**The Office Worker**

**Official Organ of the Office Employees International Union of the A. F. of L.**

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**NLRB Election Set for May 1 At Big Iowa Ordnance Plant**

Burlington, Iowa.—A substantial majority of the more than 400 office and clerical workers at the Iowa Ordnance Plant have authorized Local 111 to represent them as their collective bargaining agent, it was announced by L. G. Nygren, national organizer and a vice president of the Office Employees International Union.

The management has agreed to an NLRB consent election which will be held from 6 A.M. to 6 P.M. on May 1. All office and clerical workers should vote for the union so that they can obtain the full benefits of collective bargaining.

The local was set up by Nygren and an application was made for a charter, which was granted by the International, the local being designated as No. 111.

Valuable assistance was rendered in developing the organization by E. J. Reid, business representative of the International Association of Machinists, former president of the Burlington Trades and Labor Assembly.

The entire Burlington APL movement has given 100 percent cooperation in the effort to secure to the local an opportunity to represent the interests of collective bargaining, which the bulk of other workers at the plant have already enjoyed.

Members of the local are moving right along. They have set up negotiating and organizing committees and are going to work on drafts of a contract, which will eventually be presented to the management, under the guidance of Nygren. The organizing campaign is devoting itself to further perfecting organization and it is expected that an overwhelming victory will result from the forthcoming election.

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**GREYHOUND ELECTION WON BY BIG MARGIN**

Jacksonville, Fla.—Office and clerical workers of the Southeastern Greyhound Lines here chose the Jacksonville local of the Office Employees International Union as their collective bargaining agent by a vote of 68 to 10 in an election conducted this month by the National Labor Relations Board.

The local will submit a proposed contract after certification is received from the NLRA.

The company had opposed the local's request for the election on technical grounds, which were overruled after a hearing was held in Jacksonville. Lorraine S. Rhodes, chairman of the local's organizing committee, and Larry G. Faulconer presented the case for the local.

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**UNIONIZATION OF OFFICE EMPLOYEES MAKING PROGRESS**

San Diego, Calif.—Under the guidance of Virginia Woodruff, business representative, Local No. 20282 is making steady progress in the unionization of office workers in this city. The program of the local union is meeting with enthusiastic cooperation and support of the APL movement locally, and it is anticipated that it will result in vastly improved wages and working conditions for many office workers in this area.

Receiving immediate attention of Business Representative Woodruff, and cooperation with unions already holding bargaining rights for workers of their trade employed by the concern, is the San Diego Electric Railway Co., which operates the municipal transportation system.

It has been reported that the Electrical Workers' Union, as well as the local union of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, are lending strong support to this organizational endeavor.

Some workers who have as yet not been notified by the local union are slated for early action, and prospects are bright that those activities will result in a greater degree of organization among office workers in this city.

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**2 NEW LOCALLS IN CANADA CHARTERED**

Washington, D. C.—Announcement has been made by J. Howard Hicks, Secretary-Treasurer of the International Union, that among the first applications received for the establishment of local unions of our trade were two received from Gatineau, Quebec, and Trois Rivieres, New Brunswick, Canada.

The formation of the unions is being actively pushed among workers of our trade employed by the International Paper Co. through the efforts of A.F.L. Organizer Russell Harvey. Enthusiastic support of the new local union has been reported by Organizer Harvey, who anticipates that the establishment of this union, to be known as "Local No. 110," will lend further impetus to the unionization of office workers in Canada.

J. B. Dastous, President, Pulp and Sulphite Workers' Union No. 4, is the guiding force behind the new local which was recently chartered among office workers employed in the Dalhousie operation of the same company, and which is further indicative of the desire for unionization by workers of this city.

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**START ORGANIZING WORKERS AT BANK**

Cleveland.—An organizing campaign is under way among the office workers at the War Labor Trust Co., one of the largest banks in the north-central states. More than 1,000 office and clerical workers in the main office and 46 local branches are eligible for membership.

