

THE OFFICE WORKER

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

Vol. 2, No. 10

WASHINGTON, D. C., DECEMBER, 1944

ADJUSTMENT IS MADE IN WAGES

Jacksonville, Fla. — Additional wage adjustments under general order No. 31 of the War Labor Board have been worked out by mutual agreement between Local 23133 and the management of the St. Johns River Shipbuilding Co. for office and clerical workers.

Based on length of service, the adjustment brings benefits to the extent of 5 cents an hour to approximately 547 workers.

The matter was worked out with C. A. O'Connor, assistant treasurer of the company, by Lorraine S. Rhodes, a vice president of the International Council and E. T. Parker, president of the local, and Roy Boling, financial secretary of the local.

President Parker announced that the union had voted to purchase a \$1,000 war bond.

Rumors about the uncertainty of future operations of the St. Johns River yard were "spiked" by a statement which T. W. Ryan, Jr., executive vice president of the company, made at a recent launching.

"We have," he said, "long realized that we must prepare the yard for peace-time tasks. We have planned for the building of ships of all kinds. We now believe the yard will be kept busy for months and years to come."

ORGANIZING DRIVE

Fond du Lac, Wis.—An organizing drive is under way among the office and clerical workers of the Giddings & Lewis Co. AFL Organizer Charles Heymanns is conducting the campaign with the assistance of the Fond du Lac Central Labor Union.

About 120 employes of this company are eligible for union membership and great interest has been shown by them in meetings already held.

Council Vice President Alice Holz is working closely with Organizer Heymanns in the conduct of the campaign.

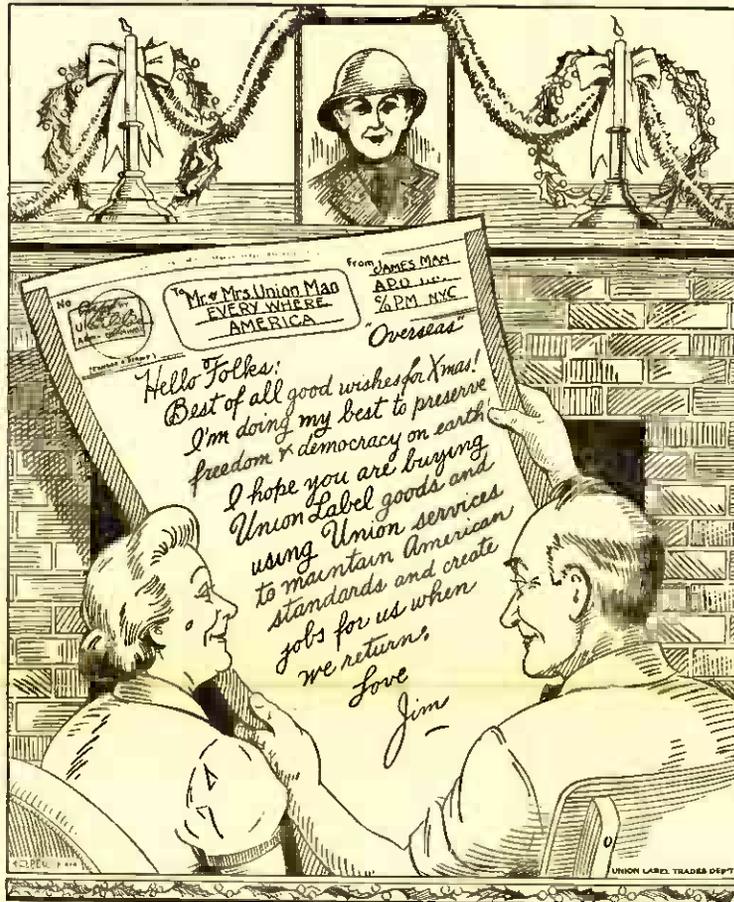
Green and Meany Re-elected for 1945

New Orleans.—President William Green, Secretary-Treasurer George Meany and the entire roster of AFL vice presidents on the executive council were unanimously re-elected at the closing of the 64th annual convention.

In accepting the call to serve for his 21st consecutive yearly term as the federation's chief executive, Mr. Green said:

"With your cooperation and support, I shall face the future of the coming year, again giving all that I have to our cause. In doing so, I am conscious of my responsibilities and the trying experiences through which we will pass before the year is over."

