CORN EXCHANGE BANK EMPLOYEES ORGANIZE
New York, N. Y., Feb. 26.—An intensive organizational campaign is under way among the office and clerical workers employed in the 75 branch offices of the Corn Exchange Bank in this city.

Office Employees Local 230/76, through its business representatives Lavina Michi and Harry Avrutin, is conducting this campaign with the assistance of the International Council Vice President Howard Coughlin.

The officers of the local believe that organization of our trade can be successfully achieved in the banking industry and that the employes of the 75 branches of the Corn Exchange Bank will be brought together by this bank's policy of organizing workers in the metropolitan area to organize into Local 230/76.

PORT ARTHUR WINS LANDSLIDE VICTORY AT THE TEXAS COMPANY

WASHINGTON, D. C., Feb. 26.—The National Labor Relations Board certified Office Employees Union No. 22977 of Port Arthur, Texas, as the exclusive bargaining representative for all clerical and office employees at the refinery and terminals of the Texas Co. at Port Arthur, Texas.

In the NLRB election held on February 9, an overwhelming majority of all votes cast by the office and clerical employees favored representation through Local 22977, A.F.L., a standing affiliate of our International Council. Of the 225 valid votes cast, 198 favored representation through the union, thus clearly establishing our exclusive bargaining rights in this plant.

The NLRB certification issued today was the result of this landslide expression of the desires of these workers to bargain collectively through an organization of their own choice.

Agreement Negotiations Planned

The officials of Local 22977 have called upon the AFL and the International Council for assistance in the drafting and negotiation of a satisfactory working agreement with the company. In response to this request the local union has been supplied with data and information to assist in drafting of a proposed contract and arrangements have been made to bring an organizer into Port Arthur to assist officers and members of the local in the preparation and negotiation of an agreement.

NEWARK RENEWS BAKERY AGREEMENT

Newark, N. J., Mar. 4.—Renewal of the agreement between Local No. 19646 of this city and the Continental Baking Co. was announced today by Leah R. Lipsitz, president of the union. This agreement, marking several years of splendid contractual relations between the union and the company, covers office and clerical workers employed in the Hoboken and Paterson plants of the company.

Wage adjustments of from $2 to $4 per week were gained for the members of the union, which company, favorably with larger adjustments gained a year ago, office workers of this company also enjoy two weeks vacation after one year's employment, according to President Lipsitz.

It is anticipated by officers of the local that the success enjoyed in the renewal of the Continental Baking Co. agreement will likewise be reflected in renewal of the agreement between the union and the Hathaway Baking Co., which will be opened for negotiation soon.

NLRB VOTE SCHEDULED AT YALE & TOWNE MFG. CO.

MARCH 22 SET FOR VOTE

Washington, D. C., Feb. 29.—The National Labor Relations Board today ordered that an election be held within 9 days among the office and clerical employees at the Stanford, Conn., plant of the Yale & Towne Manufacturing Co.

More than 400 workers are eligible to participate in this vote.

LABOR DISPUTES ADJUSTED BY NLRB

WASHINGTON, D. C.—Employers are increasingly accepting the principles underlying the National Labor Relations Act and employers are using the National Labor Relations Board's machinery more rather than resorting to direct action and strikes. Dr. Harry A. Miller, chairman, said in submitting the board's eighth annual report to Congress.

Fewer charges of employer unfair labor practices were received than in any of the five preceding years. Requests for secret-ballot elections exceeded the total for any year since the board's inception.

Dr. Millis declared that the unprecedented recourse to orderly elections was all the more noteworthy, since 75 percent of all elections were one-union situations.

The total of 9,543 cases filed was the third largest in the board's history. Of these, 6,140 were election cases, and 3,403 were unfair labor practices.

WALL STREET COMPANY DEFIES WLB DIRECTIVE

New York, N. Y., Feb. 25.—J. S. Bache & Co., through its attorneys, have refused to comply fully with a directive order issued by the NWLB, according to information received from Vice President Howard Coughlin.

