

THE OFFICE WORKER

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

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SEATTLE LOCAL WINS NLRB SHIPYARD ELECTION

Seattle, Wash., Feb. 3.—Climaxing a long period of organization, including hearings before the National Labor Relations Board, Local No. 16304 today won bargaining rights for the office and clerical workers of Puget Sound Bridge & Dredging Co., and Lake Union Dry Dock & Machine Works. The two firms operate under the trade name of Associated Shipbuilders. Of the 281 ballots cast in today's NLRB election, 259 favored representation through Local 16304, thus establishing the local's bargaining rights.

The campaign to organize the office and clerical workers of these two plants was begun last August and progressed steadily until early in December when Business Representative Mildred Erickson of the local requested the employers to recognize the union as the bargaining agency for these workers. This the management refused to do despite the fact the union held bargaining right cards from approximately 75 percent of the total number of employees eligible to union membership.

The union immediately filed a petition with NLRB demanding to be adjudged the appropriate bargaining agency. Following a hearing on the matter NLRB ordered the election, which was held yesterday and today.

Sister Erickson, a Vice President of our International Council, stated after the election that the result was a clear cut expression of the feeling of the workers in the two plants. The feelings of these workers justly stems

from the fact that they have not been receiving wages comparable to those received by organized office and clerical workers in other Pacific Coast shipyards. During the organizational campaign the workers in these two plants carried high the banner of unionization and never faltered despite threats and intimidations from their employers. As a result they have gained recognition through a union of their choosing and the assurance of collective bargaining on all matters affecting their employment.

NLRB Orders Vote At Black & Decker

Washington, D. C., Feb. 18.—The National Labor Relations Board today ordered that an election be held within 30 days among all employees in the accounting, cashiers, pay-roll, 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 employes, department managers who have the authority to hire and discharge, and district salesmen employed by the Black & Decker Electric Co. at its Kent, Ohio, plant.

These workers will vote as to whether or not they desire to be represented by Office Employees Union No. 23236, which organization invoked the services of the NLRB and requested the holding of this election.

Council Represented at Southern War Labor Conference in Atlanta

12 States Meet a Huge Success

Atlanta, Jan. 17.—More than 4,360 delegates from all the various A. F. of L. unions in 12 Southern States responded to the conference call of A. F. of L. Regional Director George L. Gooze for a 2-day Southern A. F. of L. War Labor Conference at Atlanta, Ga., Jan. 16 and 17. The 2-day meet was crammed with interesting events.

Present in addition to delegates from unions within the region were officials of the A. F. of L. and of many of the important national and international unions and of the Metal, Building and Union Label Trades Departments, as well as officials from practically all government departments and agencies concerned with war production and labor relations.

Hutchings Represents Council

Secretary-Treasurer Paul R. Hutchings served as International Council delegate and participated in all sessions of the conference, and was named on the policy committee of the conference. He was presented to the gathering on the second day and addressed the delegates briefly, extend-

ing greetings on behalf of our council and the OEU locals throughout the country. Secretary Hutchings told the gathering that "office and clerical workers all over the land were awakening to their need for organization and collective bargaining."

"Office workers," he said, "labor in computing the time and the payrolls for the plant workers and when they then make out their own small pay checks it drives home to them that they are woefully underpaid." Hutchings stressed the fact that office workers could take some lessons from the laborer, the teamster and from the various metal trades and building tradesmen. He urged the delegates to "close the gaps" in the plants in which they work and to lend their assistance, advice and counsel in bringing the office worker into the place he should have in the great A. F. of L. movement.

OEU Local Delegates Present

Secretary Hutchings was not the only delegate present for our trade. Atlanta Local 19903, Birmingham Local 19403, Jacksonville Local 23133, Tampa Local 22222, had delegates

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International Council Opens Office

Permanent offices were established February 20 for our International Council which will provide a convenient, centrally located scene of operation for the officers in the city of Washington. The new offices are convenient to government offices which council representatives will have frequent need to contact and are likewise readily accessible to American Federation of Labor headquarters as well as the home offices of several international unions.

