Quebec Electric Agreement Signed

Montreal, Quebec, Can., Sept. 14.—The recent consummation of an outstanding agreement between Local No. 23392 of the Quebec Hydro-Electric Commission was announced today by J. Harvey Duquette, recording secretary of the union.

The agreement, which is retroactive to April 15 of this year, covers several hundred office and clerical workers employed by the commission in its offices and branches throughout the province. Salaries negotiated as part of the agreement are outstanding for the area and it is expected that all workers covered by the contract will receive major benefits.

The work week consists of 39½ hours spread over six days. All work in excess of the normal work week or in excess of 1½ hours per day is paid for on a time and a half basis. The regular hourly rate is doubled for work performed on any of these holidays. Two weeks vacation is provided for all workers having at least one year's service. Vacation time is agreed as falling between May 1 and Oct. 31 of each year.

Local No. 23392 and two other AFL unions having members employed by the company also established a governing board through which all unsettled grievances are cleared. A final arbitration is undertaken as provided by government supervision. The union and the commission have agreed that the general principle of seniority shall prevail in all lay-off situations within the bargaining unit.

International Council President J. Howard P. Higdon, who for a long time has been active in the fight for the "thorough and complete" manner in which all previous agreements and employment have been handled and incorporated into the final agreement.

Observers believe that the success of these negotiations are due in part to the beginning of a greatly expanded and aggressive movement among office and clerical workers in this area of the province.

San Francisco Wins Another Election

San Francisco, Calif., Sept. 20.—Pushing steadily forward in its campaign to unionize office and clerical workers employed in local ship repair and conversion plants, Local No. 21392 today was selected as bargaining agency by a unit of production clerical employees of the General Engineering Corp., according to an announcement made by Frank H. Hull, Vice-President of our International Council. The victory today was by a vote of more than 4 to 1 in favor of the union, thus clearly indicating the desires of the workers involved.

The success scored today in the National Labor Relations Board election at General Engineering Corp. rounds out the full picture of unionization in this particular phase of the shipbuilding industry in San Francisco proper. Negotiations have been going on under way for some time with companies where previous NLRB elections have established the right of workers. At present efforts are being put forth to gain a union agreement covering all such operations through the shipbuilders' association.

LOUISVILLE LOCAL MAPS INTENSIVE DRIVE AT REYNOLDS METAL & B-W TOBACCO CO.

Louisville, Ky., Sept. 26.—Calling upon all available reserves, Louisville Local No. 22906 of the Aluminum Workers International Council, the Louisville local of the Aluminum Workers has an intensive drive upon the Reynolds Metal Co. as well as similar workers employed in the centrally located administrative offices.

The drive, which was made today by Kenneth J. Jasper, president of the union, who stated that the local business representative, Andrew W. Higdon, would be in charge of the intensive drive. The announced goal of the union is in line with recommendations from executive officers of the International Council who counseled immediate and strenuous action in stable industries holding potentional development.

Actively working with Higdon and assisting at every opportunity will be local and state representatives of the Aluminum Workers International Council. The Louisville local of the Aluminum Workers has an excellent agreement with the Reynolds Metal Co. insofar as production workers are concerned, but there is progress in which this union has recorded is expected to be reflected on shop floors yet to be chalcked up by Local No. 22906.

International Council officers have been praised by local officers for their unhesitating support and assistance in this undertaking. The success of this campaign, coupled with presently established contractual relations in war plant work, is expected to open wide the opportunities for complete unionization of our trade in the industry on a nation-wide basis.

Campaign in Tobacco Industry

Previously announced intentions by Local No. 22906 to organize office and clerical workers employed by Reynolds Tobacco Co. are crystallizing rapidly.

INSURANCE BILL FIGHT CONTINUES

Local Unions Urged to Help

Washington, D.C., Sept. 20.—The State Committee on Judiciary today set a 10 to 6 vote today favorably reported out of committee the so-called State Rights Insurance Bill H. R. 3270, which was passed by the House of Representatives on June 22. This bill, identical to S. 1392, the Insurance Bill of 1939, in effect, proclaim that the operation of insurance businesses are not subject to the antitrust laws of the nation on the grounds that insurance does not constitute interstate commerce.

AFL Fight on Anti-Labor Proposals Enters Last Lap in 3 States

Washington, D.C.—The American Federation of Labor is rallying its forces for the final round in its battle against vicious anti-union legislation which will be submitted to the voters of three states—California, Florida and Arkansas—on Nov. 7.

In each state proposed constitutional amendments are to be on the ballots which outlaw all "union shop" agreements and create chaos in labor relations in the very midst of the war.