On January 9 the WLB released its wage decision in the case brought up by Local 20940 against this company. The board ordered the company to increase its minimum salary rate from $17 to $20 per week on July 1st, and as a result, the board took the stand that the sum of $1.50 a week be paid to all employees for each week worked between October 20, 1942, and the date of the board's order.

The company also was ordered to restore employees' salary back to what they were on January 1, 1940, at which time they were cut by the company.

A directive also was directed to grant a 15 percent increase above the weekly minimums and above the increases necessary to restore salaries to their January 1940 levels, providing, however, that such 15 percent adjustment should not result in salary rates in excess of the minimums established for such occupations by the Second Regional Labor Board. The board specified that the terms of this order be incorporated in a signed agreement between the parties.

According to information now received, this stock brokerage house has refused to comply with this WLB directive and as a result Vice President Coughlin, on behalf of Local 20940, has applied to the War Labor Board for enforcement proceedings against the company.

The local is also awaiting the action at this bi-partisan panel of the Second Regional Labor Board which has under consideration all of the non-wage issues of the proposed agreement. It is felt that the decision of the panel will benefit the employees of the company.

(Continued on page 8)
NEW PUBLIC MEMBERS APPOINTED TO WLBR
Washington, D. C., Feb. 9.—Following announcement by President Roosevelt of the elevation of Lloyd B. Firestone, alternate to the National War Labor Board and former executive director, as a regular public member of the board and the appointment of four alternate public members, the board today announced the appointment of an alternate regional board chairman, a deputy executive director and a director of administrative management. 
Mr. Firestone succeeded J. A. V. Redd, who was appointed to the board last August. Mr. Redd will continue on the board as an alternate public member.

Your union won't grow in your pocket

Don't believe a "vest-pocket unionist." That is, don't cultivate the belief that as long as your dues are paid and you are in good standing, everything is well in the world of organized labor. That is better to have a paid-up union card in your pocket than not to have any, no one will deny. But it is equally true that your union will not grow in your vest pocket.

Get your union out of your pocket. Think about it and talk about it. And you will find that the seeds of conversation you sow in many instances will result in bringing into the fold of organization those with whom you have conversed.

Every person brought into the union is assisting you to better wages and conditions. Every person remaining unaffiliated is helping the employer to lower wages and make conditions more irksome.

Get your union out of your pocket and plant the seeds of organization in the minds of the workers you meet going to and from work, on the job or wherever you come in contact with them.

Remember—your union won't grow in your pocket. From "The Labour Digest," Hamilton, Ont., Canada.

REPRINTS AVAILABLE
Washington, D. C., March 4—Council officers announced today that reprints of the article by President Hicks and Secretary-Treasurer Hutchings entitled "Office Workers on the March" which appeared in the December issue of the American Federationist, are now available for distribution, upon request, to local unions and organizations in their organizational activities. Requests for copies of such reprints should be addressed directly to the International Council headquarters.

Other organizational bulletins are also available upon request.

Navy offers good films
Nine new movies (running time 10 to 20 minutes) have been made available for unions and other organizations by the U. S. Navy. Most are action themes, like Life and Death of the Hornet (16 min.), story of the air battle between the American plane from whose decks U. S. flyers took off to bomb Tokyo. Another is Guadalcanal (20 minutes), scenes from the fighting on that island; December 7th (20 minutes), story of the infamous attack on Pearl Harbor; captured German films—Nazi Long Range Bomber (10 minutes) and German Versus U. S. (20 minutes). Write to Industrial Incentive Division, Navy Dept., Washington, D. C., for further information.

Labor Haters plant "Time Bomb" against Americanism, Watt Charges

Chicago, Ill.—Industrialists and politicians who are trying to arouse hate against labor were accused here by Robert J. Watt, A.F. of, national representative, of "planting a time bomb against our democratic institutions." Watt made his blunt charge before an audience of 2,000 employers at a national meeting of the American Management Association.

"Without the American army of production soldiers there could have been no successful assault in the south Pacific, no invasion of Africa or Italy," he said. "If American workers had not labored hard and well, there might not have been the heroic story of Stalingrad.

The only real way to preserve democracy for labor and management to start co-operative planning now for post-war stability, Watt contended.

