

THE OFFICE WORKER

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

No. 5

WASHINGTON, D. C., MAY, 1945

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REMINGTON RAND WORKERS SIGN UP

Elmira, N. Y.—A majority of the office and clerical workers employed by Remington Rand, Inc., have signed up with the International Union.

The union is receiving active support and assistance in the organizing campaign from officers and members of the International Association of Machinists, which represents the production and maintenance employees.

President Paul R. Hutchings has been meeting with the workers and announced that a formal demand has been served upon the management for recognition, and also that a request for certification has been filed with the Buffalo office of the National Labor Relations Board.

Officials of the company are reported to be optimistic over future operations of the Elmira plant, declaring in the press that production of typewriters, adding and calculating machines will require about 7,000 workers, or more than twice the number now employed.

BARCOCK & WILCOX ELECTION VICTORY

Barberton, O.—A majority of the more than 800 salaried employees of the Babcock & Wilcox Co., manufacturers of boilers and heat control devices, voted for representation through the A. F. of L. in an election conducted by the National Labor Relations Board.

George P. Firth, a vice president of the Office Employees International Union, assisted Ted Dethloff, AFL organizer, in the organizing campaign that preceded the referendum.

Push Campaign at Brown and Sharp

Providence, R. I.—Local 76 is pursuing an active campaign for members among the more than 800 clerical and office workers employed by the Brown & Sharp Manufacturing Co. Several meetings have been held and a substantial number of application cards have already been signed, according to Ray J. Jamieson, president of the local.

It is anticipated that the local will soon represent a majority of the workers and be in a position to obtain exclusive bargaining rights.

Officers and members of the International Association of Machinists, which represents the production and maintenance workers, are cooperating with the local in its efforts to bring the benefits of collective bargaining to the office employees.

Hail Milwaukee Transit Pact

Milwaukee, Wis.—Office Employees of Milwaukee Electric Railway and Transport Company, who recently renounced an "independent union" and came under the banner of the Office Employees' International Union, are hailing a contract negotiated in their behalf by Local 9.

The bargaining committee consisted of William J. O'Neill, Fred H. Koehler, Joseph A. Janecek and John F. Stadler, and was assisted by Organizer Otto Jirikowic, of the Milwaukee Federated Trades Council, representing the local union.

The contract provides for a 40-hour work week with overtime pay at time and one-half; vacations for one year's service, 1 week; two years' service, 2 weeks; the company and the union to submit a Form 10 application to the National War Labor Board requesting a 6 per cent increase in all wage and salary schedules and rates covered by the agreement, retroactive to January 1, 1944; sick leave; payment of a cash bonus of 7.5 per cent to employees on payroll of the company during the period November 16 to November 30, 1945, this payment to be computed at 7.5 per cent of employee's total wage earnings (excluding year-end bonus payment to employees in December, 1944) during the 12 months' period ended November 30, 1945; monthly payments of a transit industry bonus amounting to \$5.25 per month.

The contract covers more than 100 employees.

ELECTION WON AT TAMPA ELECTRIC CO.

Tampa, Fla.—Local 46 won an election conducted by the National Labor Relations Board among the 120 office employees of the Tampa Electric Co. by a vote of 2 to 1 and has been certified as bargaining agent for the workers.

M. Brice Burnett, local president, and J. O. Bloodworth, business representative and a vice president of the International Union, and a committee of the local, have had several conferences with Frank J. Gannon, president of the utility company, and negotiations on a contract are now due to get under way.

Since its inception in 1939, Local 46 has grown to be one of Tampa's leading unions, organizing, among others, 1,000 office workers at the shipyards of the Tampa Shipbuilding Co. and McCloskey & Co., with which agreements are now in effect.

Ratify Charter

Washington, D. C.—The AFL Executive Council unanimously approved the labor-management charter drafted by the officers of the A. F. L., the United States Chamber of Commerce and the CIO.

The charter seeks to promote industrial prosperity in the United States during the post-war period and to eliminate industrial strife. Under the terms of the charter, industry pledges to uphold the rights of labor and labor pledges to help protect the rights of free enterprise.

The National Association of Manufacturers has not yet subscribed to the charter, but the U. S. Chamber of Commerce and the CIO have ratified it.

Vote Is Ordered At Phillips Plant

Washington, D. C.—An election among office and clerical workers of the Plains plant of Phillips Petroleum Co. at Borger, Tex., has been ordered by the National Labor Relations Board in response to a petition filed by Local 127.