Just about the hottest fight is raging in California. There, however, organized labor has rallied an amazing amount of public support against the various amendments which is sponsored mainly by the "open shop" interests of southern California and the false-front "Associated Farmers."

A state-wide citizens' committee opposed to the amendment is set up under the chairmanship of Prof. Max Radin of the University of California. The Veterans of Foreign Wars and the Township Improvement movement have joined forces with labor to defeat the ominous proposal.

Many employers' groups, including the state chamber of commerce, have gone on record against the amendment, and in San Francisco, Alfred J. Lundberg, president of the Key Transportation System and former president of the chamber, heads a committee of businessmen opposed to the amendment. Other committees of industrialists are also active on labor's side in the battle. Labor groups—Protestant, Catholic and Jewish—have likewise enlisted in the battle.

In both Florida and Arkansas, much non-labor support has also been mobilized in the struggle, leaders of the state federations of labor disclosed. President Leo H. Hill of the Florida federation said many top-ranking employers of union labor are going on the air and warning voters that the amendment would disrupt labor relations and imperil the state's industrial economic undertaking.

Meanwhile, the AFL has appealed to affiliates all over the nation to contribute to 3 fund to help defeat the legislation in the 3 states. Wealthy anti-labor interests in the state have already raised big war chests to put over the restrictive laws.

Also, the AFL announced it would give legal and financial help to local unions in cities where attempts are made to freeze out labor and business agents through imposition of prohibitive license fees.
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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The Coming Election

Think for yourself, get the facts and act accordingly.

This principle has always been the heart of trade unionism. Nowhere does it apply with more force than in the nonpartisan political action which the American Federation of Labor practiced for 38 years.

This policy is aimed at getting the right men into political offices and is expressed in these simple words: Elect your friends, defeat your enemies. This does not mean alliance with any political party, but exactly the opposite. It means: regardless of party, elect the men who will give labor the greatest service.

How can you judge so as to carry out this principle in the coming election? Get the facts about the candidate.

Your union or the Central Labor Union to which you are affiliated should write to your state federation or to AFL headquarters in Washington for the labor records of all candidates for Senator and Representative whose names will appear on ballots and between whom you must decide.

The AFL solicits legislative proposals fundamentally important to labor and makes them test issues indicating the attitude of members of Congress to labor. The votes of the candidates on these test issues are compiled and made available to unions throughout the country.

In the light of this information and the campaign statements of candidates, every union member should determine wisely which candidate can best be depended on to deal fairly with matters of primary concern to him.

Think for yourself. Don't let anyone dictate your vote.

Political party platforms are like auto running boards—just something to get in by.

In Memory of Them

I'm buying a bond for a freckled kid
Who lived down the street a way—
A boy with a dog just a wake ago—
A name on a list today!
I'm buying a bond for a barefoot lad
Who only loved the rain.

Was romping in the fields of the old home town
But died in a far attack!
I'm sending him across in my memory
Of youngsters who left the town
With laughter and jokes and their heads held high
To go and win their country.
The kids who went down in the swimmin' hole
Or played in the high school show—
The boys who were on the sandlots now
Except that it can't be.

I'm signing for all I can take aboard
I thought I had done my share
Until in the home town shed today
I saw "Johnny Adams" there;
He'd brought me my papers every night,
A child on a bike bright red;
He's riding the path to the house right now,
I thought—but the lad is dead!
A duty! A noble duty of a child!
This taking of War Bonds? Bunk!
Since when was investment on sure things
Sacred to the nation's cause?
I'm doing a painless and little thing;
One sales point alone rings true!
My debt to those lads from the same town—
Who, asked for their lives, CAME THROUGH?
The Boilemakers Journal.

Educational Notes

Looking Ahead

All of us watch the headlines each day, wondering how soon V-E Day will come. Early this fall military observers expected victory in Europe by the end of October or early November, but with the stiffened Nazi resistance on the German border, the date has been set for the war by December 1 or still a possibility, they say, for Allied strength against the Nazis is now or a V-E Day may come at any time from then till early 1946. And when it comes, what then?

Cuts in war production will be immediate and heavy, amounting to 30 or 40 percent in few months. Unemployment in the country as a whole will probably reach at least four million and possibly even eight to eleven million. Office workers in airplane plants and munition plants will be affected, but generally not in shipyards, for they will continue in production close to their present schedule.

With the efforts of the War Production Board to divert all war work with civilian production, it is generally expected that within a few months after V-E Day reconversion will be well under way and workers will be getting back into civilian jobs. By summer of 1945 civilian goods will begin to flow back into the retail market in quantities. Unemployment should be substantially reduced, provided the war in Europe ends in 1944 or early 1945.