A Christmas Message



Plans Progressing for Convention To Receive International Charter

Washington, D. C.—As this issue of "The Office Worker" went to press plans were progressing toward completion for the constitutional convention of the Office Employees International Union in Cincinnati January 8 at which time international union status will be conferred upon Office Employees Unions by the American Federation of Labor.

President J. Howard Hicks and Secretary - Treasurer Paul R. Hutchings of the International Council are working hard in preparing for this convention, for which a call was issued November 15 by AFL President William Green.

Current reports indicate that a large number of delegates will be on hand when the convention is called to order at Hotel Gibson.

In accordance with action taken at the 1944 convention of the International Council in St. Louis in August, a committee is working on the draft of a proposed international union constitution for submission to the delegates. Assisting this committee is Herbert S. Thatcher, associate general coun-

sel of the AFL, who will be at the convention to counsel and advise in the formulation of the constitution insofar as legal points are concerned.

The executive board of the International Council is meeting in Cincinnati on January 6 to discuss numerous matters which will be brought to the attention of the Council convention on the following day and pertaining chiefly to dissolution of the council.

Agreement Drafted For Certaineed Co.

Marseilles, Ill.—E. E. Craven, president of Local 22402, has drafted an agreement for office workers of the Certaineed Products Corp., building material manufacturer, and submitted it to President J. Howard Hicks of the International Council preparatory to presenting it to company management.

Negotiations are expected to be undertaken in the near future with the assistance of an International Council representative.

WLB APPROVES SECOND BOOST

Tampa, Fla.—A new wage schedule providing retroactive increases up to 35 cents an hour for office and clerical workers at the Hooker's Point Shipyard of McCloskey & Co. has been approved by the War Labor Board, according to J. O. Bloodworth, business representative of Local 22222.

This is the second wage boost for these workers since they organized and was put through by the business representative with the assistance of Secretary-Treasurer Paul R. Hutchings of the International Council.

Automatic increases after 6 months of service and overtime pay after 8 hours per day and 40 hours per week are part of the adjustment which went into effect at about the time of the first anniversary of organization of this group, making that occasion doubly significant for the workers whose determination to better their wages and working conditions crystallized last December 10 when they obtained their first collective bargaining benefits.

The previous increase, secured last June, resulted in back pay totaling \$41,809 and further efforts put forth by the union won the back wages for workers on the payroll after May 26, who had been excluded by the Maritime Commission, but were ordered included when the WLB passed on the matter later.

UNION CERTIFIED FOR BAKING FIRM

Minneapolis.—Local 17661 has been certified as the bargaining agent for the office and clerical workers of the Excelsior Baking Co., according to L. G. Nygren, business representative of the union.

Although the company protested the inclusion of 3 so-called "confidential" employes a state conciliator has overruled the company's position. Despite this the management is refusing to recognize the union until a complete determination of the bargaining unit is made, which may or may not result in court action.

Nygren, a vice president of the International Council, also announced that requested changes in the agreements between the union and the United Transfer Co., Consolidated Freightways, Maurice L. Rothschild Co., and H. D. Lee Co., are in the hands of the employers and negotiations are expected to proceed shortly. Increased wages and improved working conditions are the object of the changes.

It is also reported that a complete revision of classifications and wage ranges are being worked out by a committee for office workers in the creamery industry and will be submitted soon to that group.

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Official organ of the
**INTERNATIONAL COUNCIL OF
OFFICE EMPLOYEES UNIONS**



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1110 Thirteenth Street N.W.
Washington 5, D. C.

PUBLISHED MONTHLY

Entered in the Post Office at Washington,
D. C., as second-class mail matter.



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Subscription Price, \$1 a Year

Government Plans 40-Hour Week for Reconversion Jobs

Chicago.—The government plans a 40-hour week on reconversion jobs after the defeat of Germany, William Haber, newly appointed labor advisor to War Mobilization Director James F. Byrnes, revealed here.

Until Japan is crushed, this program will offer a two-way advantage, Mr. Haber said. It will spread the work in civilian industries during the reconversion period and it will offer the inducement of overtime and extra earnings to those workers needed for carrying on war production.

For the moment, Mr. Haber emphasized, there exists a condition in which war production has absorbed for all practical purposes the entire working force of the country, and required increases in critical materials such as shells must be met by taking workers from other industries.

Unemployed persons still total about half a million, he added, but they are in the wrong places from a manpower standpoint.

