

THE OFFICE WORKER

Official Organ of the International Council of Office Employees Unions of the A. F. of L.

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PACIFIC COAST UNIONS GAIN METAL TRADES RECOGNITION

Tacoma, Wash., Mar. 1.—A greater measure of support and recognition was won by Pacific Coast Office Employees Unions at the convention of the Pacific Coast District Metal Trades Council recently held in this city. The convention unanimously went on record to help organizational efforts and assist in negotiation and policing of agreements held by these OEU locals. Our locals were joined in this campaign by local unions of other Internationals which had not been included in the Pacific Coast Master Shipbuilding Agreement due to organization of these crafts after the completion of the original agreement.

While the support of regional Metal Trades Councils in the past was, for the most part, wholeheartedly rendered to Office Employees Unions, the action of the convention places all our local unions on that seaboard in a more formidable position to carry on current organizational campaigns among shipyard office and clerical workers. It also assures them of even greater support in maintaining their present agreements and in handling grievances which may arise from time to time in this industry. Virtually every section of the western seaboard is witnessing intense efforts on the part of our locals and their members to complete the organization of our craft in this major industry.

With Council Vice President

George P. Firth spearheading the actions of Office Employees Unions and with Vice President Mildred Erickson rendering most able assistance, our delegates in attendance at the convention adopted, prior and during the convention, plans calculated to gain the greatest measure of support possible. The efforts of these representatives can be well appreciated in the future when the results of their actions become operative and apparent. The results attained will not only be of great aid and assistance to office and clerical workers employed in shipyards on that coast but will also be reflected indirectly to similar organized workers in the area as well as the movement of organized office workers under our International Council throughout the entire country.

Immediately following the convention (Continued on page 3)

El Paso Local Wins NLRB Vote

El Paso, Tex., Mar. 31.—The National Labor Relations Board today certified Office Employees Union No. 23256 as the exclusive bargaining agency for all office employees of the American Smelting and Refining Co.'s operations at this city. Certification was based upon the results of an N.L.R.B. election held on March 8. Local 23256 received more than 75% of all ballots cast, thus winning bargaining rights in this office.

BLACK AND DECKER ELECTION A PUSHOVER

Kent, Ohio, Mar. 26.—The National Labor Relations Board today certified Office Employees Union No. 23236 as the exclusive bargaining agency for all office employees of the Black and Decker Company of this city. NLRB certification was based upon the results of an election held on March 16 among these workers. 80% of all votes cast by these workers favored representation by Local 23236, showing the overwhelming desire of these workers for collective bargaining as the means to improving their wages and working conditions.

Covered in the certification are all employees in the accounting, cashiers, payroll, cost, sales, service, production, material control, purchasing, personnel, stores, receiving, shipping, experimental, mechanical engineering, tool and processing engineering, and time-study departments of the company, excluding supervisory employees, department managers who have the authority to hire and discharge, and district salesmen.

Immediately following the election and certification steps were taken to formulate a proposed working agreement to present to management. The officers of the International Council have assisted the local in gathering the information needed in drawing up the proposed agreement and have been requested to inspect and pass upon the completed draft before it is presented to officers of the Company.

Initial steps to organize this group were taken by A. F. of L. Organizer Hanna last December. Much credit goes to President Joseph

Colgate-Palmolive Office Organizes

Jeffersonville, Ind., Mar. 30.—Following an earlier lead taken by their fellow workers in the production side of their plant, office workers of the Colgate-Palmolive-Peet Company of this city have turned to organization under the American Federation of Labor as the only means of improving their wages and working conditions. Seeing at first hand the benefits which the factory workers derived through collective bargaining proved to be the only influence needed to stimulate the office and clerical workers of this company to demand that they be granted an opportunity to enjoy similar benefits.