In War Labor Board hearings on the Little Steel formula on September 26, however, AFL board members George Meany and Mathew Woll pointed out that much will depend on the ability of workers to buy the products of industry. And this means office workers as well. Production workers, whose wages stay frozen at 15 percent above January 1941, and prices stay at their present high level (as is expected), office and production workers will be hard hit when turnover begins, but we will be the only ones to suffer. Industry's market will be cut away—and that will affect everyone. Full employment will not be possible if industry cannot sell its products.

What is the forecast for the future? What is the job for everyone when we've been hearing about after the end of World War II? Mr. Meany talked of the important points. They showed that industry depends on its home market and there won't be a market for more than 30 to 40 per cent of all of us unless industry can sell enough here at home to employ us all. Where is that market coming from? Most of it comes out of the pay envelopes of wage and small salaried workers. For the men on railroads, the girls at typewriters, the men and women in factories, stores, offices—millions of them all together buy three-quarters of all the goods and services produced by industries and farms for sale to consumers.

At today's wage and salary rates, workers' buying power is short by $9,000,000,000 to $11,000,000,000 of the amount that needed to keep our industries producing at a full employment level, as shown by the figures quoted by federation representatives. That means each one of us needs about $250 a year in his or her pay envelope before our combined buying power will be enough to create full employment.

To raise $250 for each of us is a task for the unions, especially for the office unions, for our pay is desperately low.

Industry will be able to pay us wage increases, for productivity will rise rapidly after the war, as new machinery and techniques are introduced. Government experts predict that the war production of workers in factories within 3 or 4 years after final victory will be reduced from $40 billion to $15 billion. Industry increases of $5 a week ($350 per year) will be not only possible but necessary after the war. Perhaps not all in one year for everybody, but in 2 or 3 years.

EXPENDED CONSUMPTION
FULL EMPLOYMENT KEY

Washington, D. C.—Harry L. Hopkins, special adviser to President Roosevelt, outlined a program for full postwar employment and called for legislation to increase minimum wages to 60 cents an hour.

Writing in the current issue of "American Magazine" he said that private employers could provide maximum employment—with government spending playing a purely supplemental role—if total consumption is expanded and if business investment and expenditure are stimulated.

Enlarged federal expenditures will be necessary to meet increased debt charges for national defense and to pay veterans' benefits, Mr. Hopkins said, but vast public works alone cannot abolish unemployment.

"It must be done by the establishment of new businesses," he wrote. "Indeed it must be done not only by every incentive to expand, the masses must be given a greater buying power and a sufficient surplus to put into motion like fire, generating new power and new wealth.

"It is said that the nation's economic future lay more in expanding consumption and raising the standard of living of the people than in any other direction.

ANTI-LABOR LAWS FOUGHT

Canton, Ohio, Sept. 21.—Responding to the call for assistance in combating union forces now attempting to legislate unions out of existence in both California and Florida, the members of Local No. 25107 as their regular monthly meeting voted to assess themselves $1 each to be sent in to the American Federation of Labor to be used in fighting these antilabor measures.

The members of the union were quick to recognize the fact that the success of these measures in either state would be the opening of drivers for similar suppressive labor laws in other states which would not take long to destroy free labor unionism in this country.

Vice-Presidential George P. Firth of the international Council, and Organizer Ted Dethloff of the American Federation of Labor were both in attendance at the meeting, each speaking briefly. Vice-President Firth brought to the local some of the highlights of the recent convention of the International Council and emphasized the importance of proper education for new members as they are taken into the local.

Organizer Dethloff's remarks were directed more toward the general organizing work that should be carried on by the local, urging the members to continually be on the alert for opportunities to spread their organization into other industries.
Fenton Reports Visit to France
GI JOES PRAISE PRODUCTION RECORDS;
WANT SECURITY AND JOBS UPON RETURN HOME

Washington, D. C.—The following wide publicity was given to the visit of P. Fenton, director of organization of the American Federation of Labor, to the United States early in September in France, together with two other War Department and highlights of follow:

"I saw what it takes to make a battle. I saw the complete, utter devastation that is left behind as the armies sweep over the countryside and through the cities and villages. I saw the death and destruction caused by a large-scale, fear-motion enemy who seeks to save off total defeat by terrorizing the people of Great Britain with robot bombs.

"To make a battle it takes guns and ammunition, planes and bombs, tanks—thousands of them—and supplies, mountains of supplies. It takes thousands of lives. I saw one military cemetery where 8,000 American boys are buried. In that cemetery I saw a grave, a grave as humbly marked as that of the G.I.s next to it. It was where Lieut. Gen. Lesley N. McNair is buried. My associates and I said a prayer at that grave. We knew we were on hallowed ground.

