

# THE OFFICE WORKER

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

Vol. 2, No. 5

WASHINGTON, D. C., JULY, 1944



## Shipbuilding Commission Overruled, NWLB Grants Sick Leave Pay

Washington, D. C., July 19.—The National War Labor Board has reversed its Shipbuilding Commission's ruling in our St. Johns River Shipbuilding Co. case, and has directed that the sick leave clause as agreed to by the parties be approved and placed into operation, according to announcement made today by officers of our International Council. This action by the National Board represents a major victory for our International Council and affiliated local unions with membership in the shipbuilding industry.

The Shipbuilding Commission of the War Labor Board on November 16, 1943, denied the joint application of our International Council and the St. Johns River Shipbuilding Co. at Jacksonville, Florida for approval of a sick leave plan incorporated in the agreement between the parties, which provided for paid sick leave to be granted on the basis of one day per month of employment. The Shipbuilding

Commission had been following the policy of not approving sick leave programs agreed to by our locals and shipyard employers, unless such programs had been in effect prior to October 2, 1942.

### Strong Appeal Filed

A comprehensive appeal from the ruling of the commission in the St. Johns River case was filed by Secretary - Treasurer Paul R. Hutchings of our International Council with NWLB last February 10. This appeal was joined in by the company and the National

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## BREWERY PACT RENEWED

Galveston, Tex., July 24.—Renewal of the agreement between Local No. 20590 and the Galveston-Houston Breweries, Inc., was announced today by E. J. Bettencourt, president of the local union. The agreement, which is provided with an automatic renewal provision, is retroactive to June 1 of this year and runs until May 31, 1946.

The renewed agreement provides union membership to all office and clerical workers in the employ of the company without restraint of any kind, while seniority will be adhered to in the promotion, lay-off or rehiring of workers. Six recognized holidays with pay are provided with double the regular hourly rate of pay for work performed on such days, and time and one half will be paid for all work in excess of 8 hours per day or 40 hours per week.

Officers of Local No. 20590 look upon the renewal of this agreement as further indication of the splendid relationship which has existed in past years between the union and company, and which is being preserved for another 2-year period.

## GREEN URGES PROMPT ACTION ON KILGORE POSTWAR BILL

Washington, D. C.—The American Federation of Labor spearheaded a vigorous drive to jolt Congress into immediate action on reconversion legislation so that the nation may be ready to undertake peace production should the war in Europe end suddenly.

rights during the postwar emergency.

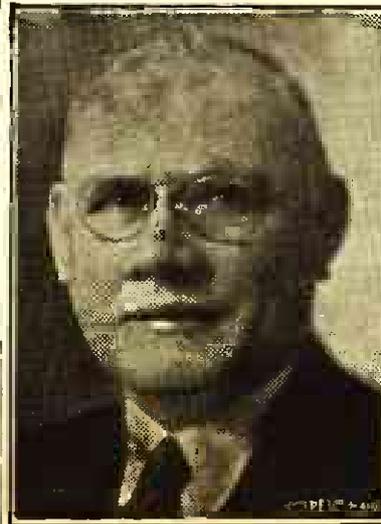
Fears have been expressed that should Germany suddenly collapse and surrender, as some military strategists predict, more than ten million workers would find themselves unemployed overnight.

"Immediate passage of the Kilgore bill is vital to help provide jobs and insurance for demobilized service men and unemployed war workers," Mr. Green said.

"We call upon the members of Congress to act quickly on this important legislation because time is running out. If the war against Germany should end suddenly, before we have made legislative and economic provision for that contingency, the home front would be plunged into chaos.

"Right now we are wholly unprepared for peace. We have no plans for coping with unemployment with shutdown of war factories or with the problems of reconversion. If peace catches us thus unprepared, an economic panic jeopardizing any possibility of postwar security and reconstruction may ensue.

"Therefore, I urge Congress to remain in session until final action can be taken upon this basic legislation."