Organizational plans were more fully developed at a conference early this month of a large group of key workers with Paul R. Hutchings, International President; officers of Local 17 and A. F. of L. Organizers Gallaher. A series of meetings is scheduled, and several have already been held.

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**PLAN DRIVE FOR TRANSIT EMPLOYEES**

Baltimore, Md.—In response to the request of office and clerical workers employed by the Baltimore Transit Co. for no. 22 of this issue, the organizing department among workers of our trade employed by the company, according to Helen Harvey, secretary-treasurer of the union.

In the transit company undertaking, Local No. 22 has the wholehearted support and cooperation of the local union of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, which, after a bitter fight with the company, got all operators and all other workers coming within its jurisdiction.

Secretary-Treasurer Harvey and members of the organizing committee of Local No. 22 have announced heartening results as a result of the increased emphasis being placed on organization by this local union.

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**WAGE ADJUSTMENTS FOR WORKERS AT WALSH-KAISER**

Providence, R. I.—Local No. 79 has obtained for its members employed at the Walsh-Kaiser shipyards of this city retroactive wage adjustments totaling close to $100,000, according to Raymond J. Jamison, president and business representative of the local.

Some of these adjustment payments date back, in most instances, to July 2, 1944—the effective date of the union contract. The payments were made to the local by this company.

Amounts as high as $896 have already been received as retroactive adjustments by 886 office and clerical workers employed in this yard.

The retroactive adjustments are a direct result of the new wage schedule for each classification of work which was negotiated as a part of the July contract and subsequently approved, with some modifications, by the Shipbuilding Commission of the War Labor Board.

Local union Vice President Angelo Aiello and Secretary-Treasurer Woodruff James MacMillan, together with President and Business Representative Jamison and the stewards of the local, have worked for the classification and slotting of employees into the approved rate ranges, with the assistance of Paul R. Hutchings, President of the International Union.

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**SECURE $100,000 IN BACK PAY FOR WORKERS AT WALSH-KAISER**

Portland, Ore.—A dance and card party at the Masonic Temple is being held May 1 by Local 11 in celebration of the establishment of the International Union and the local's affiliation with it.

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**CELEBRATION**

New York City.—The office employees of Scott Brothers unanimously authorized Office Employees' Local 23076 to represent them in negotiations with the company, it was announced by Business Manager Howard Coughlin.

It was agreed that, upon certification, negotiations for improved wages, proper classification, elimination of inequities within classifications, and other pertinent improvements will be contained in the agreement to be submitted to the company.

The office workers of the Kiener Building, operating under the office employees of Rich- mond Hills, also unanimously selected Local 23076 as their collective bargaining agent. Negotiations with the management have been started.
SIGN NEW AGREEMENT

Minneapolis.—A new agreement with the Blue & White Cab Co. has been signed by Local 12 for the office workers employed by the company, according to President Vice President L. G. Nygren. An increase in wages was secured in the new pact, which was worked out by Business Representative Fritz.

Labor, Management Unite For Industrial Peace, Prosperity

Washington, D. C.—Labor and management have paved the way for the establishment of industrial peace and prosperity in the post-war period by adopting a charter for cooperative relations.

The preamble to the charter, signed by the representatives of both sides, says that they are in the position to hold the immediate elimination of strife, and the support of that organization approved the pact.

The seven-point charter, aimed at maximum postwar production with full employment at high wages, gave recognition to the rights of workers to property on the one hand and to labor's right to organize and bargain collectively on the other. It pledged support for the establishment of social security and for international organization for trade purposes.

Barley in Mexico Hailed by Meany

Washington, D. C.—Returned from the Inter-American Conference on the Problems of War and Peace at Mexico City, where he attended as labor advisor for the United States delegation, AFL Secretary-Treasurer George Meany declared the actions of the meeting for the maintenance of the post-war peace are of utmost importance. The conference adopted an agreement for compulsory arbitration to settle new and old labor disputes, and the charter was described as one of the most successful international meetings of all time.