RECORD ATTENDANCE AT LABOR SCHOOL
Portland, Ore., Feb. 21.—Local No. 16821 of this city holds the distinction of having the largest number of members from any one union attending the current labor school sponsored by the Portland Central Labor Council and conducted by faculty members of Portland University, according to Irving Enna, secretary-treasurer.

Realizing the full importance of such educational programs, the membership of Local No. 16821 has instructed that any members desiring to attend the classes shall have the privilege of being paid by the union, providing they continue regular attendance during the term.

During the coming term, held in the Portland University building, the following classes will be conducted by Dr. E. F. Desmond, director of administrative management, as deputy executive director: Frederick R. Bullen, chairman of the Sixth Regional Board at Cleveland; Louis C. Miehle, director of the Eleventh Regional Board at Detroit, and W. L. Little, regional director of the Seventh Regional Board at Atlanta. Each of these classes will be held on Saturday afternoons.

Bullen's appointment was made by the national board, having served as assistant regional chairman for the Portland Area.

During recent years such classes have grown into an annual program to be sponsored by the Central Labor Council, and will first attempt to have the courses spread over a longer period and thus enter into more detailed analysis. Also meeting with success is the inauguration of the classes at an early hour and the utilization of all facilities within the local Labor Temple.

Portland laborites anticipate that this new departure in the presentation of such classes will result in high future attendance and interest to the extent that the school will continue favorably, if not exceed, those of similar nature held in other sections of the country.

LABOR BOARDREQUESTS EXTENSION OF CONTRACTS
Washington, D. C., Feb. 10.—Existing contracts beginning contracts between employers and unions should be extended by the NLRB as noted to avoid a breakdown in production so as to maintain the status quo pending completion of a new agreement. In the event of any issues in dispute, the National War Labor Board decreed today, employers and labor voluntarily reach an agreement, and this question is presented to the board, it will order such extension, as a matter of public policy, in the interest of maintaining stable and harmonious labor relations.

In an opinion by Vice Chairman George W. Taylor, the board extended the declaration of its general policy "will serve as a guide to employers and unions in determining the course of action when existing collective bargaining agreements are about to expire, and thereby prevent a flood of unnecessary applications to the board for interim extension orders..." in similar situations.

The parties should, in most cases, be able to make their own interim extension agreements, providing additional assistance and the necessity of having such disputes eventually referred to the board for decision," the board added.

"Finally, the board believes that the voluntary adoption of this policy will contribute to industrial stability and peace, and permit the parties to devote their efforts to the real problems of collective bargaining," the board continued.

WALL STREET (Continued from page 3)
pany substantially and that as a result unionization of our trade employed in the various Wall Street houses will rapidly increase.

Up to the present time Mr. Jules Bache of J. S. Bache & Co. has defied government agencies and refused to negotiate an agreement with Local 29840, even though the local was certified by the NLRB as the only legitimate bargaining agency for the 200 workers involved.

It now remains to be seen whether this company can successfully defy a directive order of the WLDB which requires that the wage conditions as ordered be incorporated in a signed agreement.
AFL Petitions President Roosevelt
To Modify “Little Steel” Formula

Washington, D. C.—The AFL members of the War Labor Board bluntly called upon President Roosevelt “to modify realistically” his Executive Order No. 9328 which limits wage adjustments to the narrow confines of the so-called “Steel Formula.”

Charging that price control has failed to preserve standards of living and warning that the ever-widening disparity between wage rates and prices “can lead only to dissatisfaction and frustration,” the AFL representatives petitioned the WLB to back their request to the President.

The petition further recommended that if and when the Little Steel Formula is modified, as the facts warrant, employers be permitted to make the necessary wage revisions without going through the tedious formality of obtaining specific WLW.

The text of the AFL petition, signed by Secretary-Treasurer George Meany, Vice President Matthew Woll, Robert J. Watt and James Brownlow, follows:

The American Federation of Labor members of the National War Labor Board hereby again petition for the revision of the so-called “15% formula” enunciated in the Little Steel cases.

We disentitled from the original case in which the 15% limit was set. We petitioned in March 1943 to increase the allowance for maladjust- ments in the Steel industry, realizing that workers are not being equally paid a just cost of living to the workers. Our petition was rejected by a majority of the board. All that is now history. What has not passed into oblivion, unfortunately, is the undeniable fact that the cost of living has still not been stabilized.