Concerned by reports that Congress intended to mark time until after election so that members facing re-election contests might spend all their time campaigning, President William Green served notice that labor will not abide such dangerous procrastination.

Mr. Green called upon all AFL affiliates and members to urge their Senators and Representatives to support the Kilgore bill. In a public statement he said that the federation endorses the Kilgore bill because it seeks to protect human rights as well as property

## Local Favors Servicemen

Portland, Ore., July 24.—Announcement was made today by Irving Enna, secretary-treasurer of Local No. 16821, that returning service men and women will not be required to pay initiation fees when joining the local union in the future. Local No. 16821 is thus among the forerunners of labor organizations in this area to take such steps in recognition of another service it can render those returning to civilian life from the various branches of the military services.

Of direct and immediate consideration to service men and women overseas was the recent purchase by the union of 6 cases of cigarettes which will be distributed to fellow Americans on battlefronts somewhere throughout the world.

## Additional War Bonds Purchased

For the second time since Pearl Harbor Local No. 16821 has purchased \$10,000 in War Bonds, according to an announcement also made today by Enna.

These purchases, together with others made prior to Pearl Harbor, indicates the true spirit of Americanism reflected in the membership of this local and the earnest desire to bring home as quickly as possible fellow workers who have been taken from their homes and jobs. Not only are many members of the union engaged in turning out the tools of war but virtually all are purchasing war bonds through payroll deduction a recent survey has shown.

## Green Duck Company Office Workers Sign

Chicago, Ill., July 12.—Announcement was made today by Vice President Mollie Levitas, of our International Council, and president of Local No. 20732 in this city, that through the efforts of AFL Organizer Harry O'Reilly and Business Representative Sarah Keenan of the union, the office workers employed by the Green Duck Co., manufacturers of dress pins and buttons, convention badges, emblems and other similar items, have been unionized and an agreement is being negotiated.

Unionization of this group of workers employed by the Green Duck Co. places this concern in a truly 100 percent union bracket, which honor is as yet shared by no other similar business house.

Considerable effort was expended by Business Representative Keenan and Organizer O'Reilly in the unionization of these workers, and it is anticipated that the agreement will result in many on-the-job improvements for the group.

International Council officers anticipate that the successful unionization of the Green Duck Co. office workers will lead to similar action by workers of our trade employed by Bastian Bros., a competing concern, in Rochester, N. Y.

Badges to be worn by delegates and visitors at the forthcoming convention of our International Council in St. Louis are being produced by the local concern and representatives of the company are in contact with officers of the Council in the formulation of a suitable design for dress pins and buttons to be issued in the near future.

## STONE & WEBSTER WORKERS WIN BIG ELECTION BY 2-1

Knoxville, Tenn. July 25.—Winning a long and embittered battle with their employer over the issue of union recognition, office and clerical workers employed by the Stone & Webster Engineering Corp. today voted by 2-1 for representation by Local No. 23490, an affiliate of our International Council, according to Vice President E. Houston Fritts of the Council.

Upwards of 1200 workers are employed in the unit found suitable for collective bargaining and of this number more than three-fourths cast ballots, thus indicating the keen interest these workers have in dealing with their employer collectively as a means of adjusting their employment conditions. In the face of almost a year's stalling by the company in its endeavor to not recognize Local No. 23490

today's election gives clear indication that during this trying period the workers did not lose their enthusiasm for their union and what it stands ready to accomplish.

### Election Conducted by Army Engineers

Today's election was unique in that it was conducted by the Army Corps of Engineers and not by the National Labor Relations Board which had previously disclaimed authority over the Stone & Webster project because it was a construction venture by the U. S. Army. The policy of NLRB not to become interested in construction projects had proven one of the chief obstacles which the workers faced in their quest for recognition of their union, according to Fritts.