Spokesmen for the group took their request for assistance to the office of Secretary Edward H. Weyler of the Kentucky State Federation of Labor in nearby Louisville, where quick results and action were obtained through the assistance of Assistant Secretary Leo F. Lucas. President Hicks of our International Council was called upon to contact the group and bring about its successful organization. After meetings with representatives of the employees, meetings were held for the entire group which shortly led to the successful organization of a substantial majority of those concerned.

An Office Employees Union charter (Continued on Page 4)

Horvath of the Local for the quick and successful organization of these workers and the overwhelming vote cast in the election.

Basic Magnesium Workers Organizing

Las Vegas, Nev., April 5.—Office Workers employed by the largest magnesium plant in the United States, located in Las Vegas, are now in the process of organizing under the leadership of Wesley L. King, A. F. of L. organizer. This local promises to be one of the largest and strongest on the Pacific coast, A. F. of L. leaders here having uncovered leadership among the office workers of unusual talent. Membership is doubled with each meeting.

Temporary officers have been set up and it is hoped to elect permanent officers within the next two weeks. Headquarters for Local No. 23090 have been established at the El Cortez Hotel, Las Vegas, under the direction of A. F. of L. Organizer Wesley L. King.

When this A. F. of L. office employees union is fully organized, it will present a 100 percent labor front under the auspices of the A. F. of L. at Basic Magnesium, Inc. There is already in force a wage and security agreement between the A. F. of L. and the company covering production and maintenance workers within the plant.

As is usually the case, there are innumerable possibilities for improvement of wages and working conditions among the office workers at this plant, which can only be solved for their benefit under union bargaining procedure.



A WHISPER



OR A SHOUT?

THE OFFICE WORKER

Official organ of the

INTERNATIONAL COUNCIL OF OFFICE EMPLOYEES UNIONS

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We Can Do The Job

Delegates to our Chicago convention last July will recall the frank and inspiring address of President William Green. He discussed frankly some of our problems of organization and of the educational work necessary to convince office workers of the benefits that they can obtain through their American Federation of Labor organization. He pointed out to us that "our policy must be to make the drive, to carry the message, to tell them the truth, and to sell to them the American Federation of Labor's economic philosophy; to prevail upon them to come in and be a part of the Great American Institution, the American Federation of Labor.

"And I believe you can do this job."

Collectively we have taken on this job and we can do it. Building a strong potent trade union is not any "over-night" job. Building a strong functioning union of the millions of office workers spread throughout the North American continent is no exception. Quite the contrary. In speaking of this at our convention President Green said:

"Somebody might say that this task is a stupendous one. Surely it is; but, every organization affiliated with the American Federation of Labor faced just such a stupendous task when they started out. They had to break down opposition. They had to remove indifference. They had to win through persuasion, through the exercise of patience, and through the forces of the direct appeal to the

Addressograph Local Engaged in War Effort

Noble, Ohio, Mar. 3. — At the regular monthly meeting this evening of Local No. 22337, President J. Howard Hicks of our International Council was guest speaker.

Immediately following the meeting all members partook of refreshments, sandwiches and dancing and the occasion was labeled a success by officers of the local.

While their company is presently manufacturing war supplies, the office employes of the Addressograph-Multigraph Company take great pride in the knowledge that during peace time the company manufactures, on a 100% union scale.

heart and conscience of the working men and women."

There is not a single member of any of our many locals who can afford to "rest on his oars." We all come in daily contact with many office workers who still look upon themselves and their work as being outside of the bounds of trade union organization. Many still are under the delusion that their work is sort of an apprenticeship to "boss-hood." We must convince them that there is a place for them in the American Federation of Labor and that collectively they can improve their lot by following the examples set by organized workers of other crafts throughout the country. We and they must think of the future, their future, our future. Our organization must be strong enough to guard us all from the dangers inherent in a postwar world.

Our organization is just as strong as we make it. It's not going to build itself. We must use our time and energy vigorously, unselfishly, to make the drive, to carry the message, to tell them the truth, and to "sell" to them the economic philosophy of the American Federation of Labor. We must prevail upon them to come in and be a part of their local union of the International Council of Office Employees Unions of the American Federation of Labor.

