3,800 Workers Gain Representation Under International Pact Signed By Oakland.

Oakland, Calif., April 20.—Climaxing their 4-month-old campaign in a whirlwind of activity Local No. 29744 of this city today negotiated an agreement covering 3,800 office and clerical workers employed in the administrative offices of shipyards of the Permanent Metals Corp., Kaiser Co., Inc., and Kaiser Shipbuilding Corp., and under a Kaiser Co. operation. These companies are all located in nearby Richmond.

The campaign was undertaken by this local the middle of last January on the suggestion of President J. Howard Hicks of this International Council, who was here at that time. Hicks, officers of this local and the executive board of the former group were hired for the prosecution of the program and these were joined by Or- gainer John J. Sweeney from the local of the Federation of Labor.

In the middle of last January, local No. 16821 had an agreement covering the employment and clerical workers of the former group. The subsequent organization of half of the office workers was a step to be expected in the face of gains made for the former group. Because of the previous fine agreement negotiated with the companies, little opposition to organization was encountered in the campaign just concluded.

Entering today's negotiations with bargaining cards from 2,500 of the 3,800 workers, Local 29744 was readily recognized by company officials as the proper agency to represent all of these workers.

Union Shop Gained

A union shop agreement was arrived at providing for union affiliation of all workers hired under the office and clerical agreement runs for a period of 2 years, and is renewable year by year. The workers are paid $2 per day, and overtime is paid for 1½ hours for the first 4 hours and for each additional hour.

The forum was also participated in by several local officers of the AFL, and was attended by Brother Watt. Representatives of both agencies pointed out the various difficulties with which their agencies are faced.

Brown & Sharpe Drive Mapped

President, R. L., April 25—Planes were mapped today by officers of our International Council and representatives of Machinists Union No. 1142, for the organization of clerical employees of Brown & Sharpe Co., manufacturers of fine machine tools.

The campaign is to be launched immediately by A. F. of L. organizers from the office of Regional Director, John J. Murphy in Boston, with the invaluable assistance of the members and officers of Machinists Lodge No. 1142.

Organization of the approximately 1,000 office and clerical workers of this company will be undertaken in the next few months. The company has for many years employed a piece-work system in the payment of wages to its employees. This has resulted in extremely low earnings and correspondingly low living conditions for the workers. This piece-work system has been carried to the office where office and clerical workers are paid according to the size of their productivity, with standards and rates being set and maintained by the company.

Keen desire for organization has been shown among office workers as they have watched with interest the movements of the plant workers in breaking the shackles which have for many years bound them to their machines and substandard living conditions.

Milwaukee Hears Austrian Leader

Milwaukee, Wis., April 25—Officers of Local No. 16456 of this city today announced that members of this local will have the opportunity and pleasure of hearing an address by Dr. Joseph Mire, who, for 14 years was connected with the Austrian Chamber of Labor in Vienna. Dr. Mire will address the May 3 meeting of the local.

During his long years in Europe this courageous leader of opposition fall upon the shoulders of workers on the continent, depriving them of the right of collective bargaining which they had previously enjoyed and placing them under virtual slave conditions. Dr. Mire was in England at the time of Dunkirk and will doubtless be much upon the splendid contribution organized British workers are making in the war against oppression.

Prior to coming to this country Dr. Mire taught in England at Ruskin College, Oxford, and is presently with the School of Work at the State University of Wisconsin.
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We Are On The Move
Judging from the increased attention being given office and clerical workers by governmental and industry leaders, it is evident that industry management is clear that we are gaining further recognition of the importance of the part that we are playing in the economic and industrial welfare of our nation. Gone are the days when those of our craft were looked upon by other workers and by management as a necessary, yet indispensible, balancer. Now, in their eyes, clerical workers are attaining, with equal rapidity, the strength and fortitude with which to push their problems to the forefront as have other craftmen for past generations. We are learning from our "brothers in production" that through union there is strength—strength to wrest from management that part of the pie which so rightfully belongs to us.

Wayne L. Morse, member of the National War Labor Board, in a recent address, said, "If the clerical employees of banks, insurance companies, war production plants, railways, hospitals, public utilities, and salaried employees of the federal and state governments were to be withdrawn suddenly and irrevocably from their occupations, the disastrous effect upon our economic order would be baffling to our imagination. We, as office and clerical workers, have realized this for long past—government and economic leaders no longer need be told. We are now beginning to acknowledge the correctness of our position—not because they desire us to do so but because we are challenging them in our demands to be heard—challenging them through our trade union over the length and breadth of the land.