"Across the road from that cemetery service troops had set up an assembly line for assembling jeeps and trucks. There, in an open field, our men were doing as efficient a job of assembly as is done in our factories out here. They were doing that job under the most adverse conditions imaginable—and with their guns at arm's length. When the day's work is done they crawl into their pup tents for a few hours sleep—a sleep that may be interrupted by orders to dismantle the assembly line, load it onto trucks and move to other sector areas."

"The Nazis themselves attribute their defeat to the overwhelming superiority of Allied equipment, most of which was made by American workers."

"What I saw in France and in England fills me with pride for our Army, from generals to privates."

"And our soldiers—the G. I. Joe—are doing a magnificent job with the equipment American labor has given them."

Insurance Bill Fight Continues
(Continued from page 3)

Despite the contention of Judiciary Chairman Senator McCarran in his majority report to the effect the bill will not deprive the government of any of its rights, the fact still remains that the wording of the bill has not been given sufficient second look by a large number of members, including the Associated General Counsel H. S. Blumenthal of the AFL leaders, at the request of the group, to return the home front are as follows:

military forces and get home as quickly as possible. We encountered none of the hostility that has appeared in the strikers against organized labor. Many, who are not union members and who believe the movement is one of the bulwarks of the democracy they are fighting to defend. Through all ranks of the Army they are enthusiastic about their production record. Lieut. Gen. George S. Patton, commanding general of the Third Army, asked us to tell the workers back home that the success of his command is due to the patriotic efforts of the individual soldier.

"Our troops are confident that we on the home front will not let anything divert us from the task of keeping them supplied.

"We must put every ounce of our energy into the production of the critical items. We cannot allow our hopes for an early end of the war to affect our efforts. We need the cooperation between management and labor we can and we will finish the job."

"It is natural that our attention always focuses on the accomplishments of our fighting men in the various theaters of war. We cannot overlook the G. I. Joe's too much credit for what they have done, and are confident that the American Labor of whatever branch of service we have found them, were men we can all be tremendously proud of. They do not flinch; they face dangers without a word of complaint. They have done in a few short years what took the British 50.

Nurses Praised
Another branch that we can be justly proud of is our courageous Army nurses. We visited a front-line hospital only 48 hours hospital only watched these tireless women at work close to the battle front. We watched them quietly and efficiently.

(Continued on page 4)

Labor Takes Lead
(From Illinois State Federation of Labor Weekly News Letter)

The erection of a hospital for the Waukegan, Ill., area is called for in the postwar plans of the Wood River, Ill., area is called for in the postwar plans of the Wood River, Ill., Central Labor Union, according to an announcement made by Mary K. Klapps, the secretary of the central labor organization. The union stated that a new hospital would be undertaken without waiting for the actual ending of hostilities. This statement made in the wake of the local press. The union's suggestion is now being considered by the city council. This is one of the many instances in which central labor bodies have taken the lead in promoting public ventures needed for the welfare of the community.

Retail Agreement Gains Noted
Tacoma, Wash., Sept. 22.—Substantial improvements have been gained for members of Local No. 121 of the International Ladies' Garment Workers United Retail Stores, according to George R. Stracey acting secretary of the union. Opening of the local's agreement with the manufacturers and their associations of meetings with representatives of the employers association resulted in the reduction of the apprenticeship period from six to three months. Wage increases in different classifications ranging from $7 to 11 cents per hour and time and one-half for evening work.

Following recommendations previously made by officers of our International Council representatives of the union are increasing efforts toward the unification of presently unorganized and clerical workers employed in stable posts. The prospects are bright for expansion in this direction and results to date would indicate that local can anticipate better than average gains as the movement grows.

PAPER CO., ELECTION WON
Wisconsin Rapids, Wisc., Sept. 8.—The office and clerical workers employed by the Consolidated Water Power & Paper Co. of this city have just voted by a large margin in favor of representation by Empoyee Union 23627, an affiliate of the National Labor Relations Board.

The election, which was conducted September 6, under the auspices of the Wisconsin Employment Relations Board, embraced all main and plant office employees totaling close to 100 workers. The preliminary steps in connection with the drafting of the collective bargaining agreement to commence, according to Harry Klippa, president of the local, and many of the main and plant office employees who have not as yet joined the local are being urged to do so without further delay.

Ford Motor Complies With NLRB Order; Union Member Reinstated
Jacksonville, Fla., Sept. 23.—Complying with a National Labor Relations Board order of August 31, the Ford Motor Co. today reinstated Joseph B. Coles as Commerce Secretary for the Jacksonville branch office, according to information received from Lorvo M. Pfeifer, Vice President of our International Council.