Our job is a big one but we can and will do it, member by member, local by local, until our organization embraces the working strength of the millions of workers of our trade who will benefit by our collective achievements.

BROTHERHOOD OF RAILWAY CLERKS PROMISES ITS FULL SUPPORT

Cincinnati, Ohio, Mar. 17.—President George M. Harrison of the Brotherhood of Railway and Steamship Clerks today assured our International Council President Hicks of the full and unqualified support of his large International Union.

Plans were mapped for the exchange of information and material between the two Internationals which should result in valuable assistance to both and a further cementing of the close alliance between them. Brother Harrison's organization is now in its 44th year of activity among railway and steamship clerical and allied workers and has a remarkable record in the achievements and service which it has rendered its members. It is felt our International Council and its affiliated unions can profit greatly from the experiences of this sister organization because of the close similarity

in types of workers and because their problems are akin.

The former organization is comprised of office, clerical and related workers employed by railroads, steamship, bus and air lines coming under the authority of the Interstate Commerce Commission and other governmental agencies functioning in connection with the transportation facilities of the nation. It also has members in Canada, Mexico and outlying possessions of the United States.

President Harrison is looked upon as one of the outstanding leaders in organized labor in this country and is highly respected by officials of other labor organizations as well as industrial and government officials throughout the nation. He is a member of the Executive Council of the American Federation of Labor and has proven himself to be an intelligent, able and aggressive member of that body.

Meetings For Swing Shift Workers

Tacoma, Wash., Apr. 1.—Office Employees Union 20360 of Tacoma, Washington, last month held its first meeting for swing shift workers. Local 20360 has a substantial number of members employed at the shipyards in the Tacoma area, many of whom work the swing shift, and are therefore not able to attend the regularly scheduled evening meetings of the local. The union at its February meeting took action, authorizing the holding of meetings for swing shift workers.

The swing shift meeting is conducted in the same manner as the regular evening meeting, including the initiation of new members who are employed on swing shifts. Arrangements have been made so that in cases of elections or voting on issues before the membership, the votes are recorded and carried over to the evening meeting, or are carried over from the evening meeting to the swing shift meeting, as the case may be.

Closed Shop Contracts To Stand—NWL

Washington, D. C.—The National War Labor Board has adopted the position that for the duration of the war a company cannot abandon a union-shop or closed-shop already established by a prior contract reached through bona fide collective bargaining.

The board's policy on continuance of a union or closed shop clause was set forth for the first time in an opinion written for the board majority by Dr. Frank P. Graham, public member and president of the University of North Carolina.

"The National War Labor Board by the provision for the maintenance of membership, seeks to stabilize the unions in an area of struggle," Dr. Graham wrote. "By provision for the continuance of the established union shop, the board seeks to keep stabilized the union in an area already stabilized. For unions in open shop industries to fight out to the bitter end the battle for the union shop would be most unstabilizing and devastating for war production. Likewise to push union shops back into open shops would destabilize, for war production, the unions of the millions of American workers who have pledged themselves not to strike but to leave to peaceful arbitrament the security of the unions which they have won after long and arduous struggles.

"The National War Labor Board, in its basic policies, holds that the government will not compel a worker to join a union in order to get a job, and that the government will not use its sanctions during this war to establish or disestablish the union shop.

"By this decision, notice is now given to both workers and management, beyond future misunderstanding or appeal, that no company can take advantage of the board's standard provision for union security to reduce the provision for the union shop to the provision for maintenance of membership, hereafter also for the so-called interim employes; and that no company can take advantage of the no-strike agreement to throw out a union shop previously established by agreement between the parties. This policy is not intended to interfere with lawfully established bargaining rights."

Cleveland Negotiates With Tractor Co.

Cleveland, Ohio, Mar. 2.—Negotiations on the first agreement covering 150 office and clerical workers of Cleveland Tractor Company recently organized by Local No. 19366 are now under way according to Pearl Hanna, local secretary.