Heretofore council officers have had to perform their tasks in the offices of Director of Organization Frank P. Fenton. Because of the crowded conditions in the A. F. of L. building it was impossible to obtain space there, much to the disappointment of the officers of the council.

The new address of our International Council is 827 14th St. NW., Washington, D. C. Telephone EXecutive 1906.

PRESIDENT HICKS ADDRESSES ST. LOUIS LOCAL

St. Louis, Mo., Feb. 1. — At the February membership meeting of Local No. 17707 this evening President J. Howard Hicks of the International Council told of the functioning of the council and the part it is playing in promoting the welfare of office workers' local unions chartered by the American Federation of Labor.

Hicks urged this local union to increase its organizational activities and to take a more active part in the affairs of the local labor movement. "It is an established fact that where our local unions show initiative and aggressiveness in doing something for the vast number of unorganized office and clerical workers in their locality, they have the unstinted support of the balance of the craft unions in their community. It is the task of all our unions to formulate definite organizing campaigns and select aggressive leaders to carry out these programs where the locals do not have a full time representative in the field," Hicks said.

Using the recent growth of numerous locals in widely separated parts of the country as an illustration, it was pointed out that in each instance a definite program was formulated and administered by the active officers and members of the locals which in turn brought to these locals the support of the balance of the labor movement in their area. "One will make an effort to help those who are endeavoring to help themselves—and what is true throughout the country is true here," Hicks stated.

Local No. 17707 at its January meeting voted to increase its monthly dues to \$1.25 so a more active part could be taken by the union in organizational work and in the affairs of the local labor movement.

"Our members realize that unless

Council to Participate In Metal Trades Meet

Realizing the important part locals of the International Council are playing in the construction of vessels for the war effort, M. E. Stafford, secretary-treasurer of the Pacific Coast District Metal Trades Council, recently dispatched a communication to the office of the International Council, requesting that our council and its affiliated locals having members employed in Pacific Coast shipyards endeavor to have representation at the forthcoming convention of the Pacific Coast Metal Trades to be held in Tacoma, Washington.

The Pacific Coast District Metal Trades Council and its affiliated city groups on that seaboard has been a consistent booster for the organization of office and clerical workers in all metal craft industries. Metal Trades Councils in the various cities have rendered wholehearted support in the organization of office workers in shipyards during the past 2 years and in every instance are signatories, along with our local unions, to all agreements.

It is contemplated action will be taken at this convention to have our International Council make a signatory to the Pacific Coast Master Shipbuilding Agreement when the renewed agreement goes into operation on April 1. Such action would be of utmost importance to all seaboard locals in areas where shipbuilding is one of the principal industries, for it would represent for the first time a concrete step in the direction of joint operations with metal craft unions on the part of office workers' organizations.

Officers of the International Council anticipate that should our council become a signatory to this master agreement it will have a favorable effect on current and future cases to be taken before the Shipbuilding Stabilization Committee by the council. Requests for the same premium pay enjoyed by other workers employed on night shifts in shipyards as well as requests that this committee standardize job classifications and rates of pay for these classifications are being

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Portland Buys More War Savings Bonds

Portland, Oreg., Feb. 16.—What is believed to be a record amount for the purchase of war bonds by Office Employees Unions was set at the monthly meeting of Local No. 16821 this evening when the membership ordered the additional purchase of \$10,000 in bonds for the defense of our country and the defeat of totalitarianism.

This local has made previous substantial purchases of bonds, which leaves no doubt of the part it is playing in the war effort.

our membership grows and we bring the benefits of unionization to an ever-increasing number of office workers, we who are members today have progressed about as far as we can," President A. L. Rex of the local said.

THE OFFICE WORKER
Official organ of the
INTERNATIONAL COUNCIL OF
OFFICE EMPLOYEES UNIONS



J. HOWARD HICKS, *President*
 PAUL R. HUTCHINGS, *Sec.-Treas.*
 827 Fourteenth Street N.W.
 Washington, D. C.

NOW IT'S UP TO US

ALL members who have followed OEU activities have watched the progress that has been made recently, step by step, to establish a functioning International Organization for Office Workers.