The working men and women of America have been patient and patriotic. Despite the fact that as early as March 1943 the original assumption was that the “Steel Formula” would stabilize prices, workers have clung to the hope that changes would now be stabilized under the President’s 7-point program has been demonstrated false, these workers accepted another pious hope that gave—The President’s price control policies would effectively stop the upward spiral of prices.

The reply of the majority of the National War Labor Board to the first petition of the labor members to scrap the 15% figure was not only rejected by these workers but they speeded up their efforts to win the wage by greater production.

This recognition of duty by the workers has apparently been misin- terpreted by Congress, even when some effort to implement the price control program by subsidies, only delay and confu- sion were the results. The time has now come, therefore, when the American Federation of Labor member of the War Labor Board are forced to demand that the equities of the workers be recognized.

Nor is this reiteration of our demand for a realistic allowance for the increase in the cost of living based upon a vague feeling that the living costs of workers have risen to new higher points. The record which has been utilized by the federal government to trace its failures in price control is in itself adequate evidence.

Using as a base the Bureau of Labor Statistics figure of 100 to de- note the cost of living, January 1941, the figure today stands at approximately 128%. In other words, the workers of America are allowed an increase of 15% above the straight time hourly rates of January 1941 have been reported in the form of 23.4%.

The inequity of the War Labor Board’s “Little Steel Formula” is self-evident even when the “official,” estimates of the cost of living are used. The actual “15%” figures are a completely repre- sentative of what has happened really to the cost of living.

Investigations conducted recently by the labor members of the National War Labor Board indicated that the cost of living has risen 75% since January 1941 or almost twice the amount indicat- ed by the Cost of Living Index of the Department of Labor. These findings conflict with official estimates primarily because a realistic survey of price increases—both advertised and hidden—was not undertaken.

There is one inescapable conclusion which can be made from both the “official” and the “unofficial” estimates of the increase in the cost of living: The workers of America cannot rely upon price control as it now functioned. Unless their needs are properly recognized their “steel” is of no use. The workers’ problem is to obtain wage rate increases which will adequately compensate them or the overwidening disparity between wage rates and prices.

This is now at hand when the National War Labor Board must candidly admit the insufficiency of price control as currently applied. Neither its original assumptions nor its subsequent hopes that price control would help it sufficiently preserve worker standards of living is possible in time of war have been realized by the War Labor Board. Further denial of the workers’ wartime equities can lead only to dissatisfaction and frustration.

In summary, therefore, we respectfully petition that:

1. The National War Labor Board request President Roosevelt to modify realistically that portion of Executive Order No. 9328 which limits wage adjustments to the narrow confines of the so-called “Steel Formula” as heretofore defined by the National War Labor Board for the in the cost of living between January 1, 1941 and May 3, 1942."

2. Employers be permitted to apply the maladjustment principle thus modified without obtaining approval from the National War Labor Board.

Paramount News
Negotiations Open

New York, N. Y., Feb. 28.—Negotiations are presently under way on the terms of an agreement to apply to the office and clerical employees of the Paramount News Co. in this city. Motion Picture Office Employes Local 23169 recently obtained exclusive bargaining rights for all production and machinist workers as the re- sult of a consent election conducted by the NLRB.

According to Russell Moss, busi- ness manager of the local and Council Vice President Howard Couniglin who has assisted him in the negotiations, the terms of this contract when completed will have a direct bearing on organizational work among the members of our trade employed in the office of Paramount Pictures and in other major motion picture companies in this city.

A campaign is being conducted among the workers in the offices of these companies who are now under contract to the CIR. Indications point to a strong likelihood that this entire group in the motion picture industry may be brought under the aegis of the American Federation of Labor as a result of the present campaign.

The record indicates that the employees of these companies have been largely ignored by the CIR. The employees of the motion picture industry are presently engaged in bargaining conferences with the CIO.

