SEATTLE LOCAL WINS NLRB SHIIPYARD ELECTION

Seattle, Wash., Feb. 3.—Climaxing a long period of organization, including a number of important localities, the National Labor Relations Board today won bargaining rights for the office and clerical workers of the Pacific Coast shipyards. During the organizational campaign the workers in these two plants carried high the banner of unionization and never faltered despite the opposition of the capital employers. As a result they have gained recognition through a union of their own choosing and are thus able to bargain on all matters affecting their employment.

The campaign to organize the office and clerical workers of these two plants was begun last August and proceeded steadily until early in December when Business Representative Mildred Erickson of the local requested the NLRB to hold within 30 days all employees in the union as the bargaining agency for these workers. This management refused to do despite the fact that the union held bargaining rights cards from approximately 75 percent of the total number of employees eligible to union membership.

The union immediately filed a petition with NLRB to compel the company to recognize the union as the bargaining agent. Following a hearing on the matter NLRB ordered the election, which was held yesterday and today.

Sister Erickson, a Vice President of our International, has represented the workers after the election that the result was a clear cut expression of the feeling of the workers that they are ready to participate in the running of their plant.

Council Represented at Southern War Labor Conference in Atlanta

12 States Meet a Huge Success

Atlanta, Jan. 17.—More than 2,500 delegates from all the various A. F. of L. unions in 12 Southern States responded to the call to attend the council meeting of the A. F. of L. Regional Director George L. Googe for a 2-day Southern A. F. of L. War Labor Conference, Atlanta, Ga., Jan. 16 and 17. The 2-day meeting was attended with interesting events.

Present in addition to delegates from unions throughout 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 H. 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, extending greetings on behalf of our council and the OEU locals throughout the country. Local 23236, had previously notified the council that they expected the council to be present at the meeting.

"Office workers," he said, "in combating the time-and-motion pay for the plant workers and when they then make out their own small payroll, it drives them to them that they are wastefully underpaid." Hutchings stressed the fact that office workers could take some lessons from the laborers, 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. Local 19003, Birmingham Local 12133, historia delegates to 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, extending greetings on behalf of our council and the OEU locals throughout the country. Local 23236, had previously notified the council that they expected the council to be present at the meeting.

International Council Opens Office

Permanent offices were established February 20 for our International Council which will provide a permanent central office to serve the meetings of the Pacific Coast District Metal Trades Council, recently dispatched a communication to the office of the council expressing confidence in the excellent work of the council and its affiliated locals having members employed in the shipyards and asking that the council and its affiliated locals have representation at the forthcoming convention of the Pacific Coast Metal Trades to be held in Towsen, Washington.

The Pacific Coast District Metal Trades Council and its affiliated councils on that board has been a consistent booster for the organization of office and clerical workers in all shipyards and in all metal and craft industries. Metal Trades Councils in the various cities have rendered unstinted support of 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 that the new council will be held in the same tradition of organization of office workers in the Pacific Coast District Metal Trades Council and its affiliated councils on the board as has been the case in the past.

President Hicks Addresses St. Louis Local

St. Louis, Mo., Feb. 1.—At the February membership meeting of Local No. 17707 this evening President H. J. 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 the local union to increase its activities and to take a more active part in the affairs of the International Council and national labor movement. "It is an established fact that where our local unions show initiative and interest in the progress of the movement they have the most influential contact of the balance of the central unions in their community. It is the task of all our unions to formulate definite organizational campaigns and select aggressive leaders to carry out these programs where the locals do not have full time representative in the field," Hicks said.

With the recent growth of numerous locals in widely separated parts of the country as an illustration, it was pointed out that in some areas a definite program was formulated and administered by the active office workers and ambitious local unions which in turn brought to these locals the support of the balance of the labor movement in the state. "This will make an effort to help those who are working to help themselves—and this is true throughout the country is true here," Hicks stated.