Seniority rights and working conditions are the prime concern of the employes of this company at the present time, although it is contemplated that a request will be filed with the War Labor Board for the adjustment of some salaries.

The employes of this company evidenced interest in unionization shortly after the first of the year and under the leadership of Sister Hanna and local Vice President John Schmotizer a campaign was launched which quickly resulted in the full organization of this group.

The addition of this new group will result in a material increase in the size of the local which has realized a steady growth during recent years in stable industries and businesses in the city of Cleveland.

AFL Wants Farm Prices Stabilized

On Friday, April 2, President Roosevelt did something which is vital to all of us. He vetoed the Bankhead farm price bill.

This bill would have prevented the government from stopping the rise in farm prices and would probably have increased by at least 5% the living costs of every family in the United States.

The farmers have been demanding more and more price increases although, as the President pointed out, "farm income has risen faster than non-farm income since the war." This bill would have meant that all of us would pay more for our food so that farmers could have still higher incomes.

By vetoing this bill the President did a courageous thing. He opposed the powerful farm bloc in Congress in order to protect American families from price increases. He knew he was risking the votes of thousands of farmers. He could afford to do this because organized labor too has stood up for the rights of those who work in industry and offices, and has insisted on price control.

The Federation has taken two important stands on the price and wage front in the last few weeks. First, on March 22 Federation members of the War Labor Board demanded that the "Little Steel" formula be revised to allow enough wage increases to offset price increases. The "Little Steel" formula allows only a 15% wage increase while living costs have risen 20% in the period covered—since January, 1941. The War Labor Board denied the demand of Federation members.

Secondly, on April 1 when President Roosevelt called on President Roosevelt with other members of the Labor Victory Committee, the Committee did not insist on revision of the "Little Steel" formula, instead they showed that labor is willing to make sacrifices provided that the price rise is stopped. But they did insist that the price rise must be stopped.

The President followed this conference the next day by vetoing the Bankhead bill but — Congress may pass the bill over his veto.

Pacific Coast Unions

(Continued from page 1)

tion representatives of our International Council and local unions in attendance at the convention conferred with John P. Frey, President of the Metal Trades Department of the American Federation of Labor on their specific problems and future plans. President Frey was very helpful in his advice and lauded our locals on the Pacific Coast for their past achievements, encouraging them to continue their splendid efforts and assuring them of the support of his Department as well as that of Metal Trades Councils with which our local unions are affiliated. President Frey also attended committee meetings at which problems of Office Employees Unions were discussed and it is felt he left the convention with a very comprehensive knowledge of their problems and that through this knowledge his department will be afforded the opportunity to take more aggressive action in their behalf.

Directly assisting our delegates was A. F. of L. Organizer Charles R. Smith, who, because of his knowledge of the shipbuilding industry and contact with labor circles on the Pacific Coast, rendered yeoman service.

One of the outstanding events of the convention was the spirited address rendered by brother Fred Miller, Business Representative of Local No. 21320 of San Francisco, who was representing his local at the meeting. Brother Miller traced the progress of organization of office and clerical workers in Pacific Coast shipyards, pointing out the contribution made to the American Federation of Labor and its affiliated unions by our locals and entered a strong plea for continued support and even greater assistance in the future. Brother Miller's address was one of the best received during the entire convention and undoubtedly gained additional support for our representatives.

Delegates in attendance and locals represented at the convention were: Mildred Erickson, a Vice President of our International Council, and James Moffat, Local No. 16304, Seattle; George P. Firth, also a Council Vice President, and A. H. Kulper, Local No. 20360, Tacoma; Irving Enna and Elmer Parker, Local No. 16821, Portland; Fred Miller, Local No. 21320, San Francisco and Elma Goodwin, Local No. 20798, Los Angeles.