The next phase, expected after the defeat of Germany, Mr. Haber said, would probably see a very high level of industrial production, with war production dropping from 30 to 40 percent. He expects the discharge of between 4,000,000 and 4,500,000 soldiers in the year after V-E Day, and a probable increase in general unemployment from its current level to possibly 2,000,000 or 2,500,000 persons.

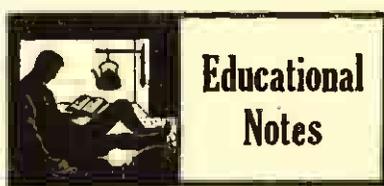
The last phase of reconversion, to come after victory over Japan, Mr. Haber added, will see the release of between 4,000,000 and 5,000,000 munitions workers and the discharge over a period of time of possibly 7,000,000 or more soldiers. While he did not commit the government to a program for that part of the problem, he said:

"We recognize the problem, we shall not duplicate 1918, I am sure."

Bridal Shower for Union Steno



Minneapolis.—A bridal shower for Molly Ryan, employed in the office of Local 17661 for more than 5 years, was the occasion for this happy gathering of union members. Seated, left to right, are: Pearl G. Koepf, Belva Gunnarson, Bernice Iverson, Phyllis Palm, Etta Baker, Betty Foard, Jewell Flaherty, Jean Mork, Betty Jones; standing, first row, left to right, are: Georgiana Merrifield, Mildred Lowry, Elna Larson, Ruby Stephens, Helen Hudson, Lois Hickok, Adeline Frank, the guest of honor, Mrs. Molly Ryan Linneberg, Violet Sollie, Myrtle Harris, Clara Weisler, Florence Stone; standing, second row, left to right, are: Kathleen MacCrae, Grace Elswick, June Miller, Mary M. Merrifield, Ann Almquist and Belle Kvale.



Can We Win the Peace?

The name Dumbarton Oaks has been much in the press this fall while nations of the world met there to form proposals for a world organization to prevent future wars. Now the proposals are before the people of all nations for consideration. Do they provide a real basis for winning the peace? Everyone of us wants to know, for we want no World War III.

The task before the conferees was enough to challenge the best minds of all time: To create an organization which could bring cooperation between nations and end wars! With few precedents to guide them, the conferees approached their task. Here are their proposals:

The name of the world organization shall be The United Nations. Every peace loving nation shall be admitted to membership, for all must work together.

World Police

Clearly there must be a world police force, and the "big four" powers must be counted on to provide the major part of the military manpower and weapons. So a security council is proposed, with United States, Britain, Russia and China, and a fifth power, France, to have permanent seats. Six other seats are to be rotated among smaller powers, making 11 nations in all on the council, each with one vote. The council is to be ready for action at any moment, and to be assisted by a military staff committee, composed of the chiefs of staff of the permanent members. It has 3 duties: To settle disputes, to stop aggression and to regulate armaments.

How should the council vote to use force against an aggressor? This was a hard question. Should the vote of the 5 permanent members be unanimous? Russia insisted that it must be. But that

would allow the great powers to be above the law. For any one of them could attack another nation without penalty, since it could veto the use of force against itself. There could be no basic equality of rights or justice in such a proposal, and the question was left unsettled, to be decided in a later conference.

Back of every police force must be the law and the courts. So the Dumbarton Oaks conferees proposed a general assembly to be the policy-making body back of the security council. Each member nation has one vote in the assembly, and only one, regardless of size. The assembly meets once a year, oftener if necessary, and makes policies on the whole range of political, economic and social questions. It elects the six rotating members of the security council for 2-year terms. There will also be an international court of justice, of which every member nation is automatically a member.

This gives the framework for making policies, deciding disputes and maintaining order in the world. But this alone cannot prevent wars unless nations work together on the scores of separate problems which concern them. So there is an economic and social council, which is an executive committee of the general assembly and responsible to it. The assembly elects 18 member nations to this council for 3-year terms.

Cooperation on Special Problems

Perhaps this council will do the most important work of all in building world cooperation. For under it will come such special agencies as the International Labor Organization to act on labor problems, the food and agriculture organization to promote better nutrition and higher living standards, the financial organization for currency and banking problems, an agency to control the world's airways, and many others. By working out agreements on such problems around the conference table, the nations of the world can come to a better understanding with each other, and many causes of war can be eliminated.