High praise was tendered the

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



J. HOWARD HICKS, *President*  
PAUL R. HUTCHINGS, *Sec.-Treas.*

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**SS SAMUEL GOMPERS II  
IS LAUNCHED ON COAST**

Oakland, Calif., June 28—With solemn ceremonies the SS Samuel Gompers II was launched this evening from the ways of Richmond shipyard No. 2. It was a proud moment for all those present to launch another ship in honor of the founder, and leader for many years, of the American Federation of Labor, who has handed down such a rich heritage to the labor movement. This marked the second ship named after Samuel Gompers as the first one was sunk in the commendable service of winning the war just a short time after it took to sea.

Mrs. Alexander J. Gompers sponsored the launching while Mrs. C. J. Haggerty, wife of the secretary of the California State Federation of Labor, and Mrs. Al Wynn, wife of the secretary of the Bay Cities Metals Trades Council, were matrons of honor. Mr. Alexander J. Gompers, son of the first president of the AFL, released the traditional bottle of champagne against the bow of the ship.

Action to have a second vessel named in honor of Gompers was inaugurated several months ago by Captain C. F. May, president of West Coast Local No. 90 of the Masters, Mates and Pilots (AFL). Members of Local No. 90 were sailing aboard the first SS Samuel Gompers when it was sunk by enemy action.

Launching of the second vessel named in honor of Gompers was an auspicious occasion for members of Local No. 20744, an affiliate of our International Council, according to President LeRoy Phalon and Secretary-Treasurer Evelyn Tanzillo of the union. All office and clerical workers employed by the Kaiser Co., Inc., from one of whose yards the second vessel was launched, are members of the local union.

**ITU REAFFILIATES**

Indianapolis, Ind. — Woodruff Randolph, president of the International Typographical Union, has advised Secretary - Treasurer George Meany of the American Federation of Labor that as a result of a recent referendum election among the membership of the ITU his organization was reaffiliating with the AFL.

The ITU dropped its AFL affiliation approximately 3 years ago and during that period several attempts have been made by the membership of the ITU to muster support in moves to regain the former greatly strengthened position.

The recent endeavor in this direction was successful by a substantial margin and as a result the 64,000 members of the organization will again enjoy membership in the AFL. It is anticipated that the ITU will be represented at the forthcoming convention of the federation in November.

**LABOR'S ANNIVERSARY**

Labor Day in 1944 will mark the fiftieth anniversary of the observance of the day as a legal national holiday. Prominent labor, industry and government officials are working on plans to mark the forthcoming Labor Day not only as noteworthy insofar as the anniversary is concerned but also as an outstanding milestone in the relationship between labor and industry which has been created during the past half century.

With local AFL groups planning appropriate observance of the day officers and members of affiliated unions are encouraged to participate in the exercises to be held in their cities, according to officers of our International Council.

**WAGE INCREASES WON**

Kansas City, Kans., July 24.—Members of Local No. 14268 employed by the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers (AFL) were recently awarded a flat \$3 per week adjustment by the Regional War Labor Board, officers of the local have announced.

The adjustments were won for the 82 workers on the basis of correction of intraplant inequities and with the added justification of increased duties. Improvements in working conditions were also achieved in the recent renewal of the long standing agreement between Local No. 14268 and the International Brotherhood of Boilermakers.

In joining with our local union in the request for the adjustments granted, the Boilermakers cited the growth of their International Union as an added reason for compliance by RWLB in the request. These figures showed that in 3 years the membership of the Boilermakers has increased from 41,000 to more than 322,000.



**Interesting Educational Films Available**

Washington, D. C., July 25.—A series of new films which have a high degree of educational value have recently been released by the War and Navy Departments, according to an announcement made today by Chairman Violet Johnson Sollie of the Education Committee of our International Council.

These films vividly depict the part which American workers have played in our nation's present high production levels, while at the same time giving an insight on the present progress of our war effort. Most important of all, the films presently available afford all workers contributing to the production of war materials an opportunity to see the products of their skills and toil in operation against the enemy, according to Chairman Sollie.

Available now to labor organizations is a new and thrilling U. S. Army Air Force film entitled "AAF Reports." Prints of the film are

on deposit in major cities with commercial distributors working with the U. S. War Department.