ASSOCIATED SHIPCASE ARGUED
BEFORE THE WLB

Washington, D. C.—The controversy between Local 16304 of Seattle and the Associated Shipbuilders of the same city was today heard by the Shipbuilding Commission of the WLW.

The local union’s case was pre- sented by its Business Representative Mildred Erickson, who is also a Vice President of our Interna- tional Council. Assisting Sister Erickson in the oral presentation of the case was Council President J. Howard Hicks.

The unsuccessful attempts of Local 16304 to gain an agreement with Associated Shipbuilders date back to the spring of 1942. The company first refused to recognize the union, thus bringing about an NLRB election which resulted in an overwhelming victory for the local.

Following the certification of its bargaining rights by the NLRB, the locals of the Seattle Metal Trades Coun- cil, endeavored to negotiate an agreement with company manage- ment.

Many measures were employed by the company to avoid nego- tiative bargaining with the union, which led to an appeal to the U. S. Conciliation Service and later to the formation of the Special Stabilization Com- mittee of the WPB for assistance.

Arrestment of these agencies failed to convince the company to negotiate with the National War Labor Board of the WLW, as a dispute case, following which it was assigned to the Shipbuilding Commission of the NLRB.

This day’s hearing climaxed months of delay due principally to the procrastinating tactics of the company.

In addition to the dispute, charges were filed by the company against the International Organization and the CIO. The company charged that, as a result of the NLRB election, the workers were authorized these over- time payments to be made retro- active back to April 8, 1943.

In addition to the Office Employes, the other AFL organiza- tions involved include the Electrical Workers, Metal and Die Cutters, and the Metal Polishers. The 5 subsidiary companies covered by the board’s action include the Blue Green Corp., Westinghouse Electric Supply, Westinghouse Electric Interna- tional, Inc., and Westinghouse Electric Corp. Branches are located in cities throughout the country.

WLB APPROVES
OVERTIME RATES

Washington, D. C.—The War Labor Board has approved of the payment of overtime to approximately 1300 salaried workers employed by the Westinghouse Electric Mfg. Co., and 5 subsidi- aries.

This approval will result in office workers receiving weekly in- creases averaging a minimum of $4.42 as a result of the payment of time and one-half for hours worked in excess of 40 per week.

The employers affected have not been required to make compensation under the terms of the Fair Labor Standards Act.

The workers authorized these over- time payments to be made retro- active back to April 8, 1943.
**ADDITIONAL RECOGNITION WON AT TWO SEA-TAC YARDS**

Seattle, Wash., Feb. 15.—Following closely on the heels of an agreement between Local No. 18304 of this city and Local No. 20360 of Tacoma, Washington, Shipbuilding Co., covering production clerical workers employed in the two operations of the company, bargaining rights have been secured by the former union for approximately 500 administrative office clerical workers employed in the shipyard.

The agreement was made by Mildred Erickson, business representative of Local No. 18304, following a consent pay roll check of company employees and the first meeting between union and company representatives on an extension of the management and labor representatives. Each worker representing the company was authorized to conference with the production clerical positions in the shipyard.

Little opposition is expected from the company in the union's endeavor to extend the provisions of the agreement to the newly unionized group. Because wage structures of production and administrative office workers differ in some respects it is anticipated that this problem will constitute the major obstacle prior to consummation of an agreement covering those workers.

**NLRB Election Sought at Tacoma**

Following an intensive organizational campaign, George P. Firth, president of Local No. 20360, Tacoma, has petitioned the National Labor Relations Board for an election among workers of our office employed in the administrative offices of the company's Tacoma shipyard.

Should NLRB order an election there can be but little doubt that the administrative workers will follow the precedent established by their fellow workers in production clerical positions in the shipyard.

Both Sister Erickson and Brother Firth are Vice Presidents of our International Council.

**Wholesale Food Negotiations Stymied**

Portland, Ore., Feb. 26.—With a deadlock in negotiations between Local No. 1289, Associated Grocers, wholesale grocers association, and the Food Distributors, wholesale grocers association, having developed as a result of the employers' adamant refusal to recognize the union for wage adjustments, officers of the local have called upon the U. S. Conciliation Service for assistance in bringing about a conclusion of current negotiations, according to Irving Dona, secretary-treasurer of the federation.

