

THE OFFICE WORKER

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

Vol. 2, No. 6

WASHINGTON, D. C., AUGUST, 1944



WELFARE OF OFFICE WORKERS ADVANCED BY CONVENTION

St. Louis, Aug. 18.—The second annual convention of our International Council adjourned today after completing a full program dedicated to the growth and improvement of the unionization of our trade throughout the United States and Canada. The length and breadth of the area covered by our Council was represented at this convention, and the growth of our organization was evidenced by the attendance of nearly double the number of delegates attending the previous year's meeting in Detroit.

Among important matters considered by this convention were the preparation of plans calculated to meet problems resulting from the anticipated postwar situation. Application of the "Little Steel" formula to workers of our trade was vigorously opposed because of the inequity existing in the spread of wages at the time the current stabilization program was made effective.

The convention gave serious consideration to the plans and procedures to be followed in the final steps now being entered upon in the establishment of our International Union.

Prominent laborites addressing the convention included: H.A. Bradley, president, International Council of Chemical and Allied Industries Unions; Herbert S. Thatcher, associate general counsel, AFL; E. P. Theiss and David Sigman, AFL organizers in St. Louis and Milwaukee, respectively; Mary E. Ryder, AFL organizer, St. Louis; John Rollings, secretary-treasurer, St. Louis Trades and Labor Union; R. T. Wood and Frank Murphy, president and secretary of the Missouri State Federation of Labor.

Detailed Report Presented
by Officers

The executive officers of the In-

BANK CLERKS UNIONIZE

Portland, Ore., Aug. 30.—Because of the interest evidenced toward collective bargaining by office and clerical workers in banks in this city Local No. 16821 has launched a full-scale campaign among all such workers it was announced today by Irving Enna, secretary-treasurer of the local union.

Working closely with Enna on this undertaking are interested employes in almost every local banking institution. This group constitutes a committee assisting in steering the campaign while at the same time offering valuable information and data which will be utilized in the undertaking.

Officers of the union have waxed warm in their praise for the aggressive spirit shown by workers employed in the banking industry locally and have pointed out that much can be done toward assisting these workers to reach a more adequate level of income while at the

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International Council made a comprehensive report on the activities and progress made during the past year and suggested recommendations for the forthcoming year, all of which were presented to the convention on its opening day.

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AFL Council Acts on Charter Request

Washington, D. C., Aug. 31.—In a communication received today from President William Green of the American Federation of Labor, International Council officers were advised that the Executive Council of the Federation at its recent meeting in Chicago had taken affirmative action directed toward the issuance of an International Union charter to our Council.

The letter received from President Green set forth the terms and conditions under which International Union status would be granted our International Council. Realizing the importance of this step with respect to the functioning of our International Union, officers and Executive Board members of our Council are at this time giving careful consideration and study to the same. On the basis of these developments it is anticipated that we may shortly achieve full International Union status.

Upon receipt of official advice that our International Union charter will be granted all affiliated local unions will immediately be advised and steps will be inaugurated for the holding of a constitutional convention as prescribed by the recent St. Louis convention of our Council.

Unaffiliated Locals Urged to Act

International Council officers are urging all directly chartered but unaffiliated local unions of our trade to immediately take prompt action to affiliate with our Council so that they may participate to the fullest extent in the forthcoming growth and development of our international organization.

\$125,000 BACK WAGES WON

Panama City, Fla., Aug. 28.—A recent decision of the Shipbuilding Commission of the National War Labor Board will result in payment of approximately \$125,000 in retroactive wages to more than 800 members of Local No. 23300 employed by the J. A. Jones Construction Co., Inc., shipbuilders, it was announced today by R. B. Cayce, business representative of the union. The agreement between the union and the company was signed October 9, 1943, which is the date from which retroactive wage payment and other conditions in the agreement will apply, according to the decision of the Shipbuilding Commission.

Other provisions of the contract approved by the Commission include double time for work performed on the seventh consecutive day, time and one half for work performed on any of six recognized holidays and a premium for work performed on the second and third shift of 5 cents per hour.

Vacations and Sick Leave Outstanding

Particularly outstanding was the approval given by the Shipbuilding Commission of the annual vacation and sick leave plans embodied in the agreement. As negotiated the

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V-E-DAY TIME OFF

Philadelphia.—The third regional War Labor Board passed a resolution authorizing all firms within its jurisdiction to grant time off, with pay, to their employes on the day Germany is defeated.

