FORD MOTOR CO. GUILTY OF UNFAIR LABOR PRACTICES

REINSTATEMENT WITH BACK PAY RECOMMENDED

Jacksonville, Fla., March 31.—The Ford Motor Company at its branch in this city has been found to have engaged in unfair labor practices in the treatment of its office employees, according to the intermediate report of NLRB Trial Examiner Peter F. Ward, which was received today.

Local 23133 filed charges against the company some months ago, alleging that it was engaging in unfair labor practices in the treatment of its office force, and particularly in its action in demoting and discharging Brother J. B. Coles because of his union membership and activity. The trial examiner's report completely substantiates the charges of the local union.

The examiner found that J. B. Coles was demoted and discharged because of his activities on behalf of the union and because he engaged in concerted activity with other employees to the same end. He recommends that the board order Ford to reinstate Mr. Coles immediately and full reinstatement to his former or substantially equivalent position without prejudice to his seniority and all other rights and privileges, and that the company reimburse Coles for any loss of pay suffered because of the company's discrimination against him.

Finds Discrimination

Trial Examiner Ward's report discloses the discriminatory activity engaged in by the company and its agents in its attempt to prevent its office workers at the Jacksonville plant from organizing into the Peerless Laundry Board covering increase made according to the Wage Board of the city of Jacksonville.

Office Employees Union 23133. The examiner found that the company's officials or agents interviewed the office workers shortly after the strikes, prepared and circulated an anti-union pledge and induced the office workers to sign it, and threatened office workers with a shut-down of the Jacksonville branch if they organized.

Of particular significance is the finding of the trial examiner that L. I. Stewart, superintendent of the stockroom at the Jacksonville branch, informed the office employees that the office was ever organized 'it would come from the office in Dearborn, and that the employees 'might not go back.'

OAKLAND WINS WAGE INCREASES IN LAUNDRIES

Oakland, Calif., Mar. 10.—Office workers at the 20744 and 23259 plants have won a substantial increase in their wages after the local union, Office Employees Union 20744, filed a petition with the War Labor Board covering increase made according to the Wage Board of the city of Oakland.

The new wage scales as mutually agreed to are to become effective as of March 1, after they have been approved by the War Labor Board.

JAMESTOWN ORGANIZING

Jamestown, N.Y., Mar. 15.—Office and clerical workers employed at the Art Metal Construction Co., as well as in other manufacturing plants in this city, have awakened to the benefits which can be derived from collective bargaining, according to reports received by Business Representative George R. Nelson of the local Machinists' Union.

AFL Organizer Robert A. Warner is working with this group and it is anticipated that within the very near future a substantial local will be chartered.

Meetings have recently been held with interested office workers and many have already signed membership applications, according to reports received at Council headquarters.

Kaiser Agreement Scope Enlarged

Oakland, Calif., March 28.—Added to the current agreement between Local 20744 and the Kaiser Co., has been a new wage scale, plus the right of the local to demand immediate and full reinstatement to his former or substantially equivalent position, without prejudice to his seniority and all other rights and privileges, and that the company reimburse Coles for any loss of pay suffered because of the company's discrimination against him.

International Charter Meeting Scheduled

Washington, D. C., Mar. 30.—International Council President J. Howard Hicks and Secretary-Treasurer Paul E. Bannerson announced today that AFL President William Green had advised the Council that the conference directed by the recent meeting of the AFL Executive Council between resident members of the Executive Council and officers of our International Council was scheduled for April 7.

The purpose of the conference, which will be held in Washington, is to discuss jurisdictional lines preparatory to the issuance of an international union charter to our International Council.

Walsh-Kaiser shipyard organization spreading

Providence, R. I., Mar. 9.—Local 23259 which holds a union shop contract for the timekeeping department employees at the Kaiser shipyard has commenced an active campaign to extend its organization so as to embrace all the remaining office and clerical employees at the yard.

Many hundreds of such workers have already signed application cards indicating their desire to be represented through the AFL, according to Secretary-Treasurer Evelyn Tanzillo, secretary-treasurer of the local.