Indirectly urging unorganized office and clerical workers to organize, Morse, also dean of the University of Oregon School of Law, had this to say: "It is true that this same salaried group is not faced by more than any other during the period of adjustment from a piece rate to a wartime economy. The hourly earnings of office and clerical workers of the middle or low income brackets who are the last to receive an increased income. While they await this increase, living costs rise, purchasing power decreases, and, if inflation becomes, their savings are jeopardized. An unreasonable decline in the living conditions of this group will have an adverse effect upon the war effort whether it be direct or indirect.

The Washington (D.C.) Post, in making editorial comment on Morse's address, had this to say: "Unorganized, the white-collar workers lack the bargaining power of workers belonging to trade unions. He is not in position to offer much resistance to salary cuts when times are bad or to

Vacations Favored For War Workers

Washington, D.C.—Chairman Donald M. Nelson of the Production War Board gave his official blessing to vacations for war workers this year. He said:

"I believe that the granting of vacations to industrial workers this year will be helpful to war production. Experience has shown that the volume of production is increased if the workers can restore their energies through periods of physical and mental rest, change and relaxation. After a brief vacation a worker should be in better shape to contribute to the increased efforts of our war program made necessary."

Management and law courts have increased the release of workers for vacations by working ahead in those departments, by arranging for staggered vacation schedules, by training substitutes and, where necessary, by working additional overtime. There must be no shutdown of any department of a war production plant if that would curtail production.

"Wartime vacations of course cannot be like peace-time vacations. The Unions have wisely and properly pricier than usual; it should involve little or no travel."

AFL Forces Job Restoration

New Orleans, La., May 8—Announcement was made today by George Higgins, president of the American Federation of Labor, that 12 office employes of Higgins Ins. Co., one of the oldest of the brokerage firms, returned to their jobs with the company through the efforts of local AFL representatives.

These employes had been discharged from their positions early in April because of their demands for an attitude toward the organizational efforts of the AFL among office and clerical workers. The employes received full payment for time lost and restoration of their previous position and salary levels.

While it is rumored that the attitude of the management of the Higgins Ins. Co., among its officers, favors hard collective bargaining with its employes, the original action in the discharging of these employes was that of subordinate supervisors.

As has been the case in similar instances, the discharge of these employes proved an added incentive for organization among fellow workers, rather than discouraging it.

In an effort to push demands for salary increases when times are good."

The 600 local and state members of local unions affiliated with the International Council of Office Employees urge the necessity of collective action to improve and maintain decent living standards not only now but in the years that lie ahead.

However, realizing this is not enough, we must push our organization through our unions and bring this message of security to the laboring man, through the power of the collective bargaining. We must improve our wages through good collective bargaining to our fellow office and clerical workers.

Green Reaffirms No-Strike Pledge

(Continued from page 1)

press for economic policies which are vital to victory on the home front.

He insisted that the War Labor Board must retain the power to deal with wage inequities and that it must be able to set the future by rigid and inflexible rules which cannot be successfully applied to practical problems of today.

He also emphasized that the Government must take new and drastic steps to bring down the cost of food and other essentials. Once it is achieved, there will be less pressure for wage increases and it will be possible for the Government to hold the line against inflation.

The convention of the Brotherhood of Railway Clerks was the largest in the union's history. President George M. Harrison reported that in the fourth quarter since the organization's last convention in Toronto membership had increased 20 per cent to a new high of 54,751, a quarter million. Twenty years ago the union had only 2,000 members.

Since the last convention, 81 more carriers and railroad-owned properties were brought under contract with the Brotherhood.

Gains in membership and financial resources "have shattered all previous records" and today the Brotherhood is "sound as a whip."

These and many other phenomenal advances were made known to the delegates in the officers' reports. Significantly, the documents also contain 40 pages of additional details of the organization's finances—convincing refutation of the slander by labor-haters that unions keep their finances a secret from members.

NOTICE

Attention of all locals is called to Section 5, Article VI of the constitution of our International Council, which provides:

"Any application for representation in a convention, a local union must have been affiliated with this council at least sixty (60) days prior to the convention and have its tax paid for the same period."

Applications for affiliation must be in the hands of council officers not later than June 15 to insure all locals representation at the forthcoming convention planned for mid-August.

Oakland Signs New Agreement

(Continued from Page 2)

from their immediate superiors. Vacations are allowed all workers on the basis of that favorable report of the U. S. Maritime Commission, which in past years has been 2 weeks. Workers may have up to 6 weeks' vacations, but they receive pay for same, if they so desire, for the duration of the war. The company will also provide free settlement of grievances and complaints, first, with department heads, then, with the local government, and finally, by bringing the offices of the Bay Cities Metal Trades Council into the picture. All contracts will fall the services of the Conciliation Bureau of the U. S. Department of Labor are to be included.