The time off is not to exceed one day and the resolution includes firms in Pennsylvania, Delaware, Maryland, the District of Columbia and the nine southern counties in New Jersey.

Brokerage Firm Yields on Back Pay

New York City, Aug. 25.—J. S. Bache & Co., after refusing to abide by a directive order of the National War Labor Board, today yielded and complied to the extent of approximately \$25,000 in retroactive pay. This award, affects more than 250 office employes of the company.

The directive order was originally handed down on December 18, 1943; the company appealed the decision, and on July 12, 1944 the appeal was denied. The company then interpreted the order in a way most beneficial to itself and to the extent that the employes would not receive their just payment. After enforcement proceedings were instituted, the company finally complied.

In another directive order covering nonwage issues, the company and the union were ordered to sign a contract within 30 days. This decision of the Regional War Labor Board was also appealed, and again the company's appeal was denied. As a result, both parties are being brought together on September 6 before a panel of the regional board to decide on nonwage issues pertinent to the agreement.

This marks a climactic step in the history of the fight between J. S. Bache & Co. and Local No. 20940. Certification was originally obtained by the union after an election in January, 1942. After re-

(Continued on page 2)

FORD MOTOR CO. ORDERED TO CEASE DISCRIMINATION AGAINST EMPLOYEES

Washington, D. C., Aug. 31.—The National Labor Relations Board today ordered the Ford Motor Co., Jacksonville, Fla., to cease and desist discouraging membership in Office Employees Union 23133 and to immediately reinstate J. B. Coles, a member of the local union, to his former position and to reimburse him for all loss of pay which he suffered by reason of the company's discrimination against him.

The company was also ordered to cease and desist in any manner interfering with, restraining or coercing its office employes in the exercise of their right to self organization and to join or assist Local 23133. The company was required under the board's order to immediately post in conspicuous places at its Jacksonville plant and to maintain, for a period of at least 60 consecutive days, notices to its office employes advising them that it will cease and desist restraining and coercing them in the exercise of their rights to organize into Local 23133 and also advising them that they are free to become and remain members of our local union and will not be discriminated against because of their membership or activity in behalf of the local union.

The board found that J. B. Coles, who had been employed in the com-

pany's Jacksonville office for 18 years, was discharged because of his union membership and activities in organizing the other office employes into the local union.

The board was not impressed with the company's arguments in attempting to justify its action in discharging Coles and pointed out in its decision "that Coles was not derelict in the performance of his duties, did not spend an excessive

(Continued on page 3)

Canadian Workers Show Progress

Toronto, Ont., Can., Aug. 29.—Approximately 1,000 office and clerical workers employed by Victory Aircraft of this city are rapidly affiliating themselves with the American Federation of Labor, according to Russell Harvey, AFL organizer here.

With the assistance of local International Association of Machinists representatives the progress of this campaign is expected to quickly terminate in improvements in the economic and employment conditions for this group of workers. Production workers of this company are IAM members and have enjoyed greatly improved conditions, which in turn have had their effect on the decision of the office employes.

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



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PAUL R. HUTCHINGS, Sec.-Treas.

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AFL Survey Finds
Organization Pays

The August issue of Labor's
Monthly Survey of the AFL con-
tains a most interesting article
which graphically portrays the
well-known fact that collective bar-
gaining brings increased earnings.

As indicated in the charts which
accompanied the article and which
are reproduced herewith, factory
workers are today 60 percent cov-
ered under union contracts, and
average weekly earnings in well
organized industries range from
\$50 to \$63 per week. By contrast,
white collar workers are only ap-
proximately 13 percent under union
contract and this fact is clearly re-
flected in the average incomes of
office workers which, according to
the Survey article, range from \$24
to \$30 per week, or less than one-
half of the weekly income of the
organized factory worker.

The conclusion drawn by Labor's
Monthly Survey is indeed a sound
one—"It is not your skill or train-
ing or the good will of your em-
ployer that brings you the pay you
deserve. It is membership in your
union."

Officers of directly chartered
local unions may receive Labor's
Monthly Survey each month, with-
out cost, by requesting the same
through American Federation of
Labor headquarters. Members may
obtain subscriptions through the

AFL Representation
Brings Greater Benefits

New York City, Aug. 30—Chang-
ing from affiliation with the CIO
to membership in Local No. 23076,
an affiliate of our International
Council, has brought a vast im-
provement in wages and employ-
ment conditions for office and cler-
ical workers employed by the
Workman's Benefit Fund of New
York, according to Vice President
Howard J. Coughlin of our Council
and Lavina Michl, business repre-
sentative of the local union.

