Relax War Controls On Wages

Washington—Executive Order No. 9099 by the President, followed by General Order No. 40 of the War Labor Board, went a long way toward freeing wages from war controls and restoring free collective bargaining.

A presidential order took the lid off wage increases negotiated by unions or voluntarily granted by employers so long as they do not require price increases and do not prevent justifiable reductions in price ceilings, and empowered the board to correct "maladjustments and inequities which interfere with the effective transition to peace-time economy."

In cases where disputes arise the board is also given wide discretion in ordering adjustments, which means that the "little steel formula" is no longer necessary.

The board's order stated that increases can be made retroactive to dates earlier than August 18, the effective date of the order and that previous deals of wage increases do not bar them now. It made clear that approval of wage adjustments within limitations of the order is no longer necessary.

Because of the importance of these orders to the entire membership, they are reproduced on page 4 of this issue in their entirety, together with President Truman's August 18th statement on page 3.

New Schedule of Wages, Other Gains For TVA Force

Knoxville, Tenn.—Negotiations with the Tennessee Valley Authority has resulted in the establishment of a new schedule of wages, overtime pay and shift differentials for office and clerical workers employed by the Authority.

A. R. Carson, vice president of the International Union and president of the Tennessee Valley Council of Office Technical and Service Employees Unions, which includes five OEIU Locals, announced the negotiations had resulted in more benefits to the employees than a direct application of the recently enacted government wage bill.

The formula of a 20 percent increase in the first $1,200 of a salary and 10 percent on amounts above that figure and up to $4,000 was applied, with a rounding out of the rates within-grade to more nearly coincide with existing rates in the TVA salary schedule.

A shift pay differential of 5 cents an hour for the second shift and 10 cents for the third shift was secured. This is approximately 16.3 percent above that provided by the law.

Overtime payment to employees whose basic annual rates are more than $3,000, computed at time and one-half on that part of their basic rate which does not exceed $3,000, represents a substantial improvement over the graduated rates contained in the law.

The schedule is effective July 16, subject to WLB and Treasury Department approval.

Old and New Basic TVA Salaries

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NEW RUGS OF WAGES, OTHER GAINS FOR TVA FORCE

Kerchen presented the matter to the War Labor Board which sustained the charges that Mrs. Jones had been discriminated against and ordered the company to restore the rate previously paid, retroactive to the date of Mrs. Jones' promotion. The company has complied.

Want to Keep Jobs

Washington—Reports of the Department of Labor on two more unionization-wide surveys of women workers indicate that 80 percent of the women now working in the Buffalo, N. Y., and Springfield-

Making Progress in Bank Campaign

Cleveland—The organizing drive of Local 17 is making good headway not only among employees of the Cleveland Trust Co. and its 46 branches, but also among employees of other banking establishments of the Cleveland area.

George P. Firth, international vice president and organizer, has been in Cleveland assisting in the campaign, working closely with Business Agent Pearl Hanna and President Frank Wagner of the local.

To facilitate the drive, the local has set up a bank employees division with Henry Eulander, a veteran employee of Cleveland Trust, as chairman.
**The Office Worker**

**Official Emblems of OEIU**

- **Actual size:**
  - Quill—7/8-inch
  - Inkwell—7/8-inch diameter

Shown above are the official lapel button and dress pin approved by the executive board of the Office Employees International Union. They are new in production and will be available within a few weeks for order through local union secretary-treasurers who will in turn order the International Secretary-Treasurer J. Howard Hicks.

The quill and inkwell dress pin, which is unique in trade union pins, is expected to be particularly attractive to women members of the OEIU. It is 10 karat gold filled and has a safety catch. The price is $1.90.

The lapel button is also 10 karat gold filled. It is five-eighths of an inch in diameter and is made with either a screw back or pin back with safety catch. The letters are in gold, the inkwells blue enamel and the lodger white enamel. The price of each style lapel button is also $1.90.

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**British Labor Party Victory**

To Affect American Scene

Washington, D.C.—The landslide victory of the British Labor Party in the British elections will have a profound effect upon the American scene, political observers in the nation's capital are convinced.

Enemies of labor, who hoped for a reactionary field day in this country after the war, were stopped in their tracks by the overwhelming repudiation by the British people of the Conservative Party's do-nothing policies. The demands of the British working class for better wages, as evidenced by their votes, have strong echoes in this country, AFL President William Green declared. He said:

"The Labor Party's victory in Great Britain must be interpreted as the outcome of the insistent desire of British workers to gain higher living standards and a greater degree of economic and social security."