It is believed in local labor circles that the agreement gives the widest possible coverage to the local union in the representation of office and clerical workers employed at the shipyard.

The new agreement, which was negotiated under the direction of the AFL, is the result of cooperation between the shipyard, the AFL, and the shipyard employees.

Organization starts

Wenatchee, Wash., Mar. 23.—Office workers in this city are awakening to the benefits which they can derive through membership in an office employees union, according to the reports of President E. J. Brown of the Wenatchee Central Labor Council.

Our International Council headquarters is cooperating with the central labor council to the end that a local union may soon be chartered in this city.

Yale-Towne election won by large vote

Stamford, Conn., Mar. 22.—The office and clerical workers employed at the Yale & Towne Mfg. Co.'s factory in this city have elected a new executive board, composed of five members, to represent them for collective bargaining purposes.

The vote, which was conducted by the NLRB, was held between 2 p.m. and 5 p.m. and of the 24-F. of L. ballots cast, 262 votes were in favor of the union, according to reports received from President Herbert O'Connell and J. M. Murphy, AFL regional director for New England.

It is anticipated that the NLRB will, within the next few days, formally certify Local 23555 as the exclusive bargaining agency for the office and clerical workers in this plant.

Today's election climaxd a thorough organizational drive carried on by Local 23555, with the assistance of AFL Organizer James Clinkin and Council Vice President Howard J. Coughlin.

It is anticipated that the office and clerical workers of this company, through their local union, will immediately commence the preparation of a proposed working agreement to be negotiated with the company, which agreement will provide for substantial improvements in wages and working conditions for the workers involved.
First Birthday
This issue we start the second year of our official publication. The desire for this paper was first evidenced by the delegates attending our constituent convention held in Chicago in July 1942. Officers of our International Council were instructed to work toward the establishment of an official publication so that our membership spread throughout the United States and Canada could be kept informed of the progress being made and the activities of the union.

In response to this obvious need and the strong desire for a publication devoted to news and happenings among our trade and local unions The Office Worker was established by action of our Executive Board and our first issue was published in March 1943. Our August 1943 convention commended the officers of our International Council on this publication and urged its continuation and expansion as a most important vehicle to the accomplishment of our mutual objectives.

During the past year we have worked ceaselessly to build and maintain our publication as a true expression of our happenings and important developments in the organization of our craft unions and the work we are doing. The gathering of news from local unions is dependent to a large degree upon the active cooperation of the officers and members of the locals and of the organizers working on the unionization of our trade. As we start our second year we again urge officers, members and representatives of local unions to promptly supply our International Council headquarters with reports of all items and developments which might be of interest to sister locals and their membership.

It is our firm intent and purpose to make our publication the leading paper for the dissemination of news and information of vital interest and value to both locals and our national unions of our trade. With the full assistance of everyone devoted to our movement this can be accomplished.

EXECUTIVE BOARD MEETING SCHEDULED
Washington, D. C., Mar. 28—President J. Howard Mitchell of the International Council today called a special meeting of the Executive Board of our Council to convene in Washington the morning of April 6. It is expected that this meeting will be completed by April 8. Among matters to be disposed of by the Executive Board at this meeting it is anticipated that question of having the issue of an International Union charter to our International Council will be included. The dates and terms of our 1944 convention in St. Louis will doubtless receive considerable attention, together with other problems of importance to affiliated unions and the Council.

HOZ VISITS PACIFIC COAST
Milwaukee, Mar. 22—Visiting Local #16456 of the Pacific Coast. Where she worked, local unions affiliated with the council.

She is reported as being impressed at the enthusiasm and cooperation among office clerical workers on that seashore and was likewise pleased at the progressive influence evidenced by local union leaders.

President Hicks is financial secretary of Local No. 16456 of this city and has a notable career in the local labor movement.