The agreement recently negoti-
ated in behalf of this group re-
sulted in a 10 percent increase in
wages together with numerous im-
provements in employment condi-
tions, among which are provisions
for continuation of salaries during
prolonged illnesses and similar
consideration for time spent for
jury duty or other similar public
services.

NLRB ELECTION WON

Charleston, S. C., Aug. 31.—By
a margin of 4-1 office and clerical
employees of the Charleston Ship-
building and Dry Dock Co. today
selected Local No. 23657 as their
collective bargaining agency, ac-
cording to an announcement made
this evening by W. M. Holcombe,
president of the union.

The election, which was conduct-
ed by the National Labor Relations
Board, establishes beyond question
the feeling of these workers with
respect to collective bargaining de-
spite previous refusal of company
management to concede the union's
representation claims.

Fundamental points in the agree-
ment to be negotiated with com-
pany representatives have already
been determined and local union
officers have expressed the hope
that a representative of our Inter-
national Council will be available
to assist in the negotiation of the
complete agreement.

Buy an Extra
\$100 Bond ★

same source at a subscription price
of 50 cents per year.

Mats of the two charts here re-
produced are available at Council
headquarters and will be supplied
to local unions upon request. They
tell a story. Organization pays.

EDUCATION HEAD NAMED

St. Louis, Mo., Aug. 18.—The
closing session of our International
Council convention today named
Margaret Scattergood, a member
of Local No. 11773, Washington,
D. C., as chairman of the Council's
education committee following the
resignation of Violet Johnson Sol-
lie, a member of Local No. 17661,
Minneapolis, who had served in this
capacity for the past 10 months.

The retiring chairman stated in
her letter of resignation that "the
pressure of other duties" which
precluded her spending the time
and energy of educational problems
of our trade warranted led to her
action. Mrs. Sollie praised Inter-
national Council officers for the
assistance they had rendered dur-
ing her term while at the same
time offering her assistance to her
successor.

Miss Scattergood, the newly ap-
pointed chairman, has played an
active part in the affairs of her
local during her membership there-
in and has been responsible for a
number of aggressive and forward
looking activities engaged in by the
union. She has been a member of
the research department of the
American Federation of Labor for
the past 18 years and during that
time has had numerous opportuni-
ties to witness the need and effec-
tiveness of workers education.

The new chairman is best known
for her activities in connection with
the AFL's publication entitled Lab-
or's Monthly Survey which each
month renders an invaluable serv-
ice in the analysis of many eco-
nomic factors important to trade
union members.

\$125,000 Back Wages Won

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agreement calls for vacations after
each 12 months' to be computed on
the basis of one and one-sixth days
per month for a total of 14 work-
ing days annual leave. Sick leave
as approved by the commission will
be computed on the basis of 1 1/4
days per month and may be cumu-
lative. Sick leave will apply to all
members of the union following one
month's employment. However,
sick leave taken in excess of 3 con-
secutive days must be certified by
a doctor's certificate.

The standard union shop provi-
sion was incorporated in the agree-
ment at the time negotiations were
under way, thus providing for
union membership for workers of our
trade employed by the company.

Brokerage Firm Yields on
Back Pay

(Continued from page 1)

fusal by the company to bargain, a
strike was called in October 1942
and after a four-week walkout, the
War Labor Board took jurisdiction
and ordered the strikers to return
to work pending settlement of all
controversial issues.

'Since his appointment as AFL
organizer Howard J. Coughlin, a
vice-president of our International
Council, has represented the em-
ployees of J. S. Bache & Co. on be-
half of Local No. 20940.

Additional Brokerage Firm Signed

Further success has been scored
by Local No. 20940 in the Wall
Street district as a result of the
recent unionization of office and
clerical workers employed by the
Ira Haupt & Co., brokers. A re-
quest that the union be certified as
the bargaining agent for these
workers has been filed, according
to Vice President Coughlin who was
instrumental in the organization of
the group.

