WELFARE OF OFFICE WORKERS
ADVANCED BY CONVENTION

St. Louis, Aug. 18.—The second annual convention of the International Council adjourned today after completing a full program dedicated to the promotion of the welfare of office workers. The convention reaffirmed the importance of the unionization of our trade throughout the United States and Canada. The length and breadth of the area covered by our union was evidenced by the attendance of nearly double the number of delegates attending the previous year's convention in Detroit.

Among important matters considered by this convention were the presentation 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 taken toward the establishment of our International Union.

Prominent laborers addressing the convention included: H. A. Bradley, president; International Council of Chemical and Allied Industries Unions; Herbert S. Thatcher, general counsel; AFL; E. P. Smith, union organizer; AFL organizers in St. Louis and Milwaukee; respectively; Mary E. Ryder, AFL organizer in Chicago; John Kylin, secretary-treasurer, St. Louis Trades and Labor Union; R. T. Wood, former president of our Union and secretary of the Missouri State Federation of Labor.

Detailed Report Presented Today

The executive officers of the

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 Ennas, secretary-treasurer of the local union. Working closely with Ennas on this undertaking are interested employees 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 said that much can be done toward assisting these workers to reach a more adequate level of income while at the same time assuring them a future of employment under better working conditions.

V-DAY TIME OFF

Philadelphia.—The third national War Labor Board passed a resolution authorizing all firms within its jurisdiction to grant time off, with pay, to their employees on the day V-Day is defeated.

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

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 had taken affirmative action 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 Council officers are taking the necessary steps to enforce and carry the charter to the Union.

Upon receipt of official advice that our International Union charter will be granted all affiliated local unions will immediately and unhesitatingly grant any and all affiliations and steps will be taken to make the holding of a constitutional convention as prescribed for recent conventions of our Councils.

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 wages were paid.

The agreement was worked out by Eliza Enna, secretary-treasurer of the local union, and R. B. Cayce, business representative of the union, and was approved by the Shipbuilding Commission.

Other provisions of the contract approved by the Commission include double time for work performed on the seventh consecutive day and one half of any overtime worked 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

Approximately outstanding was the agreement reached by the Local Union and the Commission of the annual vacation and sick leave plans embodied in the agreement. As negotiated the

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., 23133, Detroit, to cease and desist from discouraging membership or any other activity in the International Union, the American Federation of Labor or any affiliate thereof.

The board also ordered that the agreement be rescinded and the company make all employees eligible to enter the International Union, the American Federation of Labor or any affiliate thereof.

The decision was in response to a complaint filed by the International Labor Union, the American Federation of Labor, and an affiliated union, the Trade Union of Michigan.

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 in Canada.

With the assistance of local International Association of Machinists, the membership of this organization is expected to quickly terminate in improvements on the employment conditions for this group of workers.

Production workers of this company, who have enjoyed greatly improved conditions, which in turn have had a direct bearing on the decision of the office employees.
The Office Worker
Official organ of the INTERNATIONAL COUNCIL OF OFFICE EMPLOYEES UNIONS

J. Howard Hicks, President
Paul R. Hutchings, Sec.-Treas.
1110 Thirteenth Street N.W.
Washington, D. C.

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AFL Survey Finds Organization Pays

The August issue of Labor's Monthly Survey of the AFL contains a most interesting article on the well-known fact that collective bargaining brings increased earnings. As indicated in the charts which accompanied this article and which are reprinted hereunder, factory workers are today 60 percent covered under union contracts and average weekly earnings in well organized industries range from $20 to $55 per week. By contrast, white collar workers are only approximately 15 percent covered under union contracts and the average weekly earnings in well organized industries range from $25 to $50 per week. The conclusion drawn by Labor's Monthly Survey is indeed a sound one—"It is not your skill or training or the good will of your employer that brings you the pay you deserve. It is membership in your union that does:" Officers of directly chartered local unions may receive Labor's Monthly Survey each month, without cost, by requesting the same through American Federation of Labor headquarters. Members may obtain subscriptions through the same source at a subscription price of 50 cents per year.

Charts show that workers in the building trades, state and local government, transportation industries, the basis for the conclusion of the white collar workers income included such workers employed in retail and wholesale trades, state and local government, financial occupations, and several of the service industries.

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

Unorganized Workers Fall Behind

Brokage 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-weeks' strike, 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 employees of J. S. Bache & Co. on behalf of Local No. 20940.