The same aspirations for a better life after the grim experiences of war are moving workers in our own country.

"The results of the British elections should not be viewed as a repudiation of the brilliant war leadership of Winston Churchill, but rather as a popular rejection of the stand-pat domestic policies of the Conservative Party."

The British Labor Party is a completely separate and distinct organization from the British trade union movement, although it derives most of its votes from Britain's working masses. The Labor Party includes among its leaders a heavy sprinkling of intellectuals, college professors, Socialists and liberals. The highest ranking trade union leader in the new British government is Ernest Bevin, who was named Foreign Secretary. Bevin, a forceful and courageous trade unionist, is not regarded as a left-winger.

Among the changes expected to be advanced by the Labor governments are higher wages, better working conditions and a fairer social security program for the common people of Britain.

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**Asks OEIU Aid In Surplus Disposal**

Washington—Robert T. Amis, director of the compliance division of the Surplus Property Board has asked the members of the Office Employees International Union to assist the board in carrying out the objectives set forth by Congress.

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**premium sought on ship repair**

Seattle, Wash.—Although refused the 11.6 per cent Pacific Coast ship repair premium by the Shipbuilding Commission of the National War Labor Board for time checkers employed by the Todd Shipyards Corp., Local 8 of this city is moving forward to enter a vigorous appeal with the NWLB as the result of such refusal, according to Mildred Erickson, business representative of the local.

Despite the outstanding nature of its presentation of this case to the Shipbuilding Commission and a favorable report of its hearing officer, this agency refused the ship repair premium as requested by the local union in its dispute case with the company on the ground that such premium was granted to office and clerical workers, and specifically to timecheckers employed in the ship repair industry in past years.

The importance of this case is evidenced in the fact that Business Representative Erickson journeyed to Washington for personal contact with the members of the Shipbuilding Commission and, with the assistance of President Paul R. Hutchings and Secretary-Treasurer J. Howard Hicks of the International Union, participated in an informal discussion of the case with labor, industry and public members of the Commission, prior to the Commission's consideration of the case. The International Union and the various local unions on the Pacific Coast are interested and concerned with this precedent case.

Undaunted by the refusal of the Shipbuilding Commission to grant the 11.6 differential to the members of the union employed in the local dry dock operations of the company, Business Representative Erickson has stated that every effort possible will be made to obtain a reversal of the Commission's decision. The matter comes up on appeal to the NWLB. She praised the wholehearted support rendered by Hutchings and Hicks, as well as A. F. of L. member Edward B. Lowan of the Shipbuilding Commission, and it is with the assurance of their continued aggressive cooperation on this matter that the case is being appealed to the National War Labor Board.

In a letter to President Paul R. Hutchings, Amis said the union members could contribute to the proper disposal of property by bringing it to his attention "any information which may come to their attention concerning improper disposition of surplus property."

"This," he said, "may be occasioned by irregularities, favoritism, arbitrary policies—any of which have an immediate and personal effect upon your membership and the national economy."
WASHINGTON—The text of President Truman's statement of August 16 on wages and other matters vital to workers follows:

“Our present economic recovery requires that during the reconversion period production of civilian goods and services go forward without interruption, and that labor and industry cooperate in keeping strikes and lockouts at a minimum. We must work out means for the peaceful settlement of disputes that might adversely affect the orderly transition to a peace economy.

“We have had an exceptionally good record of industrial peace during the war. We must take the necessary steps now to insure a continuation of this record in the reconversion period before us. We must also, in this period, continue the stabilization program by modifying it to meet the changes in our economy which are now taking place. To these ends:

1. In the near future I shall call a conference of representatives of organized labor and industry, for the purpose of working out by agreement procedures for the peaceful settlement of disputes without interruption of production by labor disputes in the reconversion period.

2. The foundation of our wartime industrial relations was an agreement between representatives of industry and labor, who met at the call of the President immediately after Pearl Harbor. This agreement provided that for the duration of the war there shall be no strikes or lockouts, upon condition that a National War Labor Board be established for the peaceful adjustment of unsettled disputes. Pursuant to that agreement the President, by Executive Order 9017, created the War Labor Board, and Congress in the War Labor Disputes Act, confirmed and strengthened its authority.