LACK OF UNIONIZATION
HURTS OFFICE WORKERS

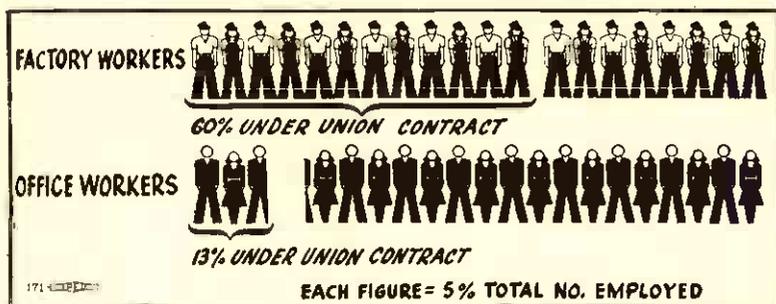
Washington, D. C., July 31—On
the basis of figures recently re-
leased by Brig. Gen. Leonard P.
Ayres, editor of business surveys
and reports, wage adjustments
granted to office and clerical work-
ers have averaged less than half of
the average increases granted to
production workers in the 4 years
following the start of the war.

In 1939 the annual earnings of
while collar workers constituted a
sum equivalent to 84 percent of
the annual earnings of production
workers, while 4 years later the
white collar workers annual income
was but 63 percent of that re-
ceived by production workers, the
figures of Gen. Ayres would indi-
cate.

Production workers considered in
the survey made by Gen. Ayres in-
cluded those employed in mining,
manufacturing, construction and
transportation industries. The
basis for the consideration of the
white collar workers income in-
cluded such workers employed in
retail and wholesale trades, state
and local governments, financial oc-
cupations and several of the serv-
ice industries.

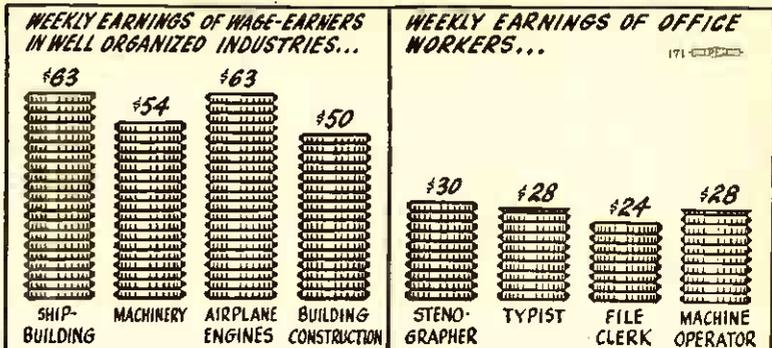
Casual consideration of these
figures, would indicate most strong-
ly the need for unionization and
collective bargaining on the part of
office and clerical workers.

ORGANIZATION OF FACTORY AND OFFICE WORKERS



Source: U. S. Labor Department. Of 14 million factory workers, 8 1/2 million are under union contract; of 7 million clerical, technical and professional workers in private industry, 900,000 are under union contract.

UNORGANIZED WORKERS FALL BEHIND



Source: Figures are for April 1944. Weekly earnings of wage earners from U. S. Labor Department. Office workers from National Industrial Conference Board.

Reports Little Steel Formula to be Scrapped

Philadelphia, Pa., Aug. 20.—John M. Cummings in the Philadelphia Inquirer has this to say today about the Little Steel formula: "Along about the end of this month or early in September, Mr. Roosevelt, it is anticipated in informed circles, will make his big bid for the labor vote by directing the WLB to scrap the Little Steel wage stabilization formula for one permitting wage increases above 15 percent, based on the cost of living as of January 1, 1941.

"It is understood that Mr. Roosevelt will inform the board . . . that cost-of-living surveys made in recent months have convinced him the time has come to adopt a more liberal policy with respect to wage boosts."

Ford Motor Co. Ordered To Cease Discrimination

(Continued from page 1)

amount of time in activities extraneous to his work, and that the criticisms in connection with his work which were directed at him by Waters (chief clerk) and Greenstreet (cashier) following the commencement of his union activities were motivated by the respondent's opposition to the union."

In August 1943 Coles joined Local 23133 and attempted to interest the other office workers in the union. Shortly thereafter he was dismissed by the company and charges of unfair labor practices were filed by the local with NLRB, alleging that the company was guilty of violations of the National Labor Relations Act in its treatment of J. B. Coles, and also in its various attempts to discourage the remaining office workers from joining the local union. Hearings were held in January and February before Trial Examiner Peter F. Ward, who issued his recommendations in an intermediate report released late in March. The company filed exceptions to the recommendations of Examiner Ward and requested oral argument before the board at Washington. Oral argument before the board was held on May 30, with Secretary-Treasurer Hutchings arguing the union's case.