Labor Not Represented

At its New Orleans convention, the American Federation of Labor made wise and far-sighted comments on these proposals. First: There is no representation for labor or management on the economic

Social Security Tax Frozen Again

Washington, D. C.—Congress again has voted to "freeze" social security taxes at 1 percent, thereby endangering prospects of a broadened and more comprehensive social security program to meet the nation's postwar needs.

After the House voted 262 to 72 for the restrictive measure, the Senate followed along by a 47 to 19 vote.

The social security tax rate increase has been postponed 3 times previously by Congress, largely at the instigation of Senator Vandenberg of Michigan. While labor favored the increase, even though it meant higher taxes for the nation's workers, it was consistently opposed by business and industry.

AFL Endorses Fund To Rebuild Unions

Washington, D. C.—Calling for the "utmost support and cooperation" of all international and national unions, state federations of labor, and city central bodies, with the work of the Free Trade Union Committee, the American Federation of Labor has unanimously endorsed the committee's January campaign to raise a minimum of \$1,000,000 to assist in the rebuilding of free, democratic trade unions abroad.

"Prompt practical assistance to the workers of liberated countries in Europe and Asia, as well as to the workers of Central and Southern America, in their efforts to organize free democratic trade unions" will be assured through the work of committee, according to a resolution adopted at the annual convention.

and social council. This is a serious omission. Experience shows that the International Labor Organization alone of all the old League of Nations agencies is alive today, and it survived because it represented labor and management as well as government. It made great progress in improving working conditions because it gave a voice to workers and employers and won their support and confidence. second: The federation asks: Should not the agency which decides on the use of military force be made up of "truly representative national delegations?" That is, delegations representing labor, employers and other citizens who bear the cost of war? Also, provisions for the security council (that is, its voting) must be such that "all nations would be sure its acts would result in basic equality of rights and justice for all."

The federation has done a great service by pointing out to the world that in the past "the common people who fought the wars and bore the consequences had no way to make effective their desire to eliminate war." Today, as we set up the machinery for peace, the common people must have a voice in the new world organizations. Once more the federation points the way to lasting peace, as it did in 1919 when Samuel Gompers, its president, said: "Lasting peace must be based on social justice."

RUSH WORKERS TO WAR PLANTS

Washington, D. C.—More than a dozen AFL national unions rallied their forces to make good the federation's pledge to the War Department to supply emergency manpower to produce increased quantities of critically needed war materials.

Acting under President William Green's orders, Lewis G. Hines dropped his normal legislative duties to direct a concerted drive to get the required number of skilled workers to the jobs where they are urgently needed.

The "must" list submitted by the War Department to the AFL called for 10,000 workers to be rushed at once to some 38 war plants making bombs, heavy artillery, radar, heavy trailers, assault wire, heavy shells, aircraft, propellers, rockets, rocket launchers, batteries and other essential war items.

Immediately, Mr. Hines got in touch with the following unions and impressed upon them the necessity of finding and supplying both skilled and unskilled workers to go to work in the plants indicated by the Army: Machinists, Chemical Workers, Automobile Workers, Ironworkers, Molders, Foundry Workers, Electrical Workers, Furniture Workers, Metal Polishers, Carpenters and Fabricated Metal Workers.

When no other means of supplying the manpower is available, the unions have agreed to ask employers in less essential industries to "lend" some of their workers for 90-day periods for transfer to the critical plants, the workers being assured that they will get their old jobs back with their seniority protected on their return.

"We expect to be able to provide the required manpower within a short time," Mr. Hines declared after a preliminary survey of the situation.

As an example of the response of AFL officials to the War Department's emergency call, Mr. Hines called attention to a special communication sent by President Harvey W. Brown, of the International Association of Machinists to all local lodges of the union instructing them to have as many members as possible register for the new jobs with the United States Employment Service.

All in all, AFL officials were somewhat surprised by the modest nature of the War Department's requirements, considering the tempestuous nature of the complaints about production shortages.

They felt more than confident of being able to solve the manpower problems presented by the War Department by voluntary methods and saw no basis for renewed demands for enactment of national service legislation to meet the situation.

Correction

The October issue of The Office Worker carried an editorial titled "Why Pay Union Dues?" and credited to the Wyoming Labor Journal. Acknowledgement is made that Irving Enna, genial secretary-treasurer of Local No. 16821, Portland, Oregon, is the author of this literary gem.

Oakland Workers Have Frolic



Oakland, Cal.—The recent Sadie Hawkins Day dance of Local 20744 was a grand success. The hall was decorated to represent "Dogpatch" and many of the 300 guests portrayed the ludicrous characters of Li'l Abner comic strip. Servicemen were special guests of the local.