Brother Coles had been discriminated against by being charged and discharged from his position in the Jacksonville branch office of the Ford Motor Co. on July 8, 1942. This order of the NLRB sustained the charges against the company with the NLRB and that board on Aug. 31 ordered the company to cease and desist discriminating against the membership of Local Union 23133 and to immediately reinstate Joseph B. Coles to his former position and to recognize him with all the loss of pay which he suffered by reason of the company's discrimination.

Assistant Manager C. R. Holland of the Jacksonville branch of the company will inform Brother Coles "immediate and full reinstatement" to his position in the office which he formerly held with prejudice to his seniority or other rights and privileges. Bro. Coles immediately accepted this reinstatement offer and is to report to work as of October 2, and then immediately receive his two weeks' back pay.

The amount of the reinstatement for his salary loss is to be paid by the NLRB and will shortly be paid to him by the company.
Portland Notes Further Progress; Retail Grocery Agreement Opened

Portland, Oreg., Sept. 15.—Announcement that the long-standing agreement between Local No. 16821 and the local retail grocers' association representing employers in this industry, which in the past 7 years has undergone a marked change in all phases of employment vital to its office and clerical workers as a direct result of collective bargaining.

New Members Gained
Within recent weeks representatives of the local have unionized office and clerical workers employed by the Eagle, Basalt Co., Inc., and the Oregon Barracks, Inc. New members from both concerns are expected to make an establishment of collective bargaining rights with their respective employers regarding adjustments and improved working conditions in line with those already enjoyed by production clerical employees of the same concern. Local officers report that this new agreement is presently before the Shipbuilding Commission of the National War Labor Board in Washington where International Council President J. Howard Hicks is pushing for speedy and complete approval.

WAGE RAISES DEMANDED
San Francisco, Calif., Sept. 11.—George Solomon and L. L. Tucker, representing Local No. 23576 at nearby Napa today appeared in public hearing before District Director Wallace Miller of the Shipbuilding Commission of NWLB to demand increases for office and clerical workers employed in the shipbuilding division of the Basalt Rock Co.

The union has endeavored for the greater part of the past year to negotiate an agreement with the company which would provide for area rates of pay and working conditions for such workers. Solomon testified in person before Miller that the company did not desire to enter into an agreement with the union, which had refused to pay wages presently existing in nearby Richmond. He further charged the company with acting as its own stabilization board, lowering wages at will, without consulting the Wage and Hour Division of the Department of Labor.

Tucker, business representative of the union, pointed out that the company was misrepresenting wages being paid in its reports to the Wage and Hour Division and referred to specific instances, one of which showed the company reporting a present wage of $35 per hour for one job classification whereas the rate being paid was 80 cents.

In response to arguments put forward by company representatives denying that the company would work a hardship on other industries in Napa, Thomas Roell, representing the Metal Trades Council said, "This firm tries to give the impression that it is something different in that area with high wages. Actually, the firm has kept wages down for all workers in their own plant as well as in other factories in the section."

Seattle, Wash., Sept. 14.—Technical and sales employees of the Lodge No. 16821 to unionize local bank employees was announced by Elana who has indicated that a more complete announcement regarding this undertaking will be made shortly.

Approval of Agreement Expected

Approval of the expanded agreement between Local No. 16821 and Commercial Iron Works, Inc., shipbuilding division, is expected to be made shortly. An additional 600 office and clerical employees worked by this company are expected to be covered by this agreement, which includes adjustments and improved working conditions in line with those already enjoyed by production clerical employees of the same concern. Local officers report that this new agreement is presently before the Shipbuilding Commission of the National War Labor Board in Washington where International Council President J. Howard Hicks is pushing for speedy and complete approval.

NLRB ELECTION ORDERED
Washington, D.C., Sept. 30.—The National Labor Relations Board today ordered an election to be held within 30 days among the office and clerical employees of the U.S. Automatic Corp. at its plant at Amherst, Ohio. The office employees will vote as to whether or not they desire to be represented by collective bargaining purposes by the Office Employees Union 23714 of the AFL. The voting will be under the supervision of the regional director of the NLRB's eighth regional office at Cleveland, Ohio, will be held not later than 30 days from today.

The U.S. Automatic Corp. manufactures screw machine products. In support of its request for certification as the bargaining agency for the office force of the plant, Local 10763 presented to the NLRB proof that it represents an overwhelming majority of the office employees. It is anticipated, therefore, that in the scheduled election office workers will cast an overwhelming majority of votes to the representation through the union and thus establish its certified bargaining rights in this plant.