Meany bestowed particular praise on the economic charter of the Americas, which was adopted at the conference. The charter guarantees to workers throughout the hemisphere the right to join together into trade unions, and it endorses the right to bargain collectively with their employers. Mr. Meany pointed out that "in the writer's judgment, the frank, constructive tone of the conference and the enthusiasm of its participants were the result of free discussion within the delegation, and had the full approval of the representatives of labor, business and agriculture."

Manpower Victory

Every office worker may be profusely grateful that there are fearless men in the U. S. Senate, men who understand the great traditions of our country and intend to preserve them.

People outside Washington probably do not realize what happens even in high places in a long war, when great power becomes concentrated in the hands of a few executive officers. When every available service of the Federal and military agencies, the Navy Department, Navy Department, officers and procurement services of the Army and Navy—have immense influence on the executive branches of the government. Those responsible for getting out munitions production, the Director of War Mobilization and Reconversion, the War Manpower Director, the President's Board Chief, and even the President himself, are under great pressure.

Military men have no experience with production in factories and offices, where efficiency depends on the will and initiative of free workers and management. They know that in the Army and Navy, men work under rigid discipline to carry out orders that come from above. They know that men who are lax in obedience go to the great head. It was natural that the military leaders should press for a manpower bill that would put civilian workers under the same kind of rigid discipline, with jail penalties. And that they should want strong controls, and not bother to find out whether they were really necessary. It was natural, too, that executive officers of our government should bend to the will of the military and lend their support to the bill.

Dictatorial controls can easily slip into the hands of a few powerful officials, especially by the people lose their freedom. Only the sharp vigilance of their representatives in Congress can prevent this from happening. In this situation, the House of Representatives

Avoids Road to Chaos

Mr. Johnston, in announcing the charter, said after months of negotiation, declared there are two roads America can travel after the war.

"One will lead to a high degree of industrial peace," he said. "The other will lead to industrial chaos.

"One will mean high levels of employment, high levels of wages, good living conditions for all in other words, prosperity. The other road will lead to lowered employment, lowered wages, and all the evils of unemployment, disaster and bankruptcy, eventually.

"Through joint labor-management agreement, Mr. Johnston declared, shows the determination of labor and industry to follow the first road.

Speaking for the American Federation of Labor, Mr. Green said:

"We subscribe wholeheartedly to the code of principles embodied in the charter.

"Through acceptance of these principles, the area of controversy within the field of human relations in the industry has been reduced and the field of agreement and understanding has been increased. It means the establishment of industrial democracy for autocratic control and cooperation instead of anti-industrial decisions within the domain of labor-management activity.

Expect Valuable Results

"We look for most valuable results from the application of this code of principles. It is not perfect. It will not eliminate strikes altogether. But we can reduce them, we can substitute arbitration and cooperation for the strife and bitterness that have characterized industrial relations.

The charter, it was disclosed, will be submitted to the AFL executive council for its next meeting and also to the executive boards of the other organizations.

Mr. Johnston is the outgrowth of a long period of realization "by all of us" to push for "this new kind of unionism," he said. Relations in the postwar period, he emphasized, that the code is dynamic and that neither labor nor management have to be interpreted and applied by the National Labor-Management Committee. The committee, he indicated, would set up a permanent staff and deal with specific problems and policies.
Unintelligent Wage Policy Blasted by AFL Executives

Washington, D.C. - Charges that the present "frozen and unintelligent" wage policy of the government "is plunging production and is absolutely unnecessary" were made by A.F.L. General Treasurer George Meany on the AFL's "America United" program over a nationwide NBC network.

Mr. Meany, who represents industry and agriculture who participated in the same program to support labor's drive for the Little Steel formula because business and the farmers are bound to suffer unless the mass of American workers receive fair and sufficient pure wages to sustain full production after the war.