The affair was arranged by Kathleen Truex, Mabel De Forrest, Eileen Collins, Dorothy Tate and Vivian Hennessy. Frank F. Randall, Council Vice President and a member of the union, acted as master of ceremonies.

Nygren Tells Radio Audience Why Workers In Offices Are Organizing

Minneapolis — The audience of radio station WLOL heard from L. G. Nygren, vice president of the International Council, why office employees are organizing not only in Minneapolis, but all over the country.

Chosen to speak on this subject because of the rapid progress which Local 17661 has made, Vice President Nygren, business representative of the union, delivered a strong message which brought to the fore the inequities under which the unorganized "white collar workers" are laboring.

Thousands upon thousands of stenographers, bookkeepers, clerks and other office workers now belong to unions because they have learned that only through group activity can they obtain the wages and salaries that will keep them respectable American citizens, living the American way and contributing their share to the building and developing of America, Nygren declared.

Few Reach Top

"They have learned," he continued, "that the very nature of economic laws prohibits all except a few from reaching the top. No matter what the incentive might be in the better, the higher jobs, only a small percentage can attain them."

"The rest of the workers in an office are usually forgotten by the employer. He picks those with the great ability or those who for other reasons must have attention and advances them. These few get the better salaries and eventually get to the top. The others in the office do the same job day after day and unless the employer is an unusual person, their wages remain at the same level. That level is usually far below the accepted standard of living."

"The white collar workers have found they were wrong in their former opinions that unions were only for workers in factories, mines and building trades. They were

of the opinion that unions belonged to skilled craftsmen—men who spent years as apprentices at a machine, in a cabinet shop or working alongside other skilled men before they themselves could qualify for the wage scale.

"But as the years have rolled by, we find unions—yes, trade unions—representing scientists, technicians, physicians, lawyers, engineers, musicians, actors, radio performers, newspaper men, photographers, teachers and many others. These people have discovered that in organizing their crafts they were able to establish the basis upon which they could obtain comfortable livelihoods from their professional efforts."

Wages Below Standard

"Now let's look at the way our white collar workers fare. The Bureau of Labor Statistics in Washington and labor spokesmen agree, that as prices now stand, a weekly income of \$50 provides a very narrow margin of living. Fifty dollars a week is a very narrow margin of living."

"What do our white collar workers earn? The Bureau of Employment Security of the Social Security Board reports that 4,500,000 white collar workers in the United States received an average weekly salary of \$28.69 in 1943. That's just a little more than half of what is regarded as a very narrow margin of living. Another million employees in the financial, insurance and real estate business, many of them with titles that sound important, received an average of \$38.84 during the April-to-June quarter of 1943."

"Now this was not 'take home' pay. It was the gross salaries, from which were deducted the usual percentages for income taxes, war bonds, social security and company retirement funds. The report of the Senate subcommittee on War Time Health and Education says that these items required a deduction of 22 percent from the average weekly pay check. That means that the \$28.69-

WIN CONTRACT WITH SYLPHON

Knoxville, Tenn.—Probably the most outstanding agreement yet negotiated for office and clerical workers in this area was recently concluded between Local No. 23490 and the Fulton Sylphon Co., according to an announcement made by Vice President E. H. Fritts of the International Council. Consummation of this agreement closely followed a National Labor Relations Board election in which the 225 workers involved expressed overwhelming preference for the union.

The concluded agreement provides for salary adjustments ranging up to \$30 monthly for a considerable number of workers, differentials for night shift work, 2 weeks vacation after 1 years' employment, sick leave, seniority and maintenance of membership. A number of the negotiated provisions provide employment conditions considerably in excess of what has previously been granted those workers covered.

Future negotiations during renewal periods of this agreement should result in still greater gains, avered Fritts who played a prominent part in the unionization of the workers and the negotiation of the agreement.

Stone & Webster Issues Before WLB

Negotiations have been concluded between Local No. 23490 and the Stone & Webster Engineering Corp., although disputed issues involving wages and maintenance of membership have been submitted to the War Labor Board for action.

The decision of WLB will conclude a protracted and stormy fight between the union and the company, which competent sources place the blame for squarely on the shoulders of the latter.