Labor unions interested in showing this picture at mass meetings, union meetings and the like may communicate with the Motion Picture Branch, Industrial Services Division, War Department Bureau of Public Relations, Room 1315, 1501 Broadway, New York City.

**Navy Has New Films Available**

The chairman of our Educational Committee also announced that the Industrial Incentive Division of the U. S. Navy has available two very interesting combat films entitled "The Black Cats" and "LST."

"The Black Cats" is an authentic film report, produced in the South Pacific by the U. S. Navy, of the Catalina Patrol Bombers. An exciting operational flight against a Japanese convoy was caught by a navy camera. It is available in 16mm and 35mm and runs 18 minutes.

**"Cornfield Navy" Shown**

The birth of the "Cornfield Navy" is depicted in "LST"—Land Ship, Tank. Assembled in former cow pastures and cornfields, built by men and women who dwell and work far from the sea, the "LST's" are shown sailing down the Mississippi to join the battle fleet. It is available in 16mm and 35mm and runs 10 minutes.

Other recent Navy Industrial Incentive releases are:

"Behind Nazi Guns," a timely film based on captured German footage, portraying Germany's industrial power on D-Day.

"The Battle Against Shop 13," a dramatic story of a typical Amer-

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**MEMBER JOINS  
TWO GALLON CLUB**

Oakland, Calif., July 10.—Another new satellite has been discovered within the membership of Local No. 20744 of this city, according to officers of the union. This member is Louis Vineberg who shares with but few other persons in our nation the enviable record of having contributed 2 gallons of blood which in turn is made into plasma to be shipped to our fighting forces overseas.

Brother Vineberg has received wide publicity in connection with his achievement, and it is hoped that his contributions to winning the war will be equaled by others who are spurred by his accomplishment.

**BRITISH OFFICE WORKERS ACTIVE**

Glasgow, Scotland, July 14.—In a report made today to J. Howard Hicks, president of our International Council, B. Anne Godwin, assistant general secretary of the Clerical and Administrative Workers Union affiliated with the British Trades Union Congress, advised that the recent annual conference of the union held in Scarborough was "able to record a year of progress for the union, including an increase in membership and a decided increase in the activities we have been able to undertake on behalf of members."

Delegates attending the recent conference numbered 143, representing 205 branches and 30,942 members. For the fiscal year ending December 31, 1943 the total membership of the union and its branches was 33,900 as compared to a membership of 31,140 the previous year.

Actions taken by the conference included support of the Beveridge Report, while a resolution calling for equal pay caused considerable discussion and was not acted upon. The general secretary of the union, Fred C. Woods, was supported on previous action as a spokesman of the union, wherein he opposed affiliation of Communists with the Labour Party. Among other actions the conference went on record as favoring ILO participation in peace negotiations, improvements in old age pension, political liberty for the armed forces and immedi-

ate action was called for on the current British housing situation.

**Recognition Secured in Coal Fields**

The union recently gained recognition in South Wales coal fields, according to Assistant General Secretary Godwin, and negotiations are under way for members employed in the industry. A long protracted struggle culminating in strike action preceded the union's gaining recognition in this industry.

The union is instituting action directed toward recognition for clerical workers in the shipbuilding industry, although it has for many years been recognized insofar as engineering and allied workers are concerned.

Not only does the Clerical and Administrative Workers Union have branch organizations scattered throughout Great Britain but it also has branches in Northern Ireland and Scotland. Because of the war the principal offices of the union have been moved from London to Glasgow where all current business is handled.

In her letter to President Hicks Assistant General Secretary Godwin expressed the hope that members of local unions affiliated with our International Council who are serving with American forces in England would make an endeavor to contact branches of the Clerical and Administrative Workers Union and also the head office of the union in Glasgow, Scotland.

## IMPORTANT MATTERS FACE CONVENTION

Washington, D. C., July 30.—With the second annual convention of our International Council convening in the Hotel Jefferson at St. Louis, Mo., on Aug. 16, indications point toward a record number of delegates being in attendance.