In his opening talk, Mr. Meany said:

"First, how high are wartime wages? The National War Labor Board tried to find out. It discovered that the average earnings of one million workers who had appealed for increases during a 20-month period amounted to less than 80 cents an hour. No American family can live decently on that kind of income at present prices.

"Workers Go Into 'Red'"

"Now, they are these workers getting to 'Red.' How do they like it? The latest figures of the Bureau of Labor Statistics supplied the answer before the Senate Committee on Banking and Currency. He testified that thousands of workers, even those with no dependents, are going into the 'Red' each week and are being forced to borrow to make ends meet. And his figures showed that the average surplus for all manufacturers after production and living expenses was the 'magnificent' sum of $2.39 a week.

"But the full disastrous effect of increased wages can be seen in how rising living costs will be met. Factory pay is not enough to do so.

"Oh, no. It was officially set up to keep wages in balance with rising living costs. It provided that since prices had gone up 15 percent from January, 1941, to May, 1942, wage rates should go up 15 percent too.

"Well, that was almost three years ago and prices have skyrocketed since—and not wages. Hourly rates of pay are still at the 1942 level.

"D. The cost of living is now {} than a year ago the American Federation of Labor paid the company for every laborer, to recognize this fact and act accordingly. The board headed and hawed on the three-item formula when the public members made public a report that while the cost of living has gone up 20 percent, since the war, adjusted hourly rates of pay had gone up 30 percent too.

"The Worker in that little word 'adjusted.' The original standard of the Little Steel formula was, in order to avoid relaxing the formula, the public members 'adjusted' it to have a living standard. That change in the formula that constituted deception and injustice of the worst kind.

"Unless that injustice is immediately corrected, the status of workers will grow progressively more unbearable in the months to come. Unrest and discontent will mount. Even the full disastrous consequences to our entire country will not be felt until it's too late.

"The effect of the Little Steel formula is to restrict the purchasing power of the great masses of wage earners by industry hard and the farmers just as severely. When in- dustry and agriculture lose their present big customers—the Government—and then have to depend upon customers with empty pockets, a dangerous depression is bound to result.

"That is why the American Federation of Labor now supports directly to industry and to agriculture to support labor's clearly justified claim of the upward revision of the Little Steel formula."

"AFL unable to stop wages from rising. The workers have a right to support their families, not the employers."

"Ask Mr. Meany what wages would have been increased to bring rates in line with government estimates of living cost boosts, Mr. Meany said 11 percent.

WORKERS SIGN UP

Quonset Point, R.I. - A.F.L. Organ- izer G. M. Chamberlain reports that organization is progressing among the workers of Merritt, Waddell & Scott Co. and a substantial number of approximately 900 eligible workers have signed cards. It is anticipated that bargaining rights will shortly be obtained for this group.

Kansas Anti-Labor Law Hit by Court

Washington, D.C. - A special senatorial bill for the anti-labor bills which may have a far-reaching effect on the anti-labor campaign to enact similar legislation in other states.

Hailing the decision as a major victory, Legal Aid, John Joseph A. Padway declared that it points the way to the invalidation of the recent so-called "secondary" boycotts by unions which resulted from judicial disputes were illegal and prohibited.

Mr. Padway, a lawyer of the court, with Circuit Judge Huxman dissenting, upheld two other sections of the law requiring unions to file financial reports and requiring officers and business agents to be registered.

Mr. Padway said an appeal would be taken to the United States Supreme Court with regard to the decision of the latter provisions. He said the highest court had not yet passed on these issues.

Propose "Floor"

Of 65c on Wages

Washington, D.C. - A joint resolution directing the War Labor Board, in passing on requests for wage increases in war-time cases, to consider any request below 65 cents an hour for hour-labor, has been offered in the Senate by Senator Claude Pepper, Robert M. LaFollette and Olin J. Johnston.