The action taken at the Chicago convention last July to revamp and reorganize the American Federation of Office Employees International Council into a strong functioning organization is the most encouraging news so far. Not only did your own elected delegates establish a new International Council of Office Employees Unions, but they worked out a full and complete constitution to govern the council and elected from among their own ranks a President, Secretary-Treasurer, and nine Vice-Presidents.

Your delegates to the Chicago convention realized the need for our International Council to build up a treasury and to develop a financial structure which is essential to the proper functioning of any international organization. The constitution as adopted therefore provides that the funds of the council shall be derived from a 10-cent per capita tax per member per month from each affiliated local union.

The American Federation of Labor will render us every possible assistance, but if we are to take our place among the national and international unions affiliated with the federation we must show our willingness to start assuming some of the responsibilities of an international organization. We must show the federation that we are capable of taxing ourselves to maintain our organization, to make wise use of our funds, and to build up a strong functioning council.

We are now entering a transition stage between our past existence as local trade unions of the federation and the assumption of the full rights, privileges, duties and obligations as an international union. This stage of development in which we now are is similar to the step which is gone through by young men and women who start out on their first jobs while still living with their parents. They do not immediately become wholly self-sustaining and neither shall we. These young people start to feel their economic responsibilities and to assume partial responsibility for supplying their own needs. We must do the same, leaning and depending to an ever-decreasing degree upon our parent, the American Federation of Labor, until at last we have proved to our parent and to ourselves our ability and readiness to march forth as a strong, self-sufficient organization capable and prepared to handle our own problems, to meet reverses and come through with flying colors, and to pay our own way completely.

Our council speaks for our local unions. It is up to us to see that our locals act to assume their proper responsibility to our International Council. It is up to each of us to see that

BUILDING A UNION

UNIONS are not built overnight.

They neither resemble skyscrapers, locomotives, automobiles, nor crops. They are made of an uncertain, unpredictable human element. Not even an army offers a good parallel, because union men are required to think, to reason, and to forecast. Merely to take orders is not a union man's business. Mechanical wheel and turn under the bawling of a top sergeant's directions is not enough.

Physical presence of workers in an organization; names entered on records, payment of dues; going out on strikes—these are but the beginnings of organization. What is more essential is psychological mobilization; something must happen to men's minds; a union man must come into harmony with a great tradition, feel a part of it, and learn to go along with it; a union man must "belong."

A union is not an assembly of \$30-a-week capitalists. To herd individualists into an organization is not enough. Attitudes toward cooperation must become habitual. Until they do, the organization is likely to become more like a mob, or at best, a rotarian convention, than a union.

How long it will take to make a union depends in large part upon the union material which is to go into it; and at the same time how much counter-education the new union heads can supply to offset the all-pervasive propaganda of the boss. It is likely that it will take five years to build any kind of organization, and perhaps longer. A union must prove it can live through depressions, as well as survive the fire of the bosses' educational campaigns.

And just as we cannot build a union in a day, we cannot build a union overnight. They are made of human men and women. Such material cannot be shaped like sticks and stones. It must adapt itself to a great ideal—yes—a great ideal—the ideal of cooperation; the ideal that the whole is greater than the sum of its parts.—*Electrical Workers' Journal.*

Council To Participate

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pushed by representatives of the International Council at the present time.

George P. Firth, Vice President of the International Council and Secretary-Treasurer of Local No. 20360 in Tacoma, has been selected by executive officers of the council to represent the national organization at the convention. Vice President Firth will collaborate his activities with representatives from local unions of office employees on the Pacific Coast also in attendance at the convention.

A. F. of L. Organizer Charles Smith will attend the convention to lend his assistance to the program undertaken in the name of the International Council and formulated by representatives of our Pacific Coast locals.

our local acts promptly to affiliate with the council if it has not yet done so and to start paying its per capita tax into the council. We have a job to do. Without a strong, active International Council it has been difficult to coordinate our efforts, to pull together toward our common goal. We have requested some form of organization which would coordinate, inspire and assist us in our tremendous task of education and organization among the millions of unorganized office and clerical workers. We now have our organization, we drew up our own constitution, we elected our own officers. NOW IT'S UP TO US.

An Open Letter

Greetings:

IN the hope that "The Office Worker" can be of more assistance to your local and that your union in turn can make use of its columns to advance the cause of unionism, we suggest that each local name at least one member whose duty it will be to send in any news which can be used in these columns.