Baltimore Local Wins Wage Increase

Baltimore, Md., April 6.—The National War Labor Board acted on March 24 to approve wage increases of from \$1 to \$4 per week for the 11 office workers employed by the National Casket Company of this city. Baltimore Local 20048 brought this case to the War Labor Board after management refused to make satisfactory wage adjustments. The case was referred by the WLB to its Referee Ralph B. Spence who issued his recommendations to the Board on November 28, 1942. The Board adopted these recommendations without change. Three workers receive a \$1 increase, 2 receive \$2, 5 receive \$3, and 1 receives \$4. Present rates with the increase range from \$21 to \$43 per week.

Local 20048 won bargaining rights for these workers in an election conducted by the NLRB some months ago. 100% of all votes cast were in favor of the union.

Chattanooga Locals Busy

Chattanooga, Tenn., Mar. 30.—Caught in the crest of the growing wave of organization of all workers in southern states Office Employees Union No. 22990 and Public Safety Service Employees Union No. 22726, both affiliated with our International Council, are concluding successful campaigns and launching new ones.

The OEU local is negotiating with management of Stone and Webster Construction Company, contractors on the Volunteer Ordnance Works near here, on an agreement covering 125 office employees of that company. One of the major objectives of this agreement is payment of overtime for all over eight hours per day and forty hours per week and the restoration of pay for overtime worked since the issuance of the Presidential order establishing same but which has not been complied with by the company or the Army Engineers Corps. President Hicks and Vice President Fritts of our International Council have played an important part in the organization and agreement negotiations covering these employees.

The PSSE local is presently launching a campaign for the organization of guards and safety employes of the Hercules Powder Company plant employing approximately 400 such people. Also being undertaken is the organization of guards of Combustion Engineering Co., and the Tennessee Products Manufacturing Company.

Both of these locals are active participants in the Tennessee Valley Council of Office, Technical and Service Employees which is playing a leading part in the endeavor to gain increased wages and working conditions for TVA employes.

New Haven Plans Organizing Drive

New Haven, Conn., Mar. 29.—Announcement was made today by David Strauss, president of Local No. 20267, that a definite, aggressive plan for organization of office and clerical workers in this city is presently being formulated, and it is anticipated early action will be taken.

New Haven is a city with many industries of a stable nature and in virtually all of these A. F. of L. organizations hold bargaining rights for production and manual workers which will be a great asset to our local in any campaign undertaken. The attitude of these other craft unions is strongly in favor of organization of the office workers in the city's factories and industrial establishments and a considerable measure of support is anticipated from this source.

Notice

All locals are requested to submit their stories and material for publication in these columns not later than the 1st of each month for inclusion in the next issue. Important things are occurring in most every local which are of interest to members of other locals. Send in your articles.

Fast Headway Attained In Kaiser Yards

Washington, D. C., Mar. 31.—Officers of Locals No. 16821, Portland, Oregon and 20744, Oakland, California, report fast work is being made on their campaigns to complete organization of office employes in the shipyards of the Kaiser Co., Inc. in those two cities.

Comparatively small numbers of workers in administration and personnel offices of these yards are not as yet members of their OEU locals and it is anticipated little difficulty will be encountered in extending the agreement already covering the vast majority of similar workers when the two locals have completed their tasks.

The Portland local recently completed organization and negotiation of an agreement covering the employes of Commercial Iron Works, builders of naval vessels, in that city. Because of the large increase in wages necessary to bring these new members up to the standards prevailing in other shipyards, officers of this local have petitioned the War Labor Board for approval of application of the prevailing rates to employes of the company. This request was recently referred by the WLB to its Shipbuilding Commission.

Paducah Plans Organizing Drive

Paducah, Ky., Mar. 22.—The home town of the noted writer and humorist, Irvin S. Cobb, is not without its active labor organizations and no less of these is Local No. 23183, which today announced plans for the organization of office and clerical workers of the Atlas Powder Company plant near here.