Virtually every available device for stalling recognition of the union was employed by the company, notwithstanding hints of voluntary refusal to work on the part of a large number of its employees. Because of a continuation of such action by the company following certification of the union negotiations have been considerably delayed, it is reported.

a-week worker would have \$6.32 deducted from his or her pay, leaving a net take-home pay of \$22.37. The \$38.84-a-week worker would take home a net pay of \$30.29 a week.

"While the white collar workers generally are finding it hard to make both ends meet, those who have obtained contracts with their employers under the Wagner Act have been able to take home a larger amount of money each week."

"Those of us in the labor movement believe that the effect of organization is going to be felt the most during the postwar period. Discussion varies as to what is going to happen. Whatever does happen, the workers who stick to their organizations are going to have a bigger hand in the shaping of their own destinies than those who have no organizations."

Progress Being Made In Campaign At Standard Oil

Louisville, Ky.—Local 22906 is making good progress in an organizing drive among office workers of Standard Oil Co. according to Kenneth C. Jasper, president of the union.

The local is also continuing its activities among employes in the Reynolds Metal Co. plants of the Louisville area and it is anticipated a more aggressive position will be taken which will bring increasingly satisfactory results.

President Jasper reported to J. Howard Hicks, president of the International Council, that "the conduct of the union and its activity is good." He noted the growth of the local and its improved financial condition.

Intensify Activity Among Ship Workers

San Diego, Calif.—Under the direction of Arch E. Adams, business representative, Local 20282 is intensifying its activities among the office workers employed by the Concrete Ship Contractors and it is anticipated that all of the employes of the company not presently covered by the collective bargaining agreement between the union and the company will be brought into affiliation and will as a result participate in the benefits of union membership.

According to Adams, the union is currently engaged in unionization of office workers employed by a large local accounting firm details of which are expected to be announced shortly. In addition, the union is undertaking action which should lead to the subsequent unionization of workers of our trade employed by Lynch Shipbuilding Co.

Make Progress in Organizing Drive

Pittsburgh.—The campaign of Local 20959 toward organization of office workers at Graybar, Westinghouse and General Electric supply houses is continuing with good progress reported, according to George P. Firth, a council vice president. A sufficient number of members have been secured among employes of the latter firm to call for an election. It is hoped that rapid progress can be made toward concluding this undertaking, according to an announcement made by the union.

INTERESTED IN UNION

Barberton, O. — A substantial number of office and clerical workers of the Babcock & Wilcox Co., Columbia Chemical Co., Pitcairn Co. and Diamond Match Co., recently attended a meeting arranged by AFL Organizers Ted Dethloff, Jesse Gallagher and Carl Hubbell and conducted by Walt Mason, president of the federal labor union of the B. & W. production employes, and George P. Firth, a vice president of the International Council.

Sufficient interest was demonstrated by those in attendance to establish a local in the near future and Firth has predicted the establishment of a strong union in this city.

Severance Pay For War Workers Is Asked As Postwar Cushion

Washington, D. C.—The principle of severance pay to cushion temporary postwar employment adjustments should be extended to all workers, the American Federation of Labor urged.

The severance-pay allowance was embodied in the National War Labor Board's recent decision in the steel wage case.

The AFL views were given in a concurring opinion by George Meany, secretary-treasurer, and Matthew Woll, vice-president.

They welcomed the WLB's dismissal-pay order for steel workers, but contended the entire steel decision did not "represent the full measure of justice due these workers" because nothing was done to grant a requested general wage increase.

"The board has approved the principle of dismissal pay and committed itself to order such payments should the parties fail to bargain on the issue successfully within 60 days," they said.

"By this action all other workers will be able to insulate themselves partially against the shocks of reconversion. The American Federation of Labor members concur in this action of the board, and in the absence of comprehensive congressional action will renew their effort to make applicable to all workers any decision by the WLB on this issue."

Mr. Meany and Mr. Woll said that, otherwise, the WLB extended

Legion To Meet With AFL Heads

Indianapolis.—Two national conferences to be sponsored by the labor relations committee of the American Legion, were authorized by the legion's national executive committee.

Acting on the recommendations of Labor Relations Chairman Fred G. Fraser, the legion approved:

A conference to be held in Washington during the first 10 days of February, 1945, with representatives of the AFL, CIO, Railway Labor Executives Association and the United Mine Workers of America, to adjust differences, if any, that might exist between organized labor and the American Legion.

A joint conference with representatives of labor and industry at which the general labor relations affecting returning veterans may be discussed and their rights protected. No date or place for this conference has been set.