With the cooperation of your officers and members we can give you a much better newspaper and help you to help your union. This is your paper—through it we hope to give you the news and publicity you want.

The following subjects make interesting news items: new wage agreements, firms recently organized, unusual local achievements, number of members recently organized, purchases of War Bonds, War Labor Board and National Labor Relations Board rulings affecting your local union, progress of current organizational campaigns and information about local union participation in community affairs. If your local publishes a monthly news letter kindly put our International Council on its mailing list.

We solicit your assistance.

Faternally yours,

J. HOWARD HICKS,
President,
 PAUL R. HUTCHINGS,
Secretary-Treasurer.

NEW AGREEMENT PROPOSED

New Orleans, La., Feb. 2.—Mildred K. Martin, financial secretary, Office Employees Union No. 22891, is soon to present to all employers of union members in this city a revised agreement which the local union first sent to officers of the International Council for suggested changes or comment.

One of the outstanding features of the proposed agreement is the \$35 per week minimum salary provided after a 6-month probationary period for new employees. Forty hours is set as the work week and appropriate overtime rates are provided for. The agreement maintains the union shop provision and upholds seniority.

Three holidays are provided beyond those customarily found in the majority of agreements throughout the country. They are: Mardi Gras, the historic New Orleans celebration, Good Friday and All Saint's Day. When holidays fall on a Sunday the following Monday is observed as the holiday.

Two weeks vacation is provided in the agreement and the agreement itself is automatically renewed unless either party gives 30 days' written notice prior to any anniversary date.

Baltimore Sends Smokes Overseas

Baltimore, Md., Feb. 19.—Local No. 20048 this evening voted to send a substantial quantity of cigarets overseas to U. S. fighting forces. These cigarets, which will be distributed to soldiers, sailors and marines, bear the union label and a heartfelt message from the membership of the local union.

Such purchases are encouraged by the Label Trades Department of the American Federation of Labor. It is hoped that others of our local unions will follow the example set by the Baltimore local.

UNION DUES ARE DEDUCTIBLE

Members of OEU locals are reminded that their union dues for the year 1942 are deductible from their gross income prior to calculating the tax for that year. Initiation fees are also classed as deductible expenditures.

War Labor Conference

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present, and the OEU and PSSE locals on the Tennessee Valley Authority were represented by Brother E. H. Fritts, Council Vice President, who is also the secretary of the newly formed TVA Council of Office, Technical and Service Employees.

Atlanta Local Entertains Delegates

The Atlanta Local 19903 entertained all OEU delegates, Secretary-Treasurer Hutchings, Vice President Fritts and Organizer Mitchell at a delightful lunch on Sunday noon. Brother Hutchings was the principal speaker at this luncheon meeting. He told the OEU delegates of the work of the International Council, and outlined some of the services which it could perform for the affiliated locals.

Declaration of Conference

The policy committee reported to the Southern War Labor Conference, and its report of a declaration for the conference was adopted after discussion and amendment. The declaration, as adopted, embraces 13 points, including a reaffirmation of the "no strike" policy of the American Federation of Labor, requests that labor be given full representation on all government boards and agencies, and a declaration that no adverse labor legislation is needed, as free labor is the nation's strongest asset to winning the war for freedom.

Of particular significance to our craft was Declaration No. 10, which we set forth in its entirety:

White Collar Workers

"(10) This conference notes with keen delight the ever-increasing number of white collar workers affiliating themselves with unions of the American Federation of Labor. The unions of school teachers have demonstrated, in each instance where organized, the value to themselves and to the labor movement generally of organization and affiliation of these groups. Draftsmen, architects and engineers are now a component part of our unions in the South, and yet the field has hardly been touched. Office workers, one of the most rapidly growing group of workers in the South find that organization is most beneficial. This conference urges all white collar workers to come into the American Federation of Labor and receive for themselves the benefits of organized labor and at the same time lend their influence and intellect and leadership to this great movement. Much legislation is now pending both in Congress and state legislatures in the interest of the white collar workers, and this conference urges the American Federation of Labor and its affiliated national and international unions to use great influence in securing the enactment of such proposed legislation as will be beneficial to this great group."