In its decision issued today, the board not only sustained the recommendations of its trial examiner but also the charges filed by the local union. Among other things the board found, as did its trial examiner, that the company, through its stock superintendent, remarked to the office workers that "if the Jacksonville office were ever organized 'it would come from the office in Dearborn' and that the employees 'might as well forget trying to organize through (the Jacksonville office)' as they were 'too small to do so'."

The board also found that the company had violated Section 8(1) of the act by discharging J. V. Meek on September 18 of last year. In commenting on Meek's discharge the board stated: "it is clear that the respondent nevertheless considered Meek to be Coles' principal supporter in the attempt to organize the office employees and regarded Meek as the focal point of unrest among office employees, and that the respondent discharged Meek in order to restrain and coerce its employees in the exercise of their rights of self organization."

BAKERY WORKERS CERTIFICATION SOUGHT

Minneapolis, Minn., Aug. 31.—With 85 percent of the office and clerical workers of the Emrich Baking Co. having indicated their desire to have Local No. 17661 represent them for purposes of collective bargaining little difficulty is expected in gaining representation rights in behalf of the union when the matter goes before a state labor conciliator in the next several days, according to announcement made here today by L. G. Nygren, business representative of the union.

Nygren, who is a vice president of our International Council, stated that the company management was reticent with respect to recognizing the union without proper certification but that little difficulty was anticipated in the negotiation of an agreement following the obtaining of collective bargaining authorization.

Gas Co. Agreement Concluded

Several years of contractual relations between Local No. 17661 and the Minneapolis Gas Light Co. will be extended for another year as a result of the signing of a new agreement between the two parties, it has been announced by officers of the union. The renewed agreement, which is currently awaiting WLB approval, will provide for higher minimum salaries for a large number of members of the union employed by the company.

The union and the company have agreed that a reclassification of positions under the agreement is of vital concern and it is anticipated that action will be forthcoming on this matter in the near future.

NEW CHARTER ASKED

Borger, Tex., Aug. 29.—Philip Taylor, AFL organizer in this area, today requested an Office Employees Union charter from the American Federation of Labor for office and clerical workers employed in the local operation of the Phillips Petroleum Co.

The action of this group is believed influenced as a result of recent outstanding gains won by similar workers employed by other oil companies in Texas who have made such gains as a result of their AFL affiliation. International Council officers are working with Organizer Taylor in bringing about a speedy conclusion of this campaign.

Stove Company Workers Organize

Newark, Ohio, Aug. 31.—In a lightning campaign AFL Organizer Carl Hubball has organized a substantial portion of the office and clerical workers employed by the Newark Stove Co. and is awaiting receipt of a local union charter for this city. The interest evidenced in unionization by these workers has contributed to the speed with which this undertaking has been accomplished.

Hubball has been assisted by Edgar Baker, secretary of the Newark Federation of Labor. Our International Council officers have supplied material and information used in the conduct of the campaign and have given assurance that future assistance would be forthcoming from council officers.

AIRCRAFT WORKERS REJECT CIO

Columbus, Ohio, Aug. 23.—Office and clerical workers employed in the local plant of the Curtiss-Wright Aircraft Corp. recently voted against representation by the CIO but have turned to the American Federation of Labor as the answer to their collective bargaining desires, according to Ethyl M. Williams, president of Local No. 21427 and a vice president of our International Council.

Immediately following overwhelming rejection of the CIO in a National Labor Relations Board

election leaders of the group made known the desires of a sizable number of their fellow workers to Paul J. McCarthy, secretary of the Columbus Federation of Labor, and to Vice President Williams. Together with representatives from each office department within the company's operation the two laborites are formulating plans for an intensive organizational campaign which will afford all workers of our trade employed by the company an opportunity to be represented by a union of their preference.

PAC Is Issue

Spokesmen for the more than 3500 office workers employed in the local operation of the company made it clear in their discussions with Vice President Williams that not only did their fellow workers refuse to be represented by the CIO as a matter of choice but that the CIO's Political Action Committee was extremely distasteful to them. These workers, their spokesmen said, view with alarm the activities of the PAC and fear was rampant among the group regarding the extent to which the freedom of their balloting might be jeopardized in the event the CIO had been victorious at the recent election.