Emergency Agency

“The board is an emergency agency. Its effectiveness has been rooted in the wartime agreement which led to its establishment. As a result of that agreement industry and labor, with but very few exceptions, have voluntarily accepted the board’s decisions in the disputes which have been certified to it as affecting the public interest. A new industry-labor agreement to minimize interruption of production by labor disputes during the reconversion period ahead of us is imperatively needed.

2. Pending the completion of the conference and until some new plan is worked out and made effective, disputes may be settled by collective bargaining, and including disputes which threaten a substantial interference with the orderly transition to a peace economy, should be handled by the War Labor Board under existing procedures. For that interim period I call upon organized labor and industry to renew their no-strike and no-lockout pledges, and I shall expect both industry and labor in that period to continue to comply voluntarily, as they have in the past, with the orders of the War Labor Board.

Stabilization Act

3. The Stabilization Act is effective until June 30, 1946. During its continuance wage adjustments which might affect prices must continue to be subject to stabilization controls. With the ending of war production, however, there is no longer any threat of an inflationary bidding up of wage rates by competition in a short labor market. I am therefore authorizing the War Labor Board to release proposed voluntary wage increases from the necessity of approval upon application that they will not be used in whole or in part as the basis for seeking an increase in price ceilings. Proposed wage increases requiring price relief must continue to be passed upon by the board.

4. The reconversion from wartime to peacetime economy will undoubtedly give rise to maladjustments and inequities in wage rates which will tend to interfere with the effective transition to a peace-time economy. For the remaining period of its existence, the board should be given authority to deal with these maladjustments and inequities, whose scope and nature cannot be clearly foreseen. I am therefore issuing a new Executive Order which will carry forward the criteria for passing upon wage increases as originally laid down in Executive Order 9250, and which will also vest in the board authority to make some direct increases which are necessary to aid in the effective transition to a peacetime economy. The new Executive Order will continue the previous requirement that any proposed wage increase affecting prices, if accepted by the board, will become effective only if also approved by the Director of Economic Stabilization.

Stress Clause

5. The War Labor Board should be terminated as soon after the conclusion of the forthcoming industry-labor conferences as the orderly disbanding of the work of the board, and the provisions of the War Labor Act permit; and after facilities have been provided to take care of the wage stabilization functions under the Act of October 2, 1942.

6. Meanwhile, the strengthening of the Department of Labor, and the unification under it of functions properly belonging to it, are going forward under plans being formulated by the Secretary of Labor. In these plans particular stress is being laid upon the rebuilding of the U.S. Conciliation Service. With the return to a peacetime economy and the elimination of the present temporary wage-labor agencies and procedures, we must look to collective bargaining, aided and supplemented by a truly effective system of conciliation and voluntary arbitration, as the best and most democratic method of maintaining sound industrial relations.

First Phase of Negotiations Ended With Brown & Sharpe

Providence, R. I.—The first phase of negotiations with Brown & Sharpe Co. were brought to a conclusion August 2 with the signing of a basic working agreement covering union recognition, seniority, hours of work and overtime rates, holidays, shop steward system, grievance procedure, effective date, and other working conditions to apply to the more than 1,200 office and clerical workers involved.

It was agreed that wage adjustments, which are to be the subject of further conferences between union representatives and the company, will be retroactive to the week ending June 25, which was the week of the NLRB election in which the office and clerical workers of Brown & Sharpe were certified as its collective bargaining agent by an overwhelming majority.

Five issues upon which no agreement could be reached are being prepared for submission to the War Labor Board. These are union security, check-off of dues, arbitration as the final step in the grievance procedure, and increased vacation and sick leave allowances.

On the proposals for union security, the check-off and arbitration the company would not yield as a matter of policy. In view of the past practices and policies of WLB it is their position that there would be any difficulty in obtaining a favorable board order on these issues.

On vacations the union insists that it be able to work its own vacation policy, while the company contend that service get paid two weeks. The company refused to consider any improvements to its present plan but insisted that arbitration be entered as the same as for the production force—1 week after 1 year of service and 2 weeks after 5 years.

On union requested paid sick leave allowances ranging from a day a month after 1 year of service to 4 days a month after 30 years of service.

Represeting the union in the negotiations are Raymond J. Jamie- son, president and business representative of Local 70; Walter R. Sanford, Jr., secretary-treasurer; and a committee of workers—J. C. Dancielewicz, J. Irwin S. Newkirk, Walter D. Parenteau and Harry L. MacWilliams. President Paul R. Hutchings is participating on behalf of the International Union. Representatives of the company are F. P. Austin, Jr., comptroller; J. R. Hall, personnel administrator, and Attorney Phillips.