The union seeks a flat $5 per week adjustment in weekly salaries paid to clerks which was reduced to $3 in an endeavor to bring both parties together. With the employers offering representatives refusing to consider the reduced figure offered by the local as a compromise, the offer by the union was withdrawn and the Conciliation Service called upon for assistance in future meetings between union and employer representatives. Commissioner Brewer has been assigned to the dispute by the Conciliation Service.

**RELATIONSHIP STAINED**

Local No. 18304 has dealt with the wholesale grocers association for the past seven years and the relationship has not been without its ups and downs. Disrupted periods in the past during renegotiation of the agreement would appear to have resulted more from the attitude of the association's labor relations representatives than from any true disagreement between union representatives and management of the various companies.

While negotiations between union representatives and management of the Pacific Fruit & Produce Co. have resulted in the new agreement, the progress has been marked by disagreement during the previous agreement expired last December 15. Wage adjustments are sought for many of the local employed by this company. The claim would partially offset the increased cost of living in the Portland area.

Future meetings have been scheduled in Washington for the purpose of discussing a possible settlement between the two parties together.

**EUREKA LOCAL WINS CHICAGO BRIDGE AND IRON CO. ELECTION**

Eureka, Cal., Feb. 16.—Refusing to be intimidated by the activities of management, the office and clerical workers employed at the Eureka plant of the Chicago Bridge and Iron Co. today overwhelmingly voted for union representation and exclusive bargaining. The vote, conducted by the NLRB, amounted to office and clerical force, resulted in establishing the exclusive bargaining rights of Office Employees Union 23520, AFL, a good standing affiliate of our International Council.

Local Wms 72 Percent of Votes

More than 76 percent of all valid votes cast favored collective bargaining through Local 23520, thus establishing our exclusive bargaining rights in this plant according to reports from Council Vice President Carl F. Nelson who was in the United States and Canada earlier this week.

Of substantial assistance to these workers in the election campaign were Brother John Callen of the Eureka Central Labor Council, whose active support and splendid cooperation were in no small measure responsible for the satisfactory nature of the results. Organizer Joe Casey from the western office of the AFL likewise rendered most valuable assistance in this campaign, proving an inspiration to the members involved.

Mention should also be made of splendid assistance rendered by Sister Velma Azzinaro, president of Local 23520. Sister Azzinaro was ordered by the local in an attempt to discourage the organization of the office workers. News of the management backfire, for Sister Azzinaro worked most ardently throughout the election campaign. The action of management in withdrawing the service of the local president because of her union activity is the subject of an unfair labor practice charge filed by the NLRB which will be heard on its merits.

The revisions of the collective bargaining agreements between the districts, and the new agreement signed by the employers and on which the employees have expressed approval.

**BACK WAGES PAID**

Duluth, Minn.—Retractive wage payments amounting in one instance to $1,600, and totaling $19,000, have recently been paid to members of our trade employed by Barnes-Duluth Shipbuilding Co., according to William F. Wright, Vice President and General Manager of the company. The employees of that company employed at the Duluth shipyard.

These workers are represented through P.S.S.E.U. Local 23537. The contract provides a base rate of $477.10 per week.

The local was successful in obtaining for its members a four-week increase granted some time ago. Several members of the union received checks amounting to $800 at the time of the first round of the company's monthly payroll period.

**CONTRACT SIGNED WITH DU PONT DE NEMOURS**

Birmingham, Ala.—Organizer Walter L. Miter reports the signing of a contract with the E. I. du Pont de Nemours Co., covering the work of the shipyard machinists. The contract has been approved by the national officers of the AFL. Organizers William F. Wright.

Organizer Wright, who has played a prominent part in the organizing and functioning of the local union to which these workers belong, points out that although $19,000 is the total accumulated from two major wage increases for these workers in the past year, $15,000 of the retractive amount was gained for the local office and clerical workers employed by the company as a result of direct negotiation between the union and the company. The remaining $4,000 was said to be due to the strong backing given by its office personnel, represents an industry-wage increase granted some time ago. Several members of the union received checks amounting to $800 at the time of the first round of the company's monthly payroll period.