Local No. 17707 at its January meeting to increase its monthly dues $1.25 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 of the Pacific Coast District Metal Trades Council, recently dispatched a communication to the office of the council expressing confidence in the excellent work of the council and its affiliated locals having members employed in the shipyards and asking that the council and its affiliated locals have representation at the forthcoming convention of the Pacific Coast Metal Trades to be held in Tacoma, Washington.

Portland Buys More War Savings Bonds

Portland, Ore., Feb. 16.—What is believed to be a record amount for the purchase of war bonds by Office Employees Union No. 25 was set last evening at the monthly meeting of Local No. 18821 this evening when the membership ordered the additional purchase of $1,000,000 in bonds for the defense of our country and the defeat of totalitarianism. This local has made previous substantial purchases of bonds, which are not do not enter into a part that is playing in the war effort.

our membership grows and we bring the benefits of unionization to an ever-increasing number of office workers, who are members today have promised to achieve that part that is playing in the war effort.
BUILDING A UNION
UNIONS are not built overnight. They neither resemble skyscrapers, locomotives, automobiles, nor crops. They are made of a certain, unpredictable human element. Not even an army offers a good parallel; the elements that go into the making of a union are unlike the elements that go into the making of an army. People want to think, to reason, and to forecast. Nearly to take orders is not a union mark, to whom or whose duty it will be to make any laws in any news which can be used in these columns.

Physical cooperation of your men to run a union, names entered on a record, payment of dues; going out on strike, the local union is but a skeletal organization. What is more essential is psychological mobilization; something must happen to men's minds; a union must come into life 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 30-50-200-1000-2000-10000-50000-100000-1000000-10000000-1000000009-1000000000-100000000001 men. They are made only of human man and women. Such materials can be molded in any kind of organization, and last longer. A union must prove it can live through depressions, as well as prosperity. A good test of the bees' educational campaigns.

And just as we cannot build a union overnight, so we cannot build a local union. They are made of human man and women. Such materials can be molded in any kind of organization. It must adapt itself to a great ideal—yes, a great ideal—the ideal of cooperation; the idea that the whole is greater than the sum of its parts. Electrical Workers' Journal.

Council To Participate

(Continued from Page 1)

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

George P. Firth, President of the International Council and Secretary-Treasurer of Local No. 20360 in Tacoma, has been selected by executive officers of all national organizations to serve as a delegate to the 1928 convention representing local union heads on the Pacific Coast.

A. F. of L. Organiser Charles Smith will attend the convention to lend his services in the promotion of the cause 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. If for any reason our local fails to act in time, the council will have a job to do. Without a strong, active International Council it has been difficult for us to put together our efforts to build up the national council. We have reason to believe that our membership will respond to the call for action this year. Any union that would coordinate, inspire and assist us in our tremendous task of organizing the local membership. Our local membership will be encouraged as the new, larger membership of the International Council that the task of organizing our local will be expected of the Baltimore local.

Baltimore Sends

Smokes Overseas

Baltimore, Md., Feb. 19—Locals No. 20045 this evening voted to send substantial quantity of cigarettes, as well as a box of cigars, which, will be distributed 50000 local delegates to the national council. This move has the support of the deputations from the local council.

The Baltimore conference was an outstanding success and further evidence of the strong and able leadership of L. O. U. E. The local unions have been making in the 12 Southeastern States.

UNION DUES ARE DEDUCTIBLE

Members of OUE locals are reminded that their union dues for the year 1942 are deductible from their gross income for the purpose of computing the tax for that year. Initiation fees are also classed as deductible expenditures.

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 the columns to express the cause of unionism, we suggest that each local name at least one member whose duty it will be to fill in any news which can be used in these columns.

The subject of cooperation of your officers and members and we can give you a much better newspaper and help you to reach the membership. This is your opportunity—through it we hope to give you the news and publicity you want.

The following subjects take interesting news items: new wage agreements, firms recently organized, reorganization of members recently organized, purchases of War Bonds, War Labor Board rulings affecting your local union, progress of current organization activities, and union news.