Arbitrators Provided

Both parties agreed that no lockouts or strikes will be tolerated at any time. In the event of a dispute, arbitration machinery is provided in the form of a committee composed of a company representative and of a representative of the trades council, who, in turn will select a third, disinterested party. Should the company and union representatives be unable to agree on a third party, the senior district judge of the United States District Court will select it as an arbitrator. Additional arbitrators will be considered by these 3 committee members. The agreements and majority of this committee of 3 shall be final and binding on both parties to the agreement.

The agreements were representatives of the local and the president of the International Council as well as the president of the Meta- l Trades Council, provides wages reasonably in excess of those prevailing in other companies in the area, and will provide contracts for other locals of office-employes affiliated with the International Council to strive for in the future. Upon approval by the U. S. Maritime Commission or the shipbuilding committee of the War Labor Board, the premium pay and increased hourly rates will be retroactive to May 3.

At the conclusion of negotiations Frank F. Randall, business representa- tive and chairman of the negotiations committee, stated: "It is believed that this is the largest single group of office-employes covered by an office-employes union contract" and added, "it will be of tremendous value in stimulating conditions for our craft in shipyards throughout the entire country."

Congratulations Extended

President Hicks and Secretary-Treasurer Paul R. Hutchings of our International Council sent felicitations and congratulations to Secretary-Treasurer Evelyn Tallone and other officers of Local No. 2074 for the successful closure of negotiations on this agreement. Similar words of praise were sent Business Representatives of the California locals in charge of non-defense agreements for the part they played in the beginning of the campaign. Nation is also president of our International Council.

Recent interest was evidenced in the June issue of the local's publication, Local No. 16821 of Portland, Oreg., which has been endeavoring for the past 3 months to achieve an agreement with the Kaiser Co. in that city. Negotiations on this agreement have resulted with none of the terms of the CIO endeavor in that city to invalidate American Federation of Labor union agreements with the company.
George Meany

Meany Urges Price Reductions

Washington, D. C., May 9.—On a nationwide radio broadcast today George Meany, secretary-treasurer of the American Federation of Labor, called upon the government for quick action in bringing about a better balance between wages and cost of living in order to eliminate "a most disquieting problem." Within a few hours after Mr. Meany's broadcast Price Administrator Prentice Brown publicly admitted that food prices have never been under "effective enforcement."

Stabilizing of recent increases in food prices made by the American Federation of Labor in many communities throughout the United States, Mr. Meany, in his radio address earlier today, said "Our survey of food prices in these communities shows that, taking into consideration all the basic, staple articles of food which the American wage-earner needs for his table, the average increase of items listed ranged from a rise of 65.5 percent in February to 67.5 percent in January of all price changes in Cumberland, Md."

"In the city of St. Louis our survey covered 89 food items, a full range of the things the workers eat on their table. Forty of these 89 food items have increased more than 50 percent, and the average increase of all 89 items is 84.4 percent. In Atlanta, with a total of 83 items of a similar character, we find 87 items have increased more than 50 percent. The average increase for all 89 items in Atlanta is 75 percent," said Mr. Meany, in referring to specific instances of the country-wide increase in living costs.

Referring to the Little Steel formula allowing but 15 percent increase in wages from the level of January 1, 1941, Mr. Meany said, "The common people of this nation don't want food prices held at their present fantastic levels. ... We want them rolled back to the levels of May 1942. Under the President's orders to the War Labor Board, the maximum wage increases which any worker can receive is that established by the Little Steel formula, adopted one year ago. This formula is based on the assumption that wages and living costs were in balance on January 1, 1941, and that between January 1, 1941, and May 15, 1942, there was a rise in the cost of...(Continued on page 4)
Social Security Plan Favored

Washington, D. C. — “Congress must enact the President’s new social security program now,” Robert J. Watt, International Representative of the American Federation of Labor, declared in a recent broadcast, “especially the provisions for decent, adequate and uniform unemployment insurance to the millions who lose their jobs when the war ends and to carry over those discharged from the armed forces until they can find private employment.

“The government should invite leaders of industry and labor to sit down together to work out plans for a tremendously expanded postwar production program. There will be a huge market in America after the war for those things we can’t buy now because production has ceased during the war. There will also be tremendous export markets to replenish the starved and shuttered nations’ home industries. It seems only common sense for us to make a planned and concerted effort to take advantage of these opportunities. That’s what an immediate conference on postwar production with the government, private industry and organized labor participating could accomplish.