Firm in the knowledge that not only can a union affiliated with our International Council more adequately represent them but also that the nonpartisan policy of the AFL does not permit collective bargaining to be interwoven with national and state politics these workers are expected to heartily concur in the campaign which is being mapped in their behalf.

Election Scheduled

San Francisco, Calif., Aug. 29.—Completion of the unionization campaign recently begun among production clerical employees of the General Engineering & Dry Dock Co. was announced today by officers of Local No. 20360. The National Labor Relations Board has been requested to conduct an election among this group of workers which will lead to subsequent certification of the union as the bargaining agency for those thus employed.

This campaign, which was spearheaded by Vice President Frank F. Randall of our International Council and Fred Miller, business representative of the local union, completes another step in the endeavor of the union to organize office and clerical workers in various waterfront industries locally.

40th Anniversary

Washington, D. C., Aug. 28.—Forty years of active endeavor among workers of our trade in the nation's capital city will be observed by Local No. 11773 on October 3, according to announcement made today by Robert Probey, president.

Appropriate ceremonies have been planned for the occasion, among which include participation by officers of our International Council.

From the standpoint of charter issuance date Local No. 11773 holds the distinction of being the oldest union affiliated with the International Council.

Bank Clerk Unionize

(Continued from page 1)

same time adjusting numerous unsatisfactory employment conditions.

Officers of the American Federation of Labor, our International Council as well as state and local laborites have expressed keen pleasure in the prospect of these workers becoming members of the AFL.

Commercial Iron Agreement Before WLB

The recent agreement negotiated by Local No. 16821 with the Commercial Iron Works, Inc., shipbuilding division, has been submitted to the Shipbuilding Commission of the National War Labor Board, Enna announced. With International Council officers pushing for speedy action on this case it is believed that little time will elapse before substantial wage adjustments will be forthcoming for the 600 new members of the union covered by this contract.

CONTINUED BOND PURCHASE URGED

St. Louis, Mo., Aug. 19.—"The war, while progressing favorably for the allied cause, has created the impression that the war financing program is about concluded," was the startling statement made today by William A. Ring, labor representative of the War Finance Division of the U. S. Treasury Department in urging members of all unions of our trade to continue, if not to increase, their purchases of war bonds.

In urging that the present high level of war bond purchases by members of our unions be continued Mr. Ring pointed out "that the next year's national budget for war expenditures and associated activities will be approximately the same as during the past year." He further pointed out that the American Federation of Labor through its international unions, state federations of labor and city central bodies is increasing its emphasis with respect to the importance of all workers continuing payroll deductions for the purchase of war bonds at this crucial period.

It was pointed out that the purchase of bonds is important to the rehabilitation program for returning service men and women as well as to successful continuance of our war effort. The rehabilitation program, which has not as yet hit its full stride, will entail a sizable expenditure but the results attained will rise beyond measurement from a financial viewpoint, Ring said.

DELEGATES AND OFFICERS AT ST. LOUIS CONVENTION



CONVENTION PLANS FOR FUTURE ACTIVITY; INTERNATIONAL UNION CHARTER PROGRESS REPORTED

(Continued from page 1)

In their report on the year's activities the officers pointed to the growth of our Council both with regard to number of affiliated locals as well as to the marked increase in total membership of such affiliates and our strengthened financial condition. A substantial portion of the report was devoted to the progress made during the past year toward the attaining of full International Union status for our International Council.

The report also summarized significant activities during the year of general interest to the membership, and it pointed also to the increased use being made of our Council offices and facilities in the servicing of local union needs and problems.

In addition to factually reporting on Council activities during the past year, executive officers presented studied recommendations relative to the functioning of our organization during the forthcoming year's period. Particular emphasis was laid on the need for realistic planning in connection with anticipated drastic curtailment of war activities. Local unions were urged to direct their organizing energies toward the unionization of unorganized workers of our trade employed in establishments with a postwar future and were urged to make full use of their present strong financial condition in such organizational efforts.

In their recommendations for the forthcoming year the officers placed particular emphasis on recommended steps to be taken in connection with the transition of our International Council to its full International Union status.

The subject matter of the officers' report was referred to the various committees of the convention for their study and recommendations, and subsequently received favorable consideration from the delegates attending the convention.