Joining hands with other local unions and the American Federation of Labor this campaign marked the first major attempt on the part of this new local to organize its jurisdiction in a company of this size. Officers and members of the local have, during recent months, gained valuable experience in organizing smaller business houses. This should aid them materially in their efforts among the approximately 200 office and clerical workers employed by Atlas Powder.

Public safety employes of the company are also readily grasping organization and should shortly be issued a charter under the A. F. of L. and affiliated with our International Council.

At full operation the plant will employ about 5,000 workers and will be the largest single industry in the city.

Canadians Affiliate With Council

Washington, D. C., March 17.—Council officers announced that they today received the affiliation of Stenographers, Typists, Bookkeepers and Assistants Union, No. 18177, of Vancouver, B. C., Canada. The necessary affiliation forms and moneys were received from Secretary V. Gilberthorpe of that local.

The affiliation of Local 18177 marks another step forward in our International organization, which now extends to both of the principal nations on the North American continent.

Tacoma Wins Back Pay For 2 Members

Tacoma, Wash., Mar. 18.—The Seattle-Tacoma Shipbuilding Corp. today reinstated with full back pay two members of Office Workers Union No. 20360, both of whom had been discharged by the Company in an effort to halt the organizational efforts of its office and clerical workers. Both of these employes were active members of Local No. 20360 and had been playing an active part in the organizational work of the local among office and clerical workers employed by the Company.

The Company contended that one of these workers was discharged for insubordination and the other for an alleged failure to report an illness absence. The weakness of the Company's position was clearly shown by the prompt action it took to reinstate these brothers with full back pay after their local union had filed unfair labor practice charges against the company with the Seattle office of the National Labor Relations Board.

This attempt of the Company to stymie organizational efforts of its office and clerical employes is typical of several less potent attacks made in the past. The Company's action has backfired however. Instead of stopping organizational efforts the Company's action appears to have accentuated the workers' desire for collective bargaining through Office Workers Union No. 20360. Local union officials report that interest is increasing among these workers and it now appears that the local can justifiably claim majority representation and exclusive bargaining rights in this yard.

Much of the credit for the successful organization of this yard is due George P. Firth, Secretary and Business Representative of Local No. 20360. His untiring efforts and the fine quality of the organizing material and information worked out by him for distribution to this group have played no small part in convincing them of their need for membership in their union.

GALVESTON WINS METAL ELECTION

Galveston, Tex., Mar. 3.—Local No. 20590 of Galveston, Texas, was recently successful in establishing bargaining rights for all office workers employed in the Texas City, Texas, plant of the Tin Processing Corporation. The election, held late in February, resulted in more than an 80 per cent vote for representation through the local union, thus establishing its exclusive bargaining rights in this office. Steps are now under way for the drafting of the agreement shortly to be negotiated with the management of this concern.

With present membership of employes of brewing company offices, as well as other concerns, the addition of the office employes of the Tin Processing Company will enable this local to accelerate its organizing plans among other office workers in this area.

Delegates to the last convention of our International Council will remember E. J. Bettencourt, who is president of this local, and who so ably represented his membership. Brother Bettencourt is currently recovering from a sojourn in a local hospital, and is looking forward to shortly resuming his activities in behalf of his local union.

Council Assists Remote Local

Santa Rita, N. M., Mar. 19.—Our International Council endeavored today to be of service to one of, if not, the remotest local union of office and clerical workers in the United States, when it provided information about wage structures and working conditions of other similarly organized workers to the membership of Local No. 22908 in this seldom visited region of southwestern New Mexico.

The members of this local are employed by copper mining concerns far removed from heavily traveled roadways but nevertheless they have, in their first agreement, established wages which would be a credit to some of our locals in larger communities.

This local, though small, is aggressive and determined and at present is preparing for renewal of its current agreement several months hence at which time the officers and membership hope to negotiate considerable further improvements in working conditions.