The conference was an outstanding success and further evidence of the rapid strides which all A. F. of L. organizations have been making in the 12 Southeastern States.

GRAIN PROCESSORS SALUTE OEU COUNCIL

St. Louis, Mo., Feb. 1.—President S. P. Ming and Secretary-Treasurer W. A. Younker of the American Federation of Grain Processors' International Council today personally tendered the salutations of their organization to our International Council through President Hicks.

The Grain Processors' International Council was formed by the American Federation of Labor five years ago and, according to President Ming, they today have a membership of 25,000. In stressing the solidity of his International Council, Ming pointed out that this was brought about by the combined efforts of all the local unions affiliated with the council, and not by any few individuals.

Speaking of the future growth of the International Council of Office Employees Unions, Ming said, "You have one of the largest, if not the largest, field to grow in of any international organization of the American Federation of Labor. Encourage your affiliated unions to take an active part in the council and especially in expanding themselves beyond their present reaches; and tell your local unions that while they have an International Council they themselves can do the most toward increasing their membership and carrying the benefits of organization to office and clerical workers. The efforts of any international organization can best be used in helping local unions to help themselves and in doing, nationally, what they would like to have done, but could not do on a local basis without their council."

As the name implies, the Grain Processors' International Council has jurisdiction over employes in flour, feed, cereal and allied industries.

Their international office is located in Minneapolis, while President Ming makes his headquarters in St. Louis.

Fritts Elected To TVA Council

Knoxville, Tenn.—Vice President E. Houston Fritts of the International Council was recently elected secretary-treasurer of the newly formed TVA Council of Office, Technical and Service Employees at a meeting held in this city.

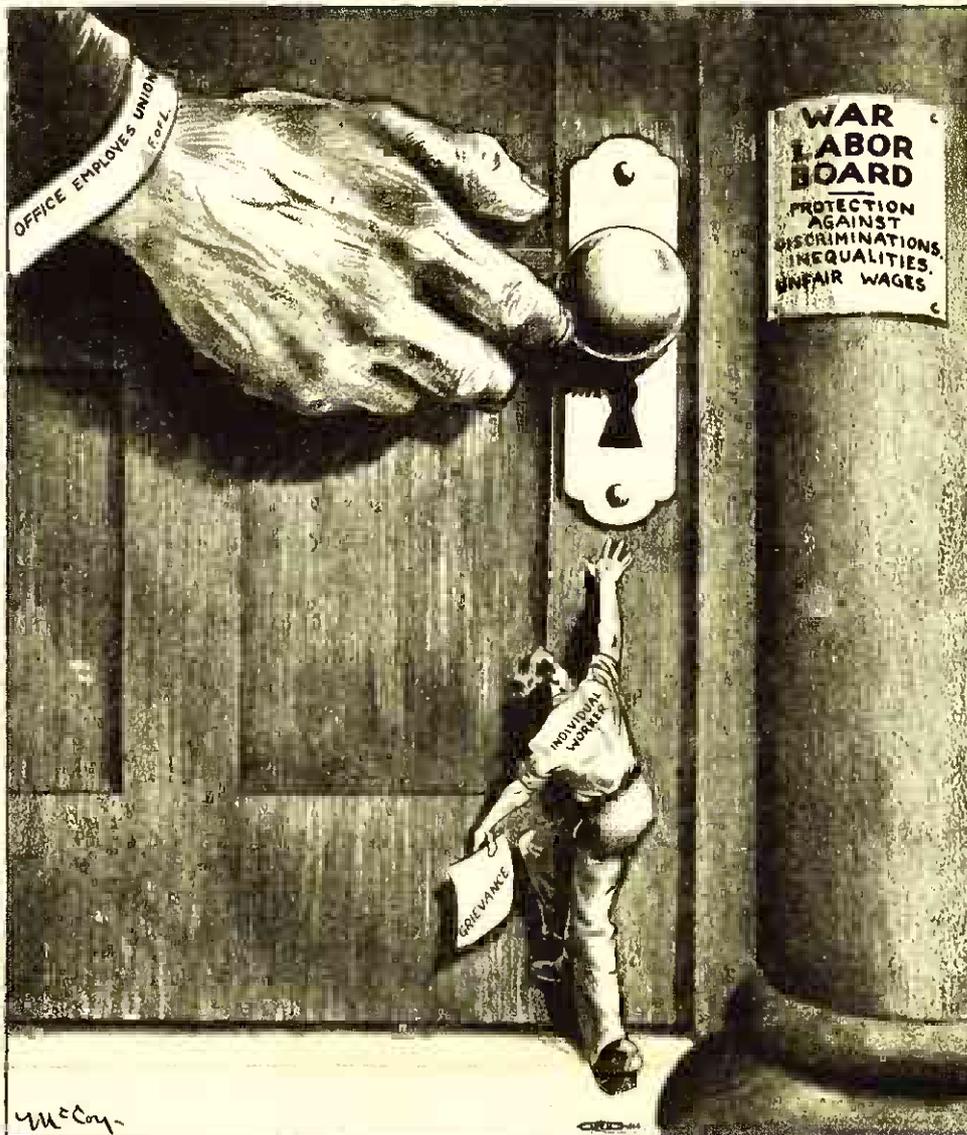
Since the inception of the Tennessee Valley Authority there has been functioning, actively, the Tennessee Valley Trades and Labor Council, which deals with the management of TVA for all construction and maintenance crafts-men employed by the Authority.