It is anticipated that the approaching convention will have many important matters to discuss and act upon, chief of which will be consideration of plans in connection with the issuance of an International Union charter by the AFL to our Council. Running a close second will be serious consideration devoted to the expansion of Organizing activity among the workers of our trade throughout Canada and the United States.

Other matters which will be given consideration will deal with current wage restrictions imposed by the government, and the failure of price control machinery established as a part of the stabilization program.

International Council officers have expressed the belief the forthcoming convention will give to all delegates the opportunity to meet representatives of sister locals from other sections, and to exchange views, information and experiences, and that all will return to their respective local unions firm in the realization that all delegates attending the convention have sincerely devoted their time and energies to the upbuilding and economic furtherance of the workers of our trade.

## NEW SOUTHLAND GROUP DEMANDS UNION

Knoxville, Tenn., July 26.—Taking a page from the experiences of their fellow workers employed by the Stone & Webster Engineering Corp. at the Clinton engineering project in nearby Clinton, following the successful election held among that group yesterday, office and clerical employes of the Fulton Sylphon Co., machinery manufacturers, are demanding unionization, according to Vice President E. Houston Fritts of our International Council.

Plan are being formulated immediately in response to the request of this group of 400 for collective bargaining with their employer and a full unionization campaign will be under way in the near future. On the basis of reports to date regarding this group it is anticipated that little time will be lost in bringing them into membership in the American Federation of Labor and in a local union affiliated with our International Council.

The wholehearted demand of these workers for union membership is but another indication of the present steady trend on the part of workers in the Southland toward collective bargaining and the accompanying benefits. While the Fulton Sylphon Co. is now engaged in war production its peacetime activities are well known and widespread, thus indicating that the office workers in its employ are preparing to ward off the ravages of the postwar period which will bring greatly reduced incomes and a tightening of working conditions to all workers not covered by union employment conditions.

## "Office Workers Have Done Their Full Part" ---Says F.D.R.

THE WHITE HOUSE  
WASHINGTON

July 11, 1944

Dear Mr. Hicks:

Please extend my greetings to the officers and delegates attending the second annual convention of the International Council of Office Employees Unions.

American working men and women have an unsurpassed record of war production. Our fighting men and those of our allies have been getting the weapons and materials they need in abundance, and when they need them, which is one of the reasons why we are beating the enemy on all fronts.

The office workers of America have done their full part in winning the production battle. They have backed up the workers' lines at all times and toiled long hours at drudging tasks so that the job might be done and done well.

I wish you a most successful and constructive meeting.

Very sincerely yours,



Mr. J. Howard Hicks,  
President, International Council of  
Office Employees Unions,  
827 Fourteenth Street, N.W.,  
Washington 5, D. C.

Again taking note of the vast and important part which office and clerical workers play in the production of material for the war effort, President Roosevelt dispatched the above letter to the office of our International Council. The President's letter is indeed noteworthy for that expression in which workers of our trade are praised for doing "their full part in winning the production battle" and the further acknowledgment of the long hours and drudgerous tasks performed during the war period.

### Stone & Webster Workers Win Election

(Continued from page 1)

Army Engineers conducting the election by Vice President Fritts and officers of the union because of the fairness and unobstructive actions of those in charge of the polls. Every worker in the unit in which the election was held was encouraged to cast a ballot and ample provision was made in the selection, number and location of the polling places.

#### Negotiations to Begin

Vice President Fritts has announced that negotiations on an agreement between the union and Stone & Webster will begin in approximately one week hence, and that AFL Organizer George McGee will assist in this stage of the progress. Organizer McGee has had considerable experience with local unions of our trade and it is expected that the knowledge and information thus gained will be reflected in the completed agreement in this instance.