The proposed rate, Pepper said, is the rock-bottom minimum for subsistence. Organized labor is supporting the proposal.

Under the Wage-Hour Act, the legal minimum is 40 cents an hour. In many cases, the War Labor Board has granted a minimum of 50 cents an hour, and has now boosted the "floor" to 55 cents.

Honor Seabees

Washington, D.C. - So that America can learn more about the Seabees, the construction battalions of the United States, created largely from the building trades and metal trades union of the AFL, a new series of radio programs, sponsored by the AFL and the Columbia Broadcasting System, will be devoted to their outstanding exploits in this war. The programs are broadcast each Saturday at 3:45 p.m., E.W.T. Don't miss them.
**COMPLETE NEW Pact with American Ice**

Washington, D. C.—A new contract with American Ice Company has been completed by Local 5.

Among the outstanding improvements obtained in renewal of the agreement are such items as time and one-half for all time in excess of 7 1/2 hours a day, 40 hours a week, and after 12:45 p.m. on Saturdays, and double time for Sundays and holidays.

Improvements were also secured in wage scales with WLBA approval and automatic wage increases of $1 per week each six months of membership.

The negotiations were conducted by W. H. Proehl, business representative of Local 5, with the assistance of Paul R. Huchings, president of the International Union, and Ed. H. Rinkin, office steward and a vice president of the local, together with the office committee.

All of the old contract advantages, including the union shop provision for temporary, for the steward, and vacation and sick leave provisions were maintained.

**Office Employees Receive Back Pay From Todd Pacific**

Tacoma, Wash.—Under the collective bargaining agreement negotiated by Local 28 and the Metal Trades Council, 1,500 office workers of the Todd Pacific Shipyards, Tacoma, have received back pay of $247,000 in back wages, averaging about $164 apiece, according to C. H. Atterberry, secretary-treasurer of the local.

This is one of the many benefits which these workers have derived from unionization, which began in 1942 amid the turmoil of the hour—shift timekeepers and progressives rapidly through the timekeeping and payroll departments.

In June, 1943, the local was certified as their bargaining agent and teamed up with the Metal Trades Council to negotiate the first contract, which brought substantial benefits in the way of wages and working conditions and relief from the inequities which had prevailed. Retrospective payment amounting to $152,000 was secured.

From this success the local moved on to organize the workers in the offices, and was chosen as their bargaining agent in March, 1944. To them also flowed the benefits of a contract, which was negotiated by a committee composed of workers from the various departments, the local union and the Metal Trades representatives.

**SHOWING INTEREST**

York, Pa.—Interest in organizing is being shown by office workers of S. Morgan Smith. Production and office workers in the plant are members of their appropriate A.F.L. unions and have experienced the many benefits of collective bargaining to which the office group is looking forward.

**Vinson’s Ruling Approves Meager Pay Adjustments**

Washington, D. C.—As his last official act before stepping out as economic stabilization director Fred M. Vinson issued a directive freezing the "fringe" wage adjustments along with already frozen basic pay rates.

Mr. Vinson’s ruling was supposed to be a "concession" to labor because it relaxed the hitherto ironbound rule against the granting of a "fringe" wage increase which might necessitate price increases but the "fringe" permitted by Mr. Vinson was regarded by labor leaders as less than a strip-tease dancer wears.

The Vinson order appeared likely to be progressively embarrassing to his successor, William H. Davis, who is stepping up from chairman of the National War Labor Board, because he carried on a minor feud with Mr. Vinson on the "fringe" issue.

In his new post, Mr. Davis will be in the unenviable position of revising his prior role and telling the NWLB that it cannot go beyond the strict limits of the new ruling he inherited from Mr. Vinson.