CONNECTICUT DRIVE BRINGING RESULTS

Stamford, Conn.—The joint organizing campaign undertaken by Local 90 of Stamford and Local 123 of New Haven is moving forward under "steam" supplied by James B. Rice, who is serving as joint organizer for the two locals.

Interest in collective bargaining and the benefits of unionization is being demonstrated by employees of Electric Specialties Co., Stamford, and Periodical Publishing Co. It is anticipated that the current efforts in these firms will shortly result in the local requesting exclusion of their establishments.

Certification of Local 123 as exclusive bargaining agent at Bryant & Chapman Co. and R. G. Miller & Co., both of Southeastern Ice Cream Co., have been requested by the Connecticut Labor Board.

Interest in organization is also being shown by the office force of Schick, Inc., manufacturer of the dry shaver. The production and maintenance workers of the company members of the International Association of Machinists, which is cooperating in this drive.

MAKE UP ALL LOSSES

Washington, D. C.—Organized labor has more than made up losses in war production due to strikes by persuading American workers to work more hours during holi- days, the Labor Department disclosed. "Workers in munitions industries alone," the official report said, "by remaining on the job New Year’s Day, Washington’s Birthday, Memorial Day and the Fourth of July, and in most cases two or three other major holidays, made up two and one-half days of work as were lost through strikes and lockouts during the first six months of this year."

START HEARING IN GREYHOUND DISPUTE

Jacksonville, Fla.—War Labor Board hearings got under way here August 14 on the dispute with southeastern Greyhound Lines, ac- cording to Mrs. Lorraine S. Rhoades, president of Local 73.

The issues include the wording of the pre-existing agreement and the effective date, all phases of wages, and the union’s proposals of such other benefits as improved vacation allowance and paid sick leave.

The Jacksonville workers of the bus line organized last spring into Local 73 which began negotiations with the company soon after it was certified by the NLRB as exclusive bargaining agent in conformity with an order in the election.

The bus line has an annual sick leave policy and there are no provisions for the payment of sick leave. The union requested paid sick leave and the company offered one half paid and one half unpaid. The National War Labor Board is awaiting the report of the National War Labor Board to pass upon the question of paid sick leave.

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The Office Worker

Text of President's Executive Order 9599

Washington—The text of President Truman's Executive Order of wages and other matters vital to workers follows:

**EXECUTIVE ORDER 9599**

Providing for Assistance to Expanded Production and Continued Stabilization of the National Economy During the Transition from War to Peace, and for the Office of Mobilization and Reconversion.

Wages, Materials and Facilities

By virtue of the authority vested in me by the Constitution and the statutes of the United States, and particularly the War Mobilization and Reconstruction Act of 1942, as amended, and the Stabilization Act of 1942, as amended, and for the purpose of fully mobilizing the resources of the Government in this final stage of the war emergency, in order to promote a swift and orderly transition to a peacetime economy of free independent private enterprise with full employment in industry and agriculture, and to assure the general stability of prices and costs and the maintenance of purchasing power which are indispensable to the shift of business enterprises from wartime to peacetime production, and of individuals from wartime to peacetime employment, it is hereby ordered as follows:

I. The guiding policies of all departments and agencies of the Government concerned with the problems arising out of the transition from war to peace shall be:

A. To assist in the maximum production of goods and services required to meet domestic and foreign needs, (1) by assuring assistance in making available materials and supplies required for the production of goods and services; (2) by providing facilities necessary to the conversion and utilization of war plants and facilities, both privately and publicly owned; and (3) by providing effective job placement assistance to war workers and returning service men and women.

B. To continue the stabilization of the economy as authorized and directed by the Emergency Price Control Act of 1942, as amended, and the Stabilization Act of 1942, as amended, (1) by using all powers conferred therein and all other lawful means to prevent either inflation or deflation; and (2) while so doing, by making whatever modifications in controls over prices, wages, materials and facilities are necessary for an orderly transition from war to peace; and

C. To move as rapidly as possible without endangering the stability of the economy toward the removal of price, wage, production and other controls and toward the restoration of collective bargaining and the free market.

II. The departments and agencies of the Government shall take vigorous, concerted and uniform action toward these ends and pursuant to this Order, under the guidance and direction of the Director of War Mobilization and Reconversion.