While office, technical and service employes of TVA have not been affiliated with the Tennessee Valley Trades and Labor Council in the past it is hoped the new council will bring to these union members the same benefits of collective bargaining as are now enjoyed by the construction and maintenance workers.

The Office Employees Unions and Public Safety Service Employees Unions affiliated with the new TVA group are also affiliated with the International Council of Office Employees Unions.

**Individual
Workers Cannot
Invoke the
Services of the
War Labor Board
To Correct
Unfair
Conditions.**

**Through
Your Union
You Can Use
The Board's
Services to
Improve and
Correct Wage
Inequalities
And Rectify
Unfair
Conditions.**



Driving to Union Meetings Is OK

On January 7, the director of the Automotive Supply Rationing Division of the Office of Price Administration advised as follows:

"Under Amendment 11 to the Gasoline Rationing Regulations which forbids pleasure driving in the East Coast gasoline shortage area, driving for the purpose of attending union meetings is not considered pleasure driving. Union meetings fall within the category of 'meetings directly related to the occupation or profession of the owner or person using the vehicle,' and driving to and from such meetings is therefore permitted as personal necessity driving."

Boston Local Plans Dance

Boston, Mass., Feb. 11.—It will be a wearin' o' the green for members of Local No. 14965 at a dance and buffet supper being planned by the local for St. Patrick's Day.

Service men are being invited to fill the gaps created by brother members serving in the armed forces. The morale of service men in the Boston area will very likely reach a new high as a result of the occasion.

WHAT WILL THE UNION DO FOR ME?

This is the first question in practically every member's mind when he joins a union, and in a sense, it is a logical enough query. There is no way of estimating the knowledge new members have of the labor movement when they become a part of it by joining a union. Paradoxically enough, the more a new member knows of this vast movement, the more reasonable are his expectations. No union is a "superman" organization. It doesn't and can't be expected to perform miracles at the drop of a hat.

Sisters and Brothers, the answer is simple and basic. If you are fortunate enough to join a well-established and strong organization, the chances are you will be covered by an agreement, perhaps already in effect, or soon to be negotiated. Such an agreement will undoubtedly establish a fair wage scale, hours and conditions of work, vacations, etc.

However, regardless of the size of your local union, it can still obtain these advantages for you, provided that you, yourself put your shoulder to the wheel.

You must give of your time, money and strength to the building of your union in order that it may reach the strength and force it needs to negotiate your agreement, and thus directly benefit YOU. If at this point, you wail "I can't do these things"—well, then, what do you expect?

The thinking union member, however, will reflect that all the benefits that organized labor has ever achieved has been the result of unified action and purpose.

He will say to himself, "There's a

job to be done, and I'm going to do my part in doing it." He knows that the Lord helps those who help themselves.