We solicit your assistance. Fraternally 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. 22991, is soon to present to all employers of union men and women of this city a document which the local union first sent to officers of the International Council. One of the outstanding features of the proposed agreement is the $35 per week, $50 per month minimum salary provided for the first six months of employment. Forty hours is set as the maximum work week and appropriate time rates are provided for. The agreement maintains the union shop pattern 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; St. Patrick's Day and Amest's Day. When holidays fall on 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 30 days' written notice is given 30 days before any anniversary date.

Baltimore Sends

Smokes Overseas

Baltimore, Md., Feb. 19—Locals No. 20045 this evening voted to send substantial quantity of cigarettes, as well as a box of cigars, which, will be distributed to soldiers, sailors and marines, bears the name of our union and a brief message from the membership of the local union.

The 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.
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 ten-dered 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 solidarity 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 a 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 of growth 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 and 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 employees 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 organized 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 craftsmen employed by the Authority.

While office, technical and service employees 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 "wearyin' 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 probably 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 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 say "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 united 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—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. 30744 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.
The Office Worker

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 Employes Union No. 22418, charging the Northwestern Mutual Fire Insurance Co., and the Northwest Casualty Co., and a Mr. E. M. Greenwood, manager of the building in which those companies operate, with commission of unfair labor practices in violation of the National Labor Relations Act.

The board found that those 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 such unfair labor practices, and to cease recognizing that organization as the representative of the employees of the company.

The companies were also ordered to cease giving any effect to the so-called contract made with the company-dominated organization. The board also ordered them to cease discouraging membership in Office Employes Union No. 22418, and to refrain from discharging or refusing to rehire employees for exercising these rights.

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 offices and members in this city was one of the major actions taken at the last meeting of Local No. 21012.

President Louise Headrick of the local stated, "Our members realized that the dues turnover is not being carried 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 better working conditions for themselves as well as bringing the benefits of organization to others similarly situated. All of 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 concerns in the 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.

Minneapolis Members Back War Effort

Here are pictured some of the members of the Minneapolis Office Work- ers Union 17661 employed in the offices of the Minneapolis Gas Light Co., who compose the "Football Harbor Avergers." In the front row at the extreme right is James Murphy holding up a U. S. war bond. He is the organizer of the "Avergers," 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 "Avergers" celebrating the purchase of No. 22972, ordered to be made by the injunction imposed by the court.

All Not Covered By 48-Hour Week

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

Employers of less than 9 persons will not be affected by the order according to an announcement made today by Man Power Chief Paul V. McNutt. Few employers of this order are not as yet available but it is understood that the directive from McNutt will follow the plan established in the application of the wage and hour and social security laws. These two federal laws have not been applied to employers of less than 9 persons.

The plans 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 the part of the war over the workweek beyond the recently ordered 48-hour period.

President William Green of the American Federaion 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 workers and would result in lowering the efficiency of production." It is believed that the chief effect of the presidential order would be on non-war industries, since firms engaged in war production already have their plants on a 48-hour basis, or more. It is felt, however, that if civilian goods industries should fails to keep up, they will be able to release some of their employees for war plants.

The War Labor Board, as 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.

Elevation Promises No Hindrance To Local 22972

Colorado Springs, Colo., Jan. 26.—While holding the distinction of being the highest local of the International Council by virtue of the altitude, 6,505 feet above sea level, the ralished air is a stimulant to the activities of Colorado Springs Local No. 22972, rather than a hindrance.

Local 22972 has plans for the local, under the able direction of Orpha Seitz, president, and Betty Johnson, secretary-treasurer, to organize the office and clerical workers of Aircraft Mechanics, Inc., manufacturers of aircraft parts in this Rocky Mountain city.

The locally appointed a re- newed drive for the organization of all union offices which provides vastly increased wages for those members affected. The campaign will be continued to the utmost, with the office employees in the home for aged and infirm members of the Interna- tional Council which are 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.