Organized labor is ready to act. So are many of the able-looking leaders of business, such as Erie Johnston, president of the United States Chamber of Commerce, and big industrialists, such as Henry Kaiser. The will to do is there, the opportunity to act is at hand. And a spark plug is needed, an initial push to get the wheels rolling. I’d say it is up to the leadership of this country to provide that push and to do it now.”

Bethlehem Steel Employees Organizing

Jennings, N. J., May 7—An announcement was made today that office and clerical employees of Bethlehem Steel Shipbuilding Corp. at Hoboken, N. J., were making fast headway in the organization of a number of employees employed in the local shipyard of this company.

The original movement for organization was led by a group of administrative office workers who realized that such action would not only benefit themselves personally but would also bring equal advantages to others of their fellow workers employed by this company. Low wages, overtime without proper pay and working conditions in need of correction were the prime factors in promoting the move.

An NLRB petition has been filed by Local No. 52244 of Jersey City asking bargaining rights for administrative office workers. The movement for organization is spreading rapidly throughout the company’s offices and it is felt that by the time the hearing is held on the original petition, bargaining rights will have been gained for office and clerical workers employed in this yard of the company.

American Federation Labor Organizer Charles J. Jennings, who is cooperating on the drive, expressed pleasure that the employees of this company preferred organization under the AFL despite the fact that all other employees of the company are covered by agreements with the CIO.

New York Office Workers Inaugurate Canteen For Servicemen

New York City, April 29—Office Employees Local 20746 inaugurated a canteen for service men in the Chatham Hotel on April 2. This local, realizing that labor organizations can never do as much for the war effort and also taking into consideration the fact that organized office workers should participate in a more active manner, has decided to organize the idea of a Service Men’s Canteen at the March meeting of their war activities committee.

In conjunction with this activity, Local 20756 has unanimously gone on record pledging a day’s pay to the New York Labor War Chest. The splendid action of the Soldiers Welfare Committee in taking upon itself a drive for blood donors, scrap collection, service men’s correspondence, as well as gifts to their own members in service is highly praiseworthy.

Elliot M. Fischel, chairman of the soldiers welfare committee, announced that these canteens will be held upon a model similar to that used in other organized trades, adopted the idea of a Service Men’s Canteen at the March meeting of their war activities committee.

Price Reductions

Oakland Launches New Campaign

Oakland, Calif., April 1—Under the direction of Evelyn Tarrillo, its secretary-treasurer, Local No. 20744 today launched an organizing campaign calculated to bring the benefits of unionization to office and clerical workers employed by the Moore Dry Dock Co. of this city. This company employs approximately 300 such workers.

In response to the interest which employees of this company have shown, Local No. 20744 has commenced its present drive to bring these workers into membership and to assist them in obtaining the benefits of collective bargaining.

While some few employees of this company have been receiving shift premium pay, it is believed that this treatment was meted out by the management as a possible means of foreclosing organization among these workers. Nevertheless, standard, industry wages, hours of employment, overtime and other conditions of employment are in store for the employees of this company at the conclusion of organization into Local No. 20744.

Experience gained in past successful endeavors will prove a big asset to field representatives of the local in this campaign.

Local Affiliates With Metal Trades

Newark Local In Organizing Campaign

Newark, N. J., May 6—Amid rubbings of dissatisfaction from office and clerical workers at the N. J. Cook & Wheeler Electrical Manufacturing Co., because of their inadequate representation by the company dominated, organization, Local No. 19846 of this city has been reconstituted, with leaders of this group to bring about an NLRB election so proper collective bargaining may be maintained with their employer.

With upwards to 400 members of our craft being employed by the company President John J. O’Dwyer of Local No. 19846 announced today that immediate steps are to be taken to bring the advantages of free, unhindered representation to these workers.

Interested companies of the company will cooperate in securing the necessary bargaining rights from fellow workers in the industry, and it is expected that shortly thereafter the National Labor Relations Board will issue a complaint in which will result in subsequent affiliation with the American Federation of Labor and Local No. 19846.

Baltimore Labor Official Speaks

Baltimore, Md., April 19—The membership of the AFL-CIO gave enthusiastic applause to Vice President Max Orlove of the Baltimore Federation of Labor for the conclusion of his address to their regular monthly meeting this evening. Brother Orlove, the son of this local, is well known for his skill in localizing its organizational activities and pointed out various ways to maintain the kind of organization which will be taken to accomplish such action.

Greater attendance at meetings of the local was one of the ways Orlove gave as one of the best ways of maintaining a solid, aggressive membership.

With the Baltimore Federation of Labor holding their meeting the month he voted to devote a portion of its funds to this cause.