Much credit has been extended the officers and members of Local

### Interesting Educational Films Available

(Continued from page 2)

ican youth who left his war job to become a navy aerial gunner. "For Distinguished Service," action on the pipe-lines to victory, particularly suited for showings to workers in 100-octane plants and refineries.

#### Amphibious Warfare Pictured

"Battle for the Beaches," a stirring combat film on amphibious warfare in the Pacific, Mediterranean, and across the English channel.

Labor unions not already on the approved list for showing these film should write to: Chief of the Incentive Division, U. S. Navy, 2118 Massachusetts Avenue N.W., Washington 25, D. C.

No. 23490 for the courageous fight they have waged during the past year and it is fully expected that a continuation of this spirit will result in a strongly knit and aggressive organization which will prove a credit to the labor movement in this area.

## Convention Headliners

Washington, D. C., July 30.—Council officers have expressed the hope that International Representative Robert J. Watt of the AFL can accept their invitation to attend and address the convention. Brother Watt was an outstanding visitor at our convention last year in Detroit, and as a result he has developed many warm and sincere friends among the officers and membership of our affiliated local unions. Organizer E. P. Theiss from the St. Louis office of the AFL, has been invited and has assured Council officers that he will find it a great pleasure to attend the sessions of our convention.

Due to the pressure of their activities which can be attributed largely to the war effort, International Council officers have expressed keen regret that President William Green, Secretary-Treasurer George Meany and Director of Organization Frank P. Fenton of the AFL cannot be present for the approaching conclave. Each has expressed sincere regret of his inability to be present, while at the same time commending our Council on its functioning in the past and wishing it equal success in the future.

Mayor A. P. Kaufmann has been scheduled to welcome the delegates to St. Louis during the opening sessions of the convention and it is fully expected that he will convey the warm and hospitable greetings which St. Louis showers on all visitors in its midst.

Others who have indicated that they will be present to address brief words of welcome to the delegates include R. T. Wood, President and Frank J. Murphy, Secretary-Treasurer of the Missouri State Federation of Labor, Joseph L. Clark, President of the Central Trades and Labor Union of St. Louis and vicinity, together with John I. Rollings, Executive Secretary of the Trades and Labor Union, who is also a member of the Regional War Labor Board.

One of the most popular figures at this convention will be Herbert S. Thatcher, Associate General Counsel of the American Federation of Labor, who won a host of friends as a result of his participation in our 1943 convention. Attorney Thatcher has the faculty of placing himself, his experience and knowledge at the disposal of the convention when he is present. He has expressed and evidenced a keen interest in the welfare of our International Council since its inception and he has contributed much toward its functioning during that period.

Again recording our convention proceedings by stenotype will be Sister Ruth Wilkie, a member of Local 20732, Chicago.

## KILLED IN ACTION

In a recent issue of "Penpushers' Notes" of Office Workers Union No. 16456 at Milwaukee was an article announcing the death in action in France on June 7 of a member of this local who was serving in an airborne anti-aircraft unit at the time of the invasion. This brother had been employed in the office of the Miller Brewing Co., with which the local holds a working agreement.

## NWLB Action Blocks S. F. Wage Increases

San Francisco, Calif., July 28.—Recent action by the National War Labor Board in refusing to accept findings of the Tenth Regional WLB, which would have increased the maximum level of permissible wages for office and clerical workers in this area by as much as \$15 per month, has temporarily forestalled any possibility of Local No. 21320 in this city gaining wage adjustments for its members employed in general merchandise wholesale houses, wholesale drug firms and the brewery industry, according to Eleanor D. Murphy, secretary, and Fred Miller, business representative, of the union.

While the possibility of discussing wage increases for workers in these industries has been precluded by the action of NWLB negotiations are continuing which will result in several improvements in the employment conditions of these members. In refusing to accept the original findings of the RWLB the national board left the door open for further consideration of future rulings by the regional board, providing such actions adhere to the established policy associated with the present wage stabilization program.