Outlook For Shipyard Premium Pay Bright

Washington, D. C., Mar. 21.—With the full approval of the Navy Department and the Maritime Commission the Shipbuilding Stabilization Committee of the War Production Board today agreed to request of the Shipbuilding Commission of the National War Labor Board that shift premium pay be allowed for clerical workers in shipyards on the same basis as is allowed metal craftsmen.

Should the Shipbuilding Commission of WLB, which has the say over increases or adjustments in pay for shipyard workers, approve this request it will herald the successful conclusion of a campaign started a year and a half ago by local unions of the International Council, marked by appearances of Council officers before various governmental agencies at frequent intervals, to secure the just treatment on this matter which should be accorded office and clerical employes in this industry. How long it will take for action to be forthcoming on this matter no one can fortell but it is anticipated that the recommendation of the Shipbuilding Stabilization Committee should carry sufficient weight to expedite the matter with the greatest possible speed.

The recommendation of the Shipbuilding Stabilization Committee carried with it the further recommendation that office and clerical workers have the length of their shifts adjusted to correspond with those worked by production employes on all shifts. This point, however, was won for a great many shipyard clerical workers several months ago but will undoubtedly prove a windfall for those not yet so covered by such provision in union agreements.

When the shift premium pay and the hours on shifts have been adjusted there will be still two other matters of concern to our Council and the locals in the shipbuilding industry. These are the questions of unification of job classifications and uniform rates of pay for such classifications throughout the industry. These questions have been pending before the Shipbuilding Stabilization Committee since November, 1942 and Council representatives intend to push them to a satisfactory conclusion.

Local 23076 Launches Educational Program

New York, Feb. 25.—Office Employees Union 23076 today initiated its educational program with the first meeting of its class studying "The Office Worker and the Trade Union Movement." This course, which has been planned to run from 8 to 10 weeks, is designed to give members of the Local a comprehensive understanding of the problems of their union in organizing office workers.

Miss Orlie Pell of the Summer School for Office Workers and the American Labor Education Service was the guest lecturer at the first meeting. The local union President, Samuel Collins, gave a brief history of the local before introducing Miss Pell. Miss Pell talked of the birth and development of the office worker, pointing out the relative youth of the white collar worker in industry.

The evening proved an auspicious beginning, and bodes well for future meetings.

Louisville Workers Win NLRB Election

Louisville, Ky., Feb. 19.—The National Labor Relations Board today certified Office Employees Union 22906 as the exclusive bargaining agency for all the time study employes, blue print room employes and payroll clerks employed at the Louisville Ordnance Division of Westinghouse Electric and Manufacturing Co. at Louisville, Ky. Certification of the union was based on an election conducted by the NLRB, in which the union obtained a substantial majority of all votes cast, thus establishing its exclusive bargaining rights for this group.

On September 16, 1942, after an election was held the NLRB certified Local 22906 as the bargaining agent of all office and clerical employes at this plant, but this certification did not cover the employes affected by the recent decision. Local 22906 signed a contract with the Westinghouse Electric and Manufacturing Co. sometime after its earlier certification.

Pittsburgh Newspaper Agreement Settled

Pittsburgh, Pa., Mar. 1.—With the National War Labor Board concurring in the \$4 weekly wage increase negotiated between Local No. 21341 and the management of the Pittsburgh Sun Telegraph Publishing Company the final phase of this agreement for the coming year was settled. While considerable delay was experienced after the matter reached the hands of NWLB the increase in salaries is retroactive to January 25th.

One of the outstanding features of the agreement covering the office and clerical employes of this company is the severance of service pay provision, which, at its maximum calls for the equivalent of six months salary being paid in a lump sum to all employes of 18 years, or more, seniority leaving the employ of the company.

This local covers only employes in publishing and news distributing companies. Much of the success achieved in recent years by the union can be attributed to its president, Raymond D. McLean, who has proven a capable and aggressive leader.

Secretary-Treasurer Hutchings of our International Council on several occasions represented Local No. 21341 in expediting the decision of NWLB.