More than 30 resolutions were presented to the convention and referred to the committees handling

the same. The resolutions introduced covered a wide range of subjects dealing with the operation of our international organization legislation, as well as with the functioning of various governmental bureaus and agencies with which our organization has frequent contact.

Speakers' Remarks Well Received

President Bradley, of the Chemical Workers, who addressed the convention as representative of Director of Organization Fenton of the AFL, brought to the assembled delegates the warm greetings of this official as well as the fraternal greeting of President Green, who was also unable to attend the convocation.

In praising the past performance of our International Council, Bradley said: "I think you have done a marvelous job of showing and proving as an organization your willingness to go out and do, to help yourselves and other people in this movement."

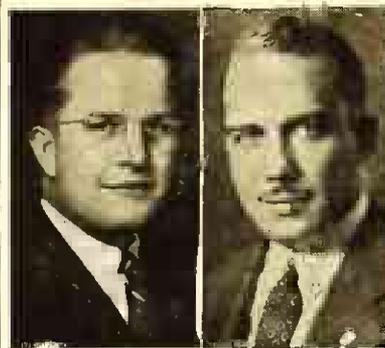
Various problems which our Council could anticipate meeting in its further growth and development were outlined by Bradley, and he left the impression that he was drawing on his experiences while heading the Chemical Workers during the past four years since the inception of that International Council.

Attorney Herbert S. Thatcher, associate general counsel of the AFL, in his remarks to the convention outlined developments on the legal front during the past year, particularly with regard to the progress being made in combatting the antilabor statutes in Alabama, Kansas, Colorado, and other states. He also dealt at some length with the practice followed by the NLRB in excluding supervisory and confidential workers from appropriate bargaining units.

Thatcher also explained in some detail the functions and purposes of the closed or union shop and sketched how it had gone hand in hand with the progress of unions throughout the entire history of the country.

COUNCIL HEADS ARE REELECTED

St. Louis, Mo., Aug. 18—The second annual convention of our International Council in final sessions today unanimously reelected J. Howard Hicks, Portland, Orgeon and Paul R. Hutchings, Washington, D. C., to their offices of president and secretary-treasurer respectively.



HICKS HUTCHINGS

Appreciation was expressed by the delegates in attendance for the good work done by officers during the past year particularly in connection with their activities toward obtaining international union status for our Council. Both Hicks and Hutchings assured the convention that their endeavors would continue wholeheartedly in furthering our Council in every field of its endeavor and particularly with respect to obtaining our international union charter.

Two New Vice Presidents Elected

Of the 9 vice presidents of our International Council 7 were reelected while 2 new vice presidents were elected for the forthcoming term; Lorraine S. Rhodes of Jacksonville, Fla., and Frank F. Randall of Oakland, Calif.

Vice President Rhodes is a charter member of Local No. 23133 and has served during the past several years as president of her union. During the period she served as an officer of the local the membership

Brown & Williamson Plans Mapped

Louisville, Ky., Aug. 24.—In response to the need for unionization among office and clerical workers employed by the Brown & Williamson Tobacco Co., Local No. 22906 is mapping plans for launching an intensive program in behalf of these workers, it was announced today by Kenneth C. Jasper, president and Andrew W. Hidgon, business representative of the union.

Several hundred workers of our trade are employed by the tobacco firm and while preliminary steps have already been taken in connection with the undertaking more aggressive action will be forthcoming in the near future. While the Brown & Williamson Tobacco Co. has capitalized on the use of the Tobacco Workers union label on many of its products, and has secured wholehearted support from AFL unions as a result, the unionization of office workers employed by the company would insure even greater support and recognition among trade union members as a result.

of same increased manifold, which increase can be credited to her untiring efforts in behalf of workers of our trade in her city.

Vice President Randall was formerly president and a business representative of Local No. 20744 at Oakland, Calif., following which he served as a special representative for the AFL office in San Francisco which led to his employment as an organizer for Local No. 21320 in San Francisco. He is a graduate of the University of California where he studied industrial relations and economics.

Reelected vice presidents are Ethyl Williams, Columbus, Ohio; Alice Holz, Milwaukee, Wis.; Mildred Erickson, Seattle, Wash.; E. Houston Fritts, Knoxville, Tenn.; George P. Firth, Tacoma, Wash.; Lawrence G. Nygren, Minneapolis, Minn., and Howard J. Coughlin, New York City.