WANT UNIONIZATION

Washington, D. C.—The office employes of Pendleton Shipbuilding & Repair yards at New Orleans are evidencing interest in organization, according to reports of Paul R. Hutchings, secretary-treasurer of the International Council, upon his return from New Orleans where he had an opportunity to meet with some of the workers of this company.

to steel workers "merely the benefits of its established policies on certain fringe issues" relating to vacations, holidays and maintenance of membership, while maintaining an "obstinate, ill-advised position" against a general wage increase.

"Despite exhaustive studies of the cost of living and an abundance of corroborating testimony from the workers themselves," they added, the majority of the WLB refuses to consider the prima facie case against the Little Steel formula and to make specific recommendations to the President.

"This entire case was designed to convince the WLB that the 15 percent maladjustment allowance (Little Steel formula) to offset the rise in the cost of living was unjust and inequitable. The refusal of the WLB to act on this issue again demonstrates clearly that the board has succeeded in freezing wages by delay and inaction."

Whitman Employes Under Union Banner

San Francisco.—Frank F. Randall, vice president of the International Council, has successfully organized the office workers of the San Francisco branch of the Stephen F. Whitman Candy Co. They will become members of Local No. 21320.

Election Ordered At Standard Oil

Washington, D. C.—Upon petition of the American Federation of Labor the National Labor Relations Board has ordered an election among the office workers at the refinery of Standard Oil Co. of Ohio in Toledo, O.

After a hearing, the board ruled that all office workers, including laboratory clerks, senior accounting clerks, assistant senior accounting clerks, junior accounting clerks, apprentice clerks, stenographers and switchboard operators were eligible to participate in the election.

UTILITY AGREEMENT SIGNED

Washington, D. C.—The signing of an agreement covering all employes of the Washington Gas Light Co. following a recent NLRB election has been reported by W. Robert Probey, president of Local No. 11773.

The agreement will result in improvements in working conditions for the workers covered and a favorable decision is expected from the War Labor Board on the several points remaining in dispute which should further justify the rejection of a former independent union in favor of the American Federation of Labor at the recent election.

Appreciation has been expressed by Probey for the assistance rendered by AFL Organizer Arthur R. Cook who also represented Local No. 63 of the International Chemical Workers Union.

ART METAL LOCAL SEEKS PACT

Jamestown, N. Y.—Local 23672 is opening negotiations for an agreement with the Art Metal Construction Co., manufacturers of office equipment. The matter is being handled by Vice President George P. Firth of the International Council and A. F. of L. Organizer Robert A. Warner.

Office and clerical workers of this firm recently chose the union as their bargaining agent in an NLRB election, and Ruth Franks, president, and Elizabeth Erickson, secretary, are enthusiastic over the prospects of securing an agreement with substantial improvements.

AFL Chief Gives "Bosses" Pointers On Labor Matters

New York City—Elimination of class warfare and industrial strife in the postwar period in order to increase production efficiency and further national prosperity was urged by AFL President William Green at a luncheon meeting arranged by the National Association of Manufacturers.

Confidence and mutual respect between employers and workers "is the simple rule which should be followed in order to achieve this purpose," Mr. Green said. The topic assigned to him was "What I Would Do If I Were An Employer."

"It is my opinion," he said, "that those who serve in a managerial capacity should develop a keen consciousness of responsibility. Responsibility to employers, stockholders and to employes, together with a fair and just profit for the owners of industry and the payment of the highest wage which the industry could afford, should be questions of primary importance."

Management can contribute to the preservation of the free enterprise system, Mr. Green declared, by recognizing the rights of labor. Unfortunately, he reminded his audience, some industrial leaders in the past challenged and opposed labor's right to organize. It should now be recognized, he insisted, that the very success of industry depends on the full extension to labor of its right to organize and bargain collectively.

He pointed to the production achievements scored by war industries where labor-management committees function as an example of the benefits which industry can obtain from cooperation with labor.

"I am of the opinion," Mr. Green concluded, "that America can never go back to a low-wage standard. The principle that labor should share fully in the earnings of industry ought to be constantly recognized and applied. It has been shown clearly that in many instances high wages serve to increase production and thereby reduce production costs.

"We now face a national necessity of maintaining a high national income in order to meet our war obligations and in order to sustain our high productive power with high purchasing power. The establishment of humane conditions of employment and the establishment of social security are sound economic measures which should be supported by industry and management."