Your local is not alone—it is entitled to all the assistance the International Council and the A. F. of L. parent body can give.

What can your union do for you? Generally, it can help you better your entire economic status. Specifically, it will put more money in your pocket, give you more security in your job, better your conditions and hours of work.

Now, the \$64 question is—What are you doing for your union?

Oakland Hires Two More Organizers

Oakland, Calif., Jan. 14.—In an endeavor to complete full organization of shipyards in the east San Francisco Bay area, Office Workers Union No. 20744 today took action to hire an additional two organizers for the purpose. The organizers selected are both women members of this local and were selected because their principal task will be the organization of women workers in the administrative offices of the shipyards, not as yet under agreement.

Business Representatives Carl F. Nelson and George Flores of the local will continue to handle the activities centering among shipyard production clerical workers who are now under agreement. Other contracts to be serviced include approximately 700 members of the local employed in various other industries.



**BUY WAR BONDS
EVERY PAY DAY**

NLRB Orders Seattle Companies To Comply With Wagner Act

On January 9 the National Labor Relations Board issued its decision and order in the case filed with the board by Office Employees Union No. 22418, charging the Northwestern Mutual Fire Association and the Northwest Casualty Co., and a Mr. E. M. Greenwood, manager of the building in which these companies operate, with commission of unfair labor practices in violation of the National Labor Relations Act.

The board found that these companies and Mr. Greenwood had dominated and interfered with the formation of a company union in these offices, and the board ordered the respondents to cease and desist from dominating or interfering with such company union, and to cease recognizing that organization as the representative of any of the office workers.

The companies were also ordered to cease giving any effect to the so-called contract negotiated with this company-dominated organization. The board also ordered them to cease discouraging membership in Office Employees Union No. 22418, and to refrain from discharging or refusing to reinstate or otherwise discriminating against any of the workers for giving testimony at the board hearing.

The board ordered the reinstatement of one worker to his former job without prejudice to his seniority and other rights and privileges, and directed that the company pay him back pay for all pay losses he suffered because of his discriminatory discharge.

Dues Increase Voted By Kansas City Local

Kansas City, Mo., Jan. 30.—Increasing its monthly membership dues from \$1 to \$1.25 so more funds will be available for organization of additional office and clerical workers in this city was one of the major actions taken at the last meeting of Local No. 21612.

President Louise Headrick of the local stated, "Our members realized that the union could not function properly on \$1 monthly dues while at the same time endeavoring to carry on an aggressive organizing campaign. All members are aware of the importance of organizing additional office workers in this city as the best means of securing additional increases and improved working conditions for themselves as well as bringing the benefits of organization to other similar workers. We know our employers all too frequently endeavor to measure wages of our members in the light of the rates prevailing in unorganized offices. It is our desire to extend our organization to such offices."

This local contemplates organization of its jurisdiction in laundry and dry cleaning establishments on an industry-wide basis in the near future. There are some 60-odd such business houses in Kansas City and the program has the wholehearted support of crafts already organized in the industry.

Sister Headrick represented her local at the last convention of the International Council, and is looking forward to even a better meeting in August.

This worker, the board found, had been discharged by the company because he testified at the NLRB hearing on this case. Section 8 (4) of the Labor Act prohibits employers from discharging workers because they give testimony at National Labor Relations Board hearings.

Hutchings On AFL Committee

Washington, D. C., Feb. 19.—Announcement was made today by President Hicks of our International Council that Secretary-Treasurer Hutchings of the council has been appointed to the legislative committee of the American Federation of Labor.

This action will afford local unions interested in congressional legislation some measure of representation before this committee on matters of interest to them.

Organizer Theiss Gives Advice

St. Louis, Mo., Feb. 1. — E. P. Theiss, organizer for the American Federation of Labor in this city, told the membership of Office Employees Union No. 17707, "Too many workers are content in just being able to do their jobs. Not enough of them realize the immense possibilities of whatever field they are in nor do they comprehend the strides they can make if they but properly prepare themselves."

Organizer Theiss made his remarks in connection with the announcement that St. Louis University was offering classes in public speaking, labor relations and labor research to all members of organized labor interested in so advancing themselves.