**2 NEW LOCALS IN CANADA CHARTERED**

(Continued from page 1)

Our recent in Canada, President Dostias has expressed confidence that, following the establishment of this new union, which will be known as "Local No. 114," little difficulty will be encountered in the organization of the remaining office workers in Dalhousie and vicinity.

The establishment of these two new unions has pleased officers of the International Union to look with optimism upon prospects of future organizing activities among office workers in the pulp and paper industry in Canada. Particular emphasis is being placed on such workers employed in the main office of the Pacific Mfg. Co. at Montreal and other operations of the company scattered throughout the provinces of Ontario and Quebec.

**At Board Meeting in Detroit**

**Union Recognized At Pacific Mfg. Co.**

San Jose, Calif.—Recognition as collective bargaining agent for office workers has been secured from Pacific Manufacturing Co. by Local 94.

International Vice President Frank F. Randall is assisting the local in the negotiation of a contract covering wages and working conditions, which has been completed with the exception of a few miscellaneous details.

At Salinas Randall is meeting with office workers who have become interested in unionization and is assisting them toward formation of a local.

**Election Asked At Collender Company**

Muskegon, Mich.—Sponsored by A.F.L. Organizer A. F. Pearce, and assisted by Organizer Verna Corriher of the Federation, Local No. 109, of this city, has recently petitioned the N.L.R.B. for bargaining rights for the office workers employed by the Triangle-Burke-Collender Co., and, following formal hearing before the N.L.R.B., it is anticipated that the subsequent election will be won with little difficulty by this local union.

A similar hearing and election is anticipated in connection with the establishment of bargaining rights for office workers employed by the Borg-Warner Corp., in this city. The subsequent negotiation of an agreement with this company will involve a material step in furthering the unionization of office and clerical workers in this area.

**U.S. GAUGE ORGANIZING**

Selkirk, P. A.—The office employees at the U.S. Gauge Co. plant in this city are moving forward rapidly toward the development of a local union of our trade, according to reports received from International Vice President George F. Firth, who is working with this group.

A substantial number of eligible office workers have already signed membership application cards, and

**Back Pay Won For Edison Co. Workers**

Toledo, Ohio.—Retrospective pay amounting to about $35,000 has been secured by Local 65 for office workers of the Toledo Edison Co.

The back pay goes to 300 workers, and is the result of a suit in which the employees were sued for wages of $15 per month, starting June 1, 1944, which has just been approved by the court.

The increase was part of the collective bargaining agreement negotiated with the local union committee composed of Bill Hostetter, Roy Young, Jim Quinn, Cy Young and Clarence Maynard. They were assisted by Robert Daughtery, a vice-president of the International Union, and A.F.L. Organizer William Sturman.

$24,000 More Back Pay Secured For McCloskey Force

Tampa, Fla.—More than 300 members of Tampa Local No. 46, employed at McCloskey & Co., Booker Point shipyard, have received additional back pay totaling more than $24,000, according to J. O. Bloodworth, Jr., business manager of the local and a Vice President of our International Union.

This payment is the result of wage adjustments which the local union negotiated with the company, and which were approved by the Shipbuilding Commission last November. All of the clerical employees of the employees involved in the pay adjustments which are retroactive to last November, when the same were approved by the Shipbuilding Commission.

The International Union worked with and assisted the local in obtaining approval on the present wage rates and classifications.

**Tampa Electric Organizing**

The office employees at the Tampa Electric Co. are evidencing interest in organizing, and Local No. 46 is conducting an organizational drive among the office workers of the Tampa Electric Co. according to Business Manager Bloodworth.

**Moving Forward**

Rochester, N. Y.—Local 34 is moving forward in its organizing activities, according to reports of Secretary-Clerk B. N. Rail. The local is currently organizing office workers in another large Rochester establishment.

It is anticipated that collective bargaining rights will shortly be established in this plant.

The representatives of other A.F.L. organizations in the plant and A.F.L. Volunteer Organizer Howard S. have been instrumental in the success of this organizational campaign.