ORGANIZATION OF SEA-TAC COMPLETE
Tacoma, Wash., Mar. 28—Completion unionization of office and clerical employees of the Seattle-Tacoma Shipbuilding Corp., was achieved today by the National Labor Relations Board of Local No. 20360 of this city as col-laboration securing second largest balance of the workers of our trade employed in the company’s local shop not already covered by an agreement with the union.

The successful culmination of this undertaking climax campaign which began several months ago. Various units within the production and sales group of the company became members of Local No. 20360 almost a year ago and it was the benefits achieved by these workers through their union which largely prompted the action taken by their fellow workers. At the balance of the production group and in the administrative offices. Approximately 2,000 members of the group winning certification today, according to George P. Firth, secretary of the local union.

Office and clerical workers employed in the Seattle yard of the company completed full unionization with the certification by the National Labor Relations Board of the preliminary circumstances almost identical to those existing in the local shop.

The Seattle yard is members of Local No. 16304 in that city.

Chairman will visit the Seattle-Tacoma Shipbuilding Corp., a peace-time as well as war-time enterprise, it is believed, is now an important factor in the future of our trade. Employees Unions in both cities are building on a firm foundation and will result in ever-expanding postwar growth.

TVA Unions Form Salary Panel
Knoxville, Tenn., March 28—Management proposals relating to salaries, job classifications and participation by unions in the labor policies of the Tennessee Valley Authority are under consideration by local unions affiliated with the Tennessee Valley Authority Local Office of Technical and Service Employees Unions, according to E. Houston Fritos, secretary of the TVA council.

Fritos is also a Vice President of our International Council.

Chief consideration being given the fundamental principles on which the TVA bases its salary structure, including comparable pay practices, adherence to policy programs and schedules of the federal government. Salary grades within job classifications are also being inspected with the view of making alterations where such action would be to the best interest of the workers and facilitate TVA management.

Following discussions of these and other problems the council committee representing the Tennessee Valley Council and International Council president were contacted by the Hicks in meeting with TVA management representatives, tentative proposals are being dispatched to local unions affiliated with the TVA council for their consideration.

President of the Tennessee Valley Council of the AFL Organizers in the same manner that the UAW-CIO contract had been.

Date Is Changed
Another highlight of interest in the trial examiner’s findings was the attempt of the company to cover itself by changing the date on the change-in-rate slip which it put in the hands of the trial examiner. The slip, which was dated August 16, "bore evidence that it had been inserted following an erasure."

On cross-examination Chief Clerks Waters and Dwyer admitted that such slip had not been made out on August 16 and that "the erasure and insertion of the August 15 date was made by the respondent’s Dearborn office."

The significance of this date change was to try and show that Coles was denied prior to the company having any knowledge of his member status. The trial examiner found that the erasure and change of date on this slip was made to make it appear that Form 15 was not filled prior to the respondent’s knowledge of Coles’ attempt to organize the office employees.

The trial examiner also recommended that the Ford Motor Co. be required to maintain a most encouraging membership in Office Employees Union 23133, and that all matters appearing on the agenda of the next meeting be immediately posted in conspicuous places in its Jacksonville plant notice board. The employer does not promise to engage in further unfair labor practices, that the workers are free to form or remain in its plant.

Ford Motor
(Continued from page 1)
as well forget trying to organize the company whom they were ‘too small to do so.”

The footnote to these findings of the trial examiner further states “Stewart further testified in substance that if the office was organized we should assume it would be handled with the same manner that the UAW-CIO contract had been.”

Salary Panel Formed
A new departure by AFL unions affiliated with the Tennessee Valley Council is the formation of a Salary Panel which it is calculated will expedite the function of its unfair labor practice charges filed against any local unions affiliated with the TVA council for their consideration.

Salary Policy Panel for
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UNFAIR LABOR PRACTICES CHARGED
Oakland, Calif., Mar. 23—With the management of the Moore Drydock Co. resorting to the discharge and intimidation of office workers because of their expressed desire to unionize, unfair labor practice charges have been filed against the company by Local No. 20744, according to Albert Lewis, business representative of the union.

