines; Local 18, Birmingham, Ala.; Local 21, Atlanta, Ga.; Local 61, Louisville, Ky.; Local 73, Jacksonville, Fla.; Local 144, Knoxville, Tenn.; Local 179, Chattanooga, Tenn.; Local 182; Nashville, Tenn.; Local 215, Lexington, Ky.; 1 cents per hour plus 4 cents per hour in 1951.

NOTES from the field

Texas—A representation petition has been filed with the NLRB by Port Arthur Local 66 covering office and clerical employees of the Port Neches Works of The Texas Co. These employes are presently represented by the CIO oil workers.

Pennsylvania—The Metals Protection Company, as a result of organization of its office staff by Pittsburgh Local 33, has agreed to start negotiations.

Washington—Tacoma Local 23 has by a substantial majority won a representation election among the office and clerical employees of the Puyallup Plant of Hunt Foods, Inc. A union shop election petition has also been filed for these employes and is expected to be held in the near future.

California—The office and clerical employes of the Carnation Company have through an NLRB election designated Richmond Local 243 as their bargaining representative.

Electric Motors—Lamb Electric Co., Local 75, Kent, Ohio, \$17.50 per month.

Wholesale Drugs—Coffin Redington Co. and S. E. Massingill Co., Local 36, San Francisco, Calif., \$7.50 per month.

Small Arms—J. Stevens Arms Co. (Div. of Savage Arms Corp.), Local 228, Chicopee Falls, Mass., \$2 per week.

Electrical Controls—Square D Co., Local 9, Milwaukee, Wis., \$7.50 to \$20 per month.

Wholesale Groceries—Wm. Edwards Co. and Wiedeman Co., Local 17, Cleveland, Ohio, 7½ cents per hour.

Automotive Equipment—Automotive Parts Co. (NAPA), Local 17, Cleveland, Ohio, 7½ cents per hour.

Representation election petitions covering the office staffs of Western Truck Lines, Ltd., and Bigge Drayage Co., have been filed with the NLRB by Oakland Local 29.

Ohio—A formal NLRB hearing having been held, Cincinnati Local 227 now awaits a board order of a representation election among the over 800 employes of R. L. Polk Co. This local is also making substantial organizational progress in its efforts to bring to the approximately 500 office and clerical employes of Fashion Frocks the benefits of collective bargaining.

Louisiana—Through an NLRB election, Lake Charles Local 87 was recently selected by a substantial majority as the bargaining representative for the office and clerical employes of Sid-Con Oil Corporation, a lubricating oil refinery owned jointly by City Service Refinery Corporation and Continental Oil Company.

Kentucky—A representation petition covering the office and clerical employes of Magnavox Radio Company has been filed with the NLRB by Local 172 of Paducah.

Frances J. Ritchie, a member of Louisville Local 61, has been attending the fifth annual session of the Kentucky Labor School at Morehead State College, Morehead, Ky.

New Jersey—An overwhelming majority of the office and clerical employes of Philip Carey Mfg. Co. have voted in an NLRB election in favor of having Newark Local 32 represent them for purposes of collective bargaining.

Newark Local 20 has filed a representation petition with the NLRB for a unit of office and clerical employes employed by P. Ballantine and Sons, Inc.

TODAY and CONGRESS

President Truman signed the new Social Security Bill, increasing retirement benefits by an average of 90 per cent and adding almost 10,000,000 more Americans to coverage of the Social Security system.

In a statement, he declared: "Expanded coverage and increased benefits in old age insurance should now be matched by steps to strengthen our unemployment insurance system."

"At the same time, we urgently need a system of insurance against loss of wages through temporary or permanent disability."

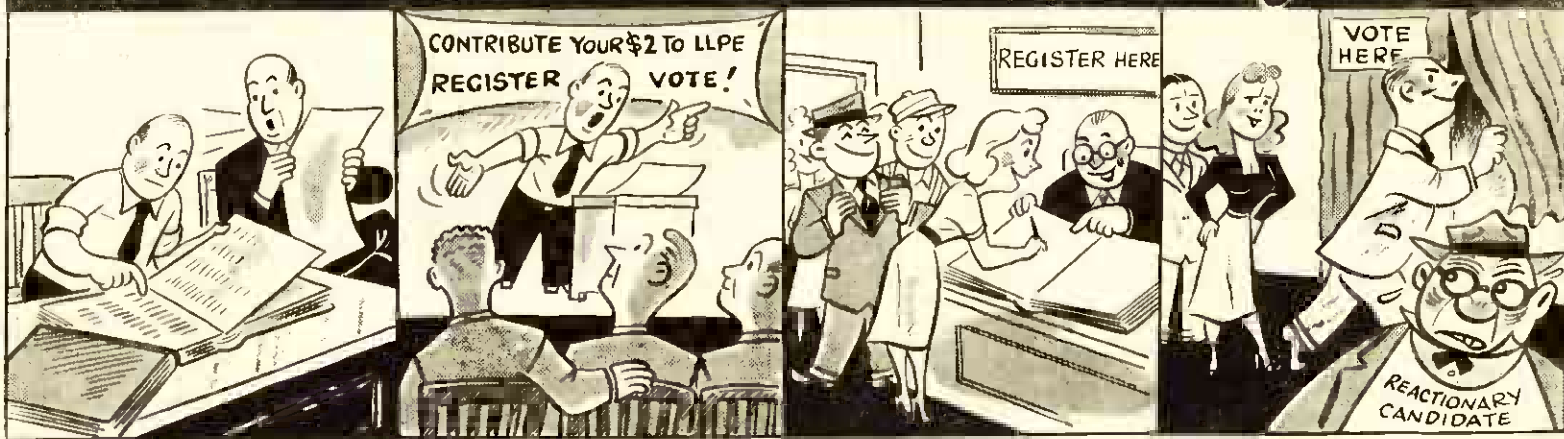
"These and other vital improvements in our social security laws are needed in addition to the act which I have signed today."

Mr. Truman attacked as "very unfortunate" the "Knowland amendment," sponsored by Sen. Knowland (R., Calif.) which would prevent the Secretary of Labor from withholding unemployment compensation funds from states failing to meet federal standards.

A summary of the most significant changes are:

1. Changes in benefits both for those currently receiving benefits and for those who will be eligible in the future. The over-all average of increases is about 90 per cent.
2. The coverage of the program will be extended to about 9,700,000 new persons.
3. Eligibility—the conditions which must be met by workers to be eligible for benefits are greatly liberalized.
4. The wage base used both for contributions and computation of benefits is raised from \$3,000 to \$3,600 which is a recognition of the need for adjusting the base in terms of the changing value of the dollar.
5. The types of benefits are broadened to include new categories.
6. The public assistance program under which aid is extended to those not eligible for insurance benefits is improved and liberalized.

Are Your Fellow Union Members Registered?



1. Local union officers should check the list of their members against the names of citizens who have registered to vote.
2. Officers should urge workers to register and to contribute voluntarily to LLPE.
3. Trade unionists should not just simply register themselves. They also should bring their wives to the registration place.
4. After registering, working men and women then are ready for the most important step of all—voting on Election Day.