### Bay Bridge Dispute Settled

Officers of Local No. 21320 have announced that a settlement has been reached with the Bay Bridge Co., operators of the San Francisco - Oakland bridge which stretches eastward across San Francisco Bay, although it was necessary to call upon the U. S. Conciliation Service for assistance. The issue revolved around the position of the local in connection with the formula to be used in arriving at wage adjustments for its members employed by the company. The union was sustained in its position and the matter has been submitted to WLB for action.

Workers of our trade employed in the timekeeping department of the United Engineering Co. who had recently been organized by Frank F. Randall, organizer for the union, in a recent NLRB election voted 100 percent in favor of representation by Local No. 21320 local officers also announced.

## Shipbuilding Commission Overruled, NWLB Grants Pay

(Continued from page 1)

Board was urged, on the basis of all the facts involved, to reverse the ruling of its Shipbuilding Commission and to approve the sick leave clauses as agreed to by the parties.

### Ruling Has Farreaching Effect

The recent action of NWLB in this connection, approving our agreed-to sick leave clauses, represents a substantial victory not only for the members of Local 23133 employed at the St. Johns River Shipbuilding Co. at Jacksonville, but also for all of our local unions and our entire membership in the shipbuilding industry. On the basis of the action of the NWLB in the St. Johns appeal, it can reasonably be anticipated that we can now gain approval from the Shipbuilding Commission of the War Labor Board for similar agreed-to sick leave plans in other

# MAJOR NEW ENGLAND PACT SIGNED WITH WALSH-KAISER

Providence, R. I.—A comprehensive new working agreement has been signed between the Walsh-Kaiser Co., Inc., Shipbuilding Division, of this city, and Office Employees Union No. 23259, according to announcement made by Secretary-Treasurer Paul R. Hutchings of our International Council.

The new contract as signed covers more than 1,200 office and clerical workers employed in the shipyard operated by the company at Providence and Cranston, R. I. which is producing "combat cargo" vessels for the U. S. government. This contract replaces the previous contract entered into about a year ago, which covered employes in the timekeeping department of the company. Local 23259 for some months has been actively engaged in an organizing drive among all the remaining office and clerical workers in this yard. This drive culminated in a consent payroll check held on May 26, which substantiated the local's majority representation among all remaining office and clerical workers.

The new contract was signed for

## \$41,809 BACK PAY WON

Tampa, Fla., July 31.—J. O. Bloodworth, Jr., business representative of Local No. 22222, announced today that \$41,809 will be distributed among 391 members of the local employed in the offices of McCloskey & Co., shipbuilders, as retroactive payment of wages accumulated since December 8, 1943. This adjustment is one of the direct results of an agreement negotiated between the union and the company, following approval by the Shipbuilding Commission of the National War Labor Board.

While the smallest payment will be for 38 cents other adjustments range upwards to \$412 in one instance. Officers of the local have agreed with company management to encourage those workers receiving adjusted pay checks to purchase war bonds with the money they receive. Other benefits received by this group of workers in addition to the back wage adjustment include adjustment of job classifications, increases in hourly rates of pay, overtime and a one week vacation with pay.

International Council officers worked with Business Representative Bloodworth in the processing of this case to its victorious conclusion.

In addition to being business representative for Local No. 22222, Bloodworth is one of 5 labor representatives on the local WMC labor-management committee which is working toward employment stabilization in this area. He was also recently reelected as secretary of the Tampa Trades and Labor Assembly Board of Business Agents.

shipyards throughout the country.

In the agreement recently signed with the Walsh-Kaiser Co., Inc., at Providence, R. I., an agreed-to sick leave plan similar to that approved in the St. Johns case was incorporated in the agreement, which is now going to the Shipbuilding Commission for its approval.

the Walsh-Kaiser Co. by its general manager and vice president John S. MacDonald and its administrative manager, Chas. H. MacLeod; for the local by President Raymond J. Jamieson, Financial Secretary - Treasurer James A. MacMillian, and Chief Steward Arthur D. Wood; and by Secretary-Treasurer Paul R. Hutchings for our International Council.