Because of the anti-labor tactics employed by the management of this company unionization of its office and clerical employees has been slow. With the growing desire of such workers having now indicated their desire to be represented by Local No. 20744 and with the matter of certification in the hands of the NLRB, it is believed that little further effort would be necessary to render these workers to deal collectively with their employer.

It is believed that the hearings have now been held by the National Labor Relations Board on the representation question and a final hearing is expected to be held on Local No. 20744’s charges. As the unfair labor practice charges will undoubtedly result in still another hearing, the time for which is yet to be set.
ENNA ELECTED CHAIRMAN OF OPA LABOR ADVISORY COMMITTEE

Portland, Ore., Mar. 27.—Further indicating the prominent part which officers and members of local unions affiliated with the local and national union are playing in labor’s participation in the war effort was evidenced to day in the election of Irving Enna, secretary-treasurer of Local No. 16821, as chairman of the local labor advisory committee of the OPA.

Although reluctant to accept the chairmanship of the local committee in order to devote all his time to the interests of his union, Enna was prevailed upon to do so by local AFL laborites.

In accepting the committee chairman Enna did so with the following statement: “It has been necessary during the war emergency for the AFL to have representation on a number of wartime agencies such as the OPA. It does mean that at least we have representation and something to say about the functioning of these wartime agencies and we have more to gain than in withdrawing and having no representation whatsoever.”

Construction Agreement Concluded

With the signing of the first agreement between Local No. 16821 and Buckler & Co., general contractors, the union is launched into a new field and it is anticipated that the number of workers in this industry who pay their dues by employees of Buckler & Co., and by virtue of unionization and the resulting advantages.

Tax Service Agreement Renewed

Officers of Local No. 16821 recently renewed the agreement of the Local and the Income Tax Service, which will chiefly result in increased wages for members of the union.

Eight holidays are provided with full pay and all employees receive two weeks’ vacation with pay each year. Overtime at the rate of time and one-half is paid for all hours worked in excess of 40 per day and 40 per week, and 5 consecutive days’ vacation, with additional premium pay for all hours worked between midnight and 8 a.m. pay a 15 percent premium.

Iron Workers Agreement Reported

The minimum wage scale provided started at 85 cents per hour for general office workers and range upwards to a minimum of $1.15 per hour for part-time interviewers.

Negotiations on an agreement for Local No. 16821 and Commercial Iron Works, Inc., are progressing and indications prevail that some wage and working conditions improvements in working conditions will result for members of our trade employed by the company.

Local No. 16821 has had certain production clerical workers of this company covered by a working agreement for the past year and it was not until several months ago that the remaining 250 office and clerical employees of the company joined their fellow workers to gain the benefits of collective bargaining such as the production clerical workers had previously won.

Williamette Iron Being Organized

Under the leadership of Secretary-Treasurer Enna and with the able assistance of Business Representative Clyde Clements and Merritt Walker, Local No. 16821 is making a determined bid for the membership of the Williamette Iron & Steel Corp. In undertaking this campaign the union has lined up against the face of one of the biggest anti-labor companies in the Pacific Northwest.

Company management has long expressed and evidenced a distaste toward the organization of its office workers, technical engineers and draftsmen and other workers of a similar nature.

LOCAL 19846 STARTS ORGANIZING DRIVE

Newark, N. J., Mar. 31.—Office Employees Union No. 19846 of this city has named a special committee on organization and has designated a full-time organizer, John J. Vohringer, to conduct the campaign.

The organization committee is headed by Lewis M. Hermann, public relations director of the New Jersey State Federation of Labor, and includes Gertrude Roberts, local president, of the local, Gertrude Lobin, Fran Crowley, and Harriett Crowle.

Although the present organization drive is just getting under way, and its details are still in the formative stage, the prospects for success look very favorable. At the last meeting of the union a provision of the constitution and by-laws was approved; also, the organization committee instructed the organizer to draft the union’s contract and submit same for approval at the next regular membership meeting.