Key West Workers Negotiating Wages

Key West, Fla., Mar. 22.—Office and clerical workers of the Mackle Leach Construction Company, engaged in construction of facilities at the Naval Air station here, are strenuously objecting to working 60 to 90 hours per week with no overtime compensation for hours worked in excess of 40 per week. Local No. 23333, of which these workers are members, has endeavored to negotiate an agreement with their employer but without success and the local representative of the Navy Department has turned a deaf ear to their request for alleviation of their unfair treatment.

President William A. Glisch of the local has appealed to our International Council for assistance in bringing about an adjustment and Council officers are now taking the matter up with proper government officials in Washington. An early settlement of this problem is hoped for.

The agreement formulated by the membership of the local and presented to the company calls for a normal work week of 40 hours with time and one half compensation for time worked in excess thereof. The top wage requested in the agreement is \$1.25 per hour for chief timekeepers. Retroactive compensation for past overtime was also requested and this is being pushed by Council officers in their demands for the usual overtime rates.

L. A. Members Have Unique Honor

Los Angeles, Calif.—Members of Local No. 20798 employed by California Shipbuilding Corporation recently felt they contributed no small part to a healthy swing at the Axis when the 1000th Liberty ship constructed in the United States was launched at their yard. The launching of this ship was not a gala occasion for the workers at the yard for they were ready when the vessel hit the water to begin construction of its sister ship—and to do it as quickly as possible.

Calship employes have been honored several times recently because of the records which they have established in the building of these vessels. In the numbers of ships launched they have run a nip and tuck race with employes of Oregon Shipbuilding Corporation at Portland.

Colgate-Palmolive

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has been requested and obtained from the American Federation of Labor for this city and it is anticipated that the aggressive attitude shown by this group will shortly lead to the organization of other office workers in this area.

Our International Council has petitioned the National Labor Relations Board for an election to certify our exclusive bargaining rights. Mean-

Milwaukee Local Signs Renewed Agreement

Washington, D. C., April 5.—Office Workers Union No. 16456 has recently received War Labor Board approval to its renewed contract with Dairy Distributors, Inc. of Milwaukee. The Agreement is effective retroactive to December 9, 1942 and establishes wage increases of \$1 and \$2 per week over the rates prevailing in the previous contract. It also provides for two weeks' vacation with full pay for employes with one year or more of service with the company. Sick leave is provided, and all overtime is compensated for at time and one-half the regular rate.

Financial Secretary Treasurer Alice Holz of Local 16456 also reports that as a result of an arbitration case, the members of the local employed by this company were granted overtime pay for overtime worked during the summer months last year. The employer had refused to pay for this overtime but the arbitrator found that the members were entitled to it and ordered its payment. Members of the local received anywhere from \$5 to \$100 in settlement.

The Milwaukee local has filed copies of all of its current agreements with Council Headquarters. This practice should be followed by all locals. It enables Council officers to serve as a clearing house for the interchange of valuable information and to build up wage and working condition information from all sections of the country which is of the utmost value.

Cincinnati Bids For Paper Employes

Cincinnati, Ohio, Mar. 16.—Local No. 22027 of this city under the leadership of its new president, Rose Grote, is making a strong bid for membership within its fold of office and clerical workers of the Cincinnati Enquirer now members of an independent union.

The office workers of this paper several years ago joined hands in the formation of an independent union in order to escape being forced into an organization of newspaper writers and reporters dual to the A. F. of L. and which was not interested in and could not meet their problems. These workers are coming to realize that they can achieve additional benefits by affiliation with a union of the American Federation of Labor. Indications are strongly in favor of this group aligning itself with the present membership of Local No. 22027.

while an agreement is being formulated to cover all classifications of office and clerical personnel employed by the company.

Credit should be given other craftsmen in the employ of the company for bringing about the initial action; especially the Soap and Glycerine Workers Local Union which is affiliated with the Chemical Workers International Council of the A. F. of L.



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EVERY PAY DAY**