Almost every principle city in the country has at frequent intervals such classes as are being presented in St. Louis. Anyone who can possibly attend such classes cannot afford to miss them. Those who realize the immense field ahead for organized labor are today preparing themselves for leadership in the future.

All Not Covered By 48-Hour Week

Washington, D. C., Feb. 16.—Contrary to general belief, not all workers in the specified labor shortage areas of the country will be covered by the recent Presidential order establishing a 48-hour workweek.

Employers of less than 9 people will not be affected by the order according to an announcement made today by War Manpower Chief Paul V. McNutt. Formal details of this order are not as yet available but it is understood that the directive from McNutt will follow the pattern established in the application of the wage and hour and social security laws. These two federal laws have never applied to employers of less than 9 people.

Officials have emphasized the possibility that the workweek recently ordered to 48 hours may have to be increased to 54 to meet the manpower shortage of the country. However, considerable opposition is expected on any move to extend the workweek beyond the recently ordered 48-hour period. President William Green of the American Federation of Labor has already expressed the opposition of the A. F. of L. to any extension of the workweek beyond the limits already imposed because such action "would constitute too great a strain on the endurance of the workers and would result in lowering the efficiency of production."

It is believed the chief effect of the presidential order would be on non-war industries, since firms engaged in war production already have put their plants on a 48-hour basis, or more. It is felt, however, that if civilian goods industries increase their workweek they will be able to release some of their employees for jobs in war plants.

The President's executive order specifically provided that the 48-hour week rule requires employers to pay overtime in accordance with the Fair Labor Standards Act and other legislation and in accordance with terms in union contracts. These overtime provisions are not in any way abrogated by the new order.

Minneapolis Members Back War Effort



Here are pictured some of the members of the Minneapolis Office Workers Union 17661 employed in the office of the Minneapolis Gas Light Co. who compose the "Pearl Harbor Avengers." In the front row at the extreme right is James Murphy holding up a U. S. war bond. He is the organizer of the "Avengers," Sergeant-at-Arms of Local 17661 and head steward at the gas company. In the forefront of the picture to the left stands President Harry Wrench of the gas company. The picture shows the "Avengers" celebrating the purchase of \$1,200 worth of War Bonds as a result of the vigorous campaign promoted by James Murphy. This special drive was in addition to the regular payroll deduction plan which at this date includes over 90 percent of the employees. This same group is now entering wholeheartedly into the blood donor campaign.

The office workers of the Minneapolis Gas Light Co. are organized 100 percent and enjoy some of the best conditions in the city of Minneapolis.

L. G. Nygren, Vice-President of our Council and business representative of Local 17661, believes that the splendid relationship existing between this company and the union has been brought about by the activity and leadership shown by all the stewards at this company.

The Minneapolis Gas Light Co. is a branch of American Gas & Power, which also has branches in the following cities: Lowell, Mass.; Bangor, Me.; Savannah, Ga.; Birmingham, Ala., and Jacksonville, Fla.

A copy of the agreement with this company has been filed with the offices of the International Council as well as a number of other agreements. We hope that all office employees locals will do likewise.

The Minneapolis Office Workers Union 17661, in this first edition of our International Council paper, desires to express to President Hicks and Secretary-Treasurer Hutchings our appreciation for their efforts in making the council a reality.

Elevation Proves No Hindrance To Local 22972

Colorado Springs, Colo., Jan. 25.—While holding the distinction of being the highest local of the International Council by virtue of the altitude, 6,035 feet above sea level, the rarified air is a stimulant to the activities of Colorado Springs Local No. 22972, rather than a hindrance.

Proof of this are the plans of this local, under the able direction of Orpha Seick, president, and Bettie Johnson, secretary-treasurer, to organize the office and clerical workers of Aircraft Mechanics, Inc., manufacturers of aircraft parts in this Rocky Mountain city.

The local recently negotiated a renewal of their agreement with local union offices which provides vastly increased wages for those members affected. This agreement also covers office employees in the home for aged and infirm members of the International Typographical Union located in this city.

Local No. 22972 is fortunate in having the wholehearted support of all building trades unions in their city, which unions have given great assistance in activities directed at office and clerical workers employed by various construction companies.