The local, which is affiliated with the New Jersey State Federation of Labor and the Essex County Council, voted to reaffiliate with the Union Label Council of New Jersey and will be represented by a full quota of delegates at the organization’s next convention, April 16, at Trenton.

Get Ready for FIFTH WAR LOAN

NAVY CLAIMS Energetic Union REPRESENTATIVE

Oakland, Calif., Mar. 23.—Albert Lewis, erstwhile business representative of Local No. 20744, announced that his full-time war work will be cut short in the near future by his induction into the U. S. Navy.

Lewis has been a representative of the local union for the past 8 years and has given devoted service to the membership as an organizer. The service he has rendered his union has been outstanding and he has contributed much toward the unionization of workers of our trade on the east side of Oakland.

Selected to fill the vacancy created by the loss of Lewis is Adelaide McGregor, likewise a full-time active union member. Sister MacGregor is looked upon as an especially capable organizer, and she is expected to turn in a record of fine achievements.

Action Expected from Stone and Webster After Long Delay

Clinton, Tenn., Mar. 26.—After 6 months of futile endeavors to gain collective bargaining recognition for the members of the union, the Stone & Webster Engineering Corp., members of Local No. 23490 are again hopeful that their right to deal collectively with their employer may become a reality, following action by the War Department and the U. S. Conciliation Service.

Previous attempts to have the company recognize the union have failed, despite efforts of the Conciliation Service and other government agencies to intercede in the matter. Howard Hicks, president of the International Council Vice President E. R. Houston of the office and clerical workers of the company, employed in the Clinton Engineering Works, concluded unionization in September with the company’s management and the company management to recognize Local No. 23490 for purpose of collective bargaining.

Referred to NLRB

Following refusal by the company to recognize the union, although the right of the local to make such request was never questioned by them, the matter was referred to the National Labor Relations Board for certification. Because of past policy by NLRB not to handle cases involving building and construction matters, this move was to no avail.

Following this action the union appealed to the U. S. Conciliation Service for assistance in view of the continued adamant stand by company officials. Several meetings were held between a representative of the Conciliation Service, the union and employer representatives.

Because of the attitude of the company this endeavor likewise failed and the National War Labor Board was called upon to intervene. In the situation was reaching serious proportions. Because it is not the function of NWLB to establish collective bargaining rights, little could be done by this attempt to get the union to avoid an open break with company management.

Affirmative Action Gain

Following another meeting several days ago between the union and the company representatives, and which was attended by International President J. H. Hinrichs and the engineers of the company, an improvement in the situation was reached.

The action brought immediate action by NWLB, the Conciliation Service and the War Department which are strong in the direction toward finding a solution to the problem is not far removed.

S. F. ORGANIZING DRIVE SURGES AHEAD

San Francisco, Cal., Mar. 15.—Under the leadership of Frank F. Randall, former president and business representative of Local 20744, Oakland, Local 21320 of this city has been embarked upon an extensive campaign of organizing among workers of our trade in the San Francisco area.

Receiving immediate consideration are the office workers employed by the Maritime Corp., at Sausalito, who have long expressed a desire for unionization. With the support of metal trades unions organized in the shipyard rapid progress is being noted, and the campaign among office workers is receiving most favorable consideration.

Also receiving the attention of Randall and others working in the campaign are workers of our trade in the field of insurance, in San Francisco, as well as housing projects in the immediate vicinity of San Francisco.

It is anticipated that the knowledge and experience which Randall brings with him will result in the greatest possible benefit to Local 21320.

Retail Credit Association Organized

Under the leadership of Fred Miller, business representative of Local 21320, office workers employed by the local Retail Credit Association have been unionized, and meetings for union membership representatives in the negotiation of an agreement. The right of the local to organize was determined through an election which was won by a very decisive vote.