During the transition to a free economy, the Secretary of Agriculture, the Federal Loan Administrator, and the Director of Economic Stabilization shall not only take all measures required by law to support prices but shall take such further measures authorized by law as may be necessary to prevent the use of force or discouragement of the full and effective use of productive resources.

III. The Price Administrator, and in the exercise of his price responsibilities under the law, the Secretary of Agriculture, shall, subject to such directives provided for by law as may be issued by the Economic Stabilization Director, take all necessary steps to assure that the cost of living and the general level of prices shall not rise. Subject to such authority the Price Administrator and in the exercise of his price responsibilities under the law, the Secretary of Agriculture are authorized to make such adjustments in existing price controls as are necessary to remove gross inequities or to correct maladjustments or inequities which would interfere with the effective transition to a peacetime economy. In order that any price increases found necessary for these purposes will not result in an increase in the cost of living or in the general level of prices, the Price Administrator and the Secretary of Agriculture, respectively, shall (1) so far as is reasonable, practicable and necessary for this purpose, see that increases do not exceed price increases at intermediate levels of production or distribution, and (2) improve or tighten price controls in those fields which are important in relation to production costs or the cost of living in which in their judgment the controls have heretofore been insufficiently effective.

IV. The National War Labor Board, and such other agencies as may be designated by the Director of Economic Stabilization with the approval of the Director of War Mobilization and Reconversion, are authorized to provide that employers may, through collective bargaining with duly certified or recognized representatives of the employees involved or, if there is no such representative, by voluntary action, make wage or salary increases without the necessity of obtaining approval therefor upon the condition that such increases will not be used in whole or in part as the basis for seeking an increase in price ceilings, or for resisting otherwise justifiable reductions in price ceilings, or, in the case of products or services being furnished under contract with a Federal procurement agency, will not increase the costs to the United States.

V. In addition to the authority to approve increases to correct gross inequities and for other specified purposes, conferred by Section 2 of Title II of Executive Order 9599, the National War Labor Board or the Price Administrator, as authorized by the Director of Economic Stabilization, may, subject to the limitations contained in any other orders or directives, such increases as may be necessary to correct maladjustments or inequities which would interfere with the effective transition of peacetime economy; provided, however, that in dispute cases this additional authority shall not be used to direct increases to be effective as of a date prior to the date of this order.

Where the National War Labor Board or other designated agency, or the Price Administrator, shall have reason to believe that a proposed wage or salary increase will require a change in the price ceiling of the commodity or service involved, such proposed increase, if approved by the National War Labor Board or such other designated agency under the authority of this section shall become effective only if also approved by the Director of Economic Stabilization.

VI. Officials charged with the settlement of labor disputes in accordance with the terms of Executive Order 9017 and Section 7 of the War Labor Disputes Act shall consider that labor disputes which would interrupt work contributing to the production of military supplies or interfere with effective transition to a peacetime economy are such as which interrupt work contributing to the effective prosecution of the war.

The War Production Board shall move as rapidly as feasible without endangering the stability of the economy toward the removal of price, wage, production and other controls and toward the restoration of collective bargaining and the free market.

The White House, August 18, 1945.

**NWLB ISSUES GENERAL WAGE ORDER**

The National War Labor Board, on the advice of the General Counsel, General Order No. 40. Text of the Order follows:

Pursuant to the authority granted to the National War Labor Board by Section 1 of Title IV of Executive Order 9599, dated August 18, 1945, the Board hereby enacts General Order No. 40 as follows:

Section 803.10 (c) Employers may, through collective bargaining with duly certified or recognized representatives of the employees involved, or, if there is no such representative, by voluntary action, make wage or salary increases without the necessity of obtaining approval therefor, upon the condition that such increases will not be used in whole or in part as the basis for seeking an increase in price ceilings, or for resisting otherwise justifiable reductions in price ceilings, if the case be such, in the case of products or services being furnished under contract with a Federal procurement agency, will not increase the costs to the United States.

WANT UNIONIZATION

Beaumont, Texas—Workers in the office of Magnolia Refining Co. are evidencing their discontent in organizing, according to C. A. Stark, international vice president and organizer. There are approximately 200 employes in the office of the Magnolia Refining Co., and, judging from their present interest, before too long a local union charter can be set up for them.

**WORKERS ORGANIZE**

Racine, Wis.—Organization of office workers at the Rain-Fair Co. is in the hands of the National Labor Relations Board. According to Alice Afligen, vice president of the International Union.