Additional Brokage 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 Ina Hau & Co. Brokers. A request 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 released by Brig. Gen. Leonard P. Ayres, editor of business surveys and reports, wage adjustments granted to office and clerical workers 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 white 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 83 percent of that received by production workers, the figures of Gen. Ayres would indicate.

Production workers considered in the survey made by Gen. Ayres included those employed in mining, manufacturing, transportation, and several of the service industries. The basis for the conclusion of the white collar workers income included such workers employed in retail and wholesale trades, state and local government, financial occupations, and several of the service industries.

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

Organization of Factory and Office Workers

BUY AN EXTRA $100 BOND ★

AFL Representation Brings Greater Benefits

New York City, Aug. 30—Changing from affiliation with the CIO to membership in Local No. 23070, an affiliate of our International Council, has brought a vast improvement in wages and employment conditions for office and clerical workers employed by the Workman's Benefit Fund of New York, according to Vice President Howard J. Coughlin of our Council and Lavina Michi, business representative of the local union.

The agreement recently negotiated on behalf of this group resulted in a 10 percent increase in wages together with numerous improvements in employment conditions, 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.

BUY AN EXTRA $100 BOND ★

Eduacation 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, a member of Local No. 15661, Minneapolis, who served in this capacity for the past 10 months.

The retiring chairman stated in her letter of resignation that "the work is too big and the duties too great." She further stated that "the time spent in making the research department an efficient one has been scored as a number of adventurous 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 18 years and during that time has had numerous opportunities to witness the need and effectiveness of workers education.

The new chairman is best known for her activities in connection with the AFL's publication entitled Labor Education. The monthly publication renders an invaluable service in the analysis of many economic factors important to trade union membership.

$125,000 Back Wages Won

(Continued from page 1)

an 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 working days annual leave. Sick leave as approved by the commission will be computed on the basis of one and one-half days per month and may be cumulative. Sick leave will apply to all union members following the first month's employment. However, sick leave taken in excess of 3 consecutive days must be certified by a doctor's certificate.

The standard union shop provision was incorporated in the agreement at the time negotiations were under way, thus providing for union membership for workers of our trade employed by the company.

Weekly Earnings of Wage Earners in Well Organized Industries

AIRCRAFT WORKERS REJECT CIO

Electoral Scheduled
San Francisco, Calif., Aug. 29—Continuing its nationwide campaign recently begun among production clerical employees of the General Engineering & Dry Dock Co., the United Aircraft Workers of the CIO's National Labor Relations Board has announced today that elections will be conducted among this group of workers which will lead to subsequent certification of the union as the bargaining agency for those thus employed.

The campaign, which was spearheaded by Vice President Frank F. Randall of our International Council, and Fred Miller, business representative of the company, completed another important 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—Fifty 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 Probye, president.

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

From the standpoint of charter and activity, Local No. 11773 holds the distinction of being the oldest union affiliated with the International Council.

Bank Clerk Unionize

CONTINUED BOND PURCHASE URGED
St. Louis, Mo., Aug. 19.—The war, while progressing favorably for the allied cause, has created the necessity for a war bond purchase program is about concluded," was the starting statement made today by William H. Mack, representative of the War Finance Division of the U. S. Treasury Department, 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 union be continued, Mr. Ring pointed out that the next year's national budget for war expenditures and associated activities will be the same as during the past year. He further pointed out that the American Federation of Labor, our International Council as well as state and local labor offices have expressed keen interest in the future of our workers becoming members of the AFL.
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 attainment 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 coming 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, as well as with the functioning of various governmental agencies and communities with which our organization has frequent contact.

Speakers’ Remarks Well Received

President Bradley, of the Chemical Workers, who addressed the convention as representative of Directors of Organization at 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 convention.

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 that your willingness to get out and do, to help brothers 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 institution 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 practices 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, Oregon, 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 endeavors and particularly with respect to obtaining our international union status.

Two New Vice Presidents Elected

Of the 9 vice presidents of our International Council 7 were re-elected 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 Robides is a charter member of Local No. 2133 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 of the same increased manifold, which increase is being 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. 21529 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. Houton Fritts, Knoxville, Tenn.; George P. Firth, Tacoma, Wash.; Lawrence G. Nygren, Minneapolis, Minn., and Howard J. Coughlin, New York City.

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. 22066 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. Hulgon, 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.