The closed agreement submitted by the union contains provisions and conditions existing between the company and business firms in San Francisco. Chief among these are: Specific vacation periods, sick days without reduction of pay and holidays with pay and machinery for the handling of grievances. It is anticipated that substantial pay increases will be gained by these new members as a result of their becoming members of the union.
Council Acts to Protect Minor Supervisors by NLRB

Washington, D. C.—Feb. 29.—The International Council today acted upon a large number of resolutions, including one regarding office and clerical workers whom employers frequently contend as being supervisors, and also the so-called "confidential workers" from the prohibited subject of collective bargaining. The resolution, in effect, declared that the board of the International Council should not adopt any general rule or principle which would prevent minor supervisory employees or "confidential workers" from exercising the full measure of protections against the discriminatory treatment because of their union membership. The Council's statement was made in response to a request granted by Board Chairman H. A. Deeter in connection with the Board's present consideration of this problem.

Principles of Act Endangered

At the outset the Council's statement declared that the Board ought not to adopt any general principle preventing invocation of Section 8, Section 253, or Section 254 of the act because such a principle would be disapproved because of their activity on behalf of a labor organization. It is our firm belief that in keeping with the fair and equitable administration of the act the board should decide each case on an individual basis and decide the same in accordance with the facts involved.

Exclusion Rule Opposed

In the case of a language Secretary- Treasurer Hutchings reminded the Board that for some time it has been implied in the various cases rule to exclude from the bargaining unit not only full-time supervisory employees who have been excluded, but also those who, because of their activity on behalf of a labor organization. It is our firm belief that in keeping with the fair and equitable administration of the act the board should decide each case on an individual basis and decide the same in accordance with the facts involved.

Cleveland Negotiations Certified As Disputes Case

Cleveland, Ohio, Mar. 8.—Despite the assistance of Andrew Meyer of the U.S. Conciliation Service, negotiations between Local No. 31866 of the Shipbuilding Co. were ended today in an impasse with several important matters undecided. Efforts to negotiate an agreement with the company have been undertaken under the provisions of Section 8, the act and any rule which might be adopted by the board. The agreement must be adequate to the protection of the workers.

Some progress was noted in today's meeting as a result of Commissioner Meyer's participation, but principal issues will be certified to the National Labor Board for settlement. This agreement and a similar agreement to the Shipbuilding Co. of the board for final settlement.

Direct negotiations between the union and the company were broken off a week ago by International Council President J. Howard Hicks, who is assisting the local on this agreement, when it became apparent that company representatives were not negotiating in good faith with any person or group at a mutually acceptable contract.

Despite progress made as a result of conciliation, when the company are in dispute on wages, the union shop provision and job classification will be maintained. The company may have end but little doubt that the workers of our trade employed by this company will ultimately gain substantial wage increases, and other improvements. All matters in dispute will be decided by the Shipbuilding Commission or other neutral body. The union has expressed appreciation for the support rendered Local No. 31866 by our International Council and the personal assistance of President Hicks.

Bank Workers Being Organized

Terre Haute, Ind., Mar. 13.—0. B. Socie, President of Local No. 841 of the International Union of Operating Engineers, reported today that negotiations are in progress with the aluminum industry increasing a strong desire for unionization. President Socie has undertaken to assist the workers in their endeavors to unionize and has contacted our International Council offices in the aluminum industry for assistance. The meetings have been held in various towns with the Reynolds Metals Corp. and the Aluminum Co. of America.

ALCOA Negotiations

Mobile, Ala., Mar. 28.—Negotiations on the first agreement between Local No. 23859 of this city and the Aluminum Co. of America, a subsidiary of the Aluminum Co. of America, were begun today.

Assistance in the local union in the negotiation of this agreement is Walter L. Mitchell, organizer of the American Federation of Labor. Organized Mitchell is conversant with the problems of office and clerical workers in the aluminum industry and has previously assisted Local No. 2551, Sheffield, Alabama, and affiliates with the Reynolds Metals Corp.

Local No. 23859 was recently certified by the National Labor Relations Board as the exclusive bargaining agent for workers of the plant, following an overwhelming victory as the result of an election conducted by NLRB.