### Important Features

The agreement maintains all of the important features of the prior contract and provides for a full union shop, the 8-hour day and 40-hour week, with overtime rates for all work performed on irregular or broken shifts before the regular starting time and after the regular quitting time of the shift, for all work in excess of 8 hours per day and 40 hours per week, and on 6 holidays. The swing shift works a shift of 7½ hours with pay for a full 8-hour period, plus 7 percent shift premium. The graveyard shift works 7 hours with pay for a full 8-hour period, plus 7 percent shift premium. Employes reporting for work shall receive a minimum of 4 hours reporting pay and no employes are required to take time off because of overtime worked. Paid vacations of 2 weeks after 1 year's service are provided.

### Sick Leave Pay

The agreement also includes a comprehensive sick-leave arrangement which allows employes 1 day per calendar month of employment without loss of pay.

### Other Outstanding Features

Some other outstanding features of this contract include a clause providing that the company shall print the agreement in booklet form, with the printer's union label, in sufficient quantity to furnish all employes. Also significant is the fact that the union's shop stewards are granted top seniority in their respective classifications while serving as stewards and cannot be transferred from their departments. In the event of layoff the steward will be the last employe in his department to be laid off. Provision is also made so that any member of the union who is selected as an officer or delegate shall be granted leave of absence without loss of cumulative seniority while on union business.

The company also agrees that all new employes, immediately after reporting to their department head, shall be directed to the union's shop steward in order that they may be instructed in union procedure, and each new employe shall be furnished by the company with a copy of the agreement. Provision is made for the use of bulletin boards by the union for the posting of union notices.

### Deduction of Dues

The agreement provides for the deduction of union dues through the use of voluntary dues deduction authorizations which, when given, are irrevocable during the life of the agreement.

The wage rate schedule as agreed to will provide for many substantial adjustments over the present

## INTEREST SHOWN IN UNIONIZATION

Pine Bluff, Ark., June 27.—Office and clerical workers in this city are showing increased interest in the organization of a local union of our trade, according to reports received from Secretary John Thompson of the Central Trades and Labor Council of this city.

Our International Council is cooperating with the Central Trades Council of Pine Bluff to the end that a local union may shortly be established in this city.

## REVISIONS PLANNED

Canton, Ohio, July 23.—Revisions to the current agreement between Local No. 23107 and the Naval Ordnance Division, Westinghouse Electric & Manufacturing Co. were worked out today with the assistance of AFL Organizer James P. McWeeney and International Council President J. Howard Hicks, it was announced today by Charles H. Smith, president of the local union.

The revisions as worked out, and if incorporated into the renewed agreement, will provide for union membership for all office and clerical workers of the company within the unit embraced by Local No. 23107, a vastly improved seniority policy, slight alteration of shift practices affecting both administrative and production office and clerical workers and a more satisfactory method of handling grievances. An endeavor will also be made to affect changes in some presently existing job classifications as well as a more equitable application of salary rates.

Officials of the local are enthusiastic over the changes as worked out and every effort will be made to place them into effect in the renewed agreement to be negotiated with company management.

prevailing rates, when such schedules are approved by the Shipbuilding Commission of the War Labor Board. Automatic length of service increases are provided for the first step adjustment in most of the job classifications.

The agreement becomes effective as of July 2, to run for a period of 1 year with automatic yearly renewals if no changes are desired by either party.

All clauses in the agreement relating to hours of work and compensation which constitute changes from the hours and compensation as prevailing prior to the agreement, will not be placed in effect until formal approval is granted by the Shipbuilding Commission of the National War Labor Board and the U. S. Maritime Commission.

This agreement with the Walsh-Kaiser Co., Inc., represents our first contract in the New England area in the shipbuilding industry. It is anticipated that as a result of this contract the development of the organization of our trade in the many shipyards in this area will be greatly stimulated.

It is anticipated that our new agreement will also provide a substantial stimulus to the organizing of office and clerical workers employed in many other industries and businesses in the Providence area.