At the hearing on the petition the local was represented by H. R. Shepherd and Jack Smith. The Plains plant produces butadiene and butalene, essential elements in the manufacture of synthetic rubber.

ELECTION WON AT ORDNANCE PLANT

Burlington, Ia.—Office and clerical workers of the Iowa Ordnance Plant voted by a substantial majority for Local 111 as their collective bargaining agent in a referendum conducted by the National Labor Relations Board.

The next step toward realization of the full benefits of collective bargaining is expected to be taken in the near future when a proposed contract, upon which a committee has been working, is presented to the management.

Playing an important part in this new triumph for the Office Employees International Union were L. G. Nygren, national organizer and an International vice president, who recently set up the local, and officials of the Machinists, which represents the production workers, and the Burlington Trades and Labor Assembly.

VIRGINIA TRANSIT WORKERS ORGANIZE

Norfolk, Va.—Local 23786 has completed the organization of office employees of the Virginia Transit Co., and with the assistance of J. Howard Hic secretary-treasurer of the International Union, is moving rapidly toward early recognition and subsequent negotiation of an agreement.

The organizational campaign was aided greatly by E. L. King, treasurer of the Norfolk Central Labor Union and a member of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

Local 23786 also reports that office workers of the Rosedale Dairy Co., Inc., and Rosedale Dairy Stores have organized with the assistance of members of other unions employed by the concerns. Steps to secure recognition and collective bargaining agreements are being taken.

AFL Organizer J. R. Miller has been working closely with the officers and membership of the local and considerable credit for the success thus far attained is being attributed to him.

Orders Election for Employes of Ferry Operator

Washington, D. C.—Upon petition of Local 8, the National Labor Relations Board has directed that an election be conducted among the office employees of the Puget Sound Navigation Co. at Seattle, Wash. Vice President Mildred Erickson, of the International Union and business representative of the local, and AFL Organizer Charles G. Hughes represented the union at the hearing on the petition.

Approximately 100 employees are eligible to vote, and it is anticipated that Local 8 will obtain a substantial majority thus establishing its exclusive bargaining rights for this group.

Union Certified at General Mills

Chicago, Ill.—Business Representative Sarah E. Keenan announced that Local 28 has been certified by the National Labor Relations Board as collective bargaining agent for office and clerical employees in the Chicago offices of General Mills after an election in which a good majority chose the union to represent them.

Negotiations are now about to commence with a proposal for a contract to be submitted to the management.

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OFFICE EMPLOYEES
INTERNATIONAL UNION



PAUL R. HUTCHINGS, *President*
J. HOWARD HICKS, *Sec.-Treas.*
1221 G Street, N. W.
Washington 5, D. C.

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A GREAT MAN HAS GONE

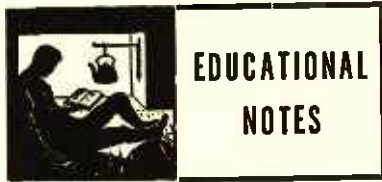
Our great peacetime and wartime leader, Franklin D. Roosevelt, is dead. His death constitutes a heavy loss to the labor movement and to every wage-earner in the nation. It is a heavy loss also to the entire freedom-loving world.

President Roosevelt will forever be revered by the people of the world as one of history's greatest war leaders and peace leaders. His military strategy is now leading the United Nations to complete victory over the foes of human freedom. And if we follow his inspired wisdom, we can, I am confident, soon unite all the nations of goodwill into an international security organization which will effectively banish future wars.

It is the personal duty of every one of us to carry on and reach these two great goals upon which he had set his heart and which death forced him to relinquish on the brink of fulfillment.

His fellow citizens in this country will always remember President Roosevelt as a man who had supreme faith in America and in the American ideals of freedom, justice and democracy. He took over the Presidency at a time of economic collapse. His courage at that time of crisis rallied the weak, halted the panic and started America back on the road to recovery. His humanity saved millions of American citizens who, without help from the government, might have perished from starvation. And his clear vision succeeded in bringing about a program of reforms and legislative enactments which made America strong and more secure than ever before.

All that is history. But where would America and the rest of the world be today if Franklin D. Roosevelt had not recognized at the outset the menace of Fascism and Nazism, both as a threat to our free way of life and as a threat to our physical security? Perhaps his greatest service to humanity was in making us aware of these dangers and in getting America prepared in



SAN FRANCISCO AND AFTER

Lasting peace can only be based on justice. Yet we live in a world where, over the centuries, nations have used their military power to get what they want regardless of justice. International law is still in a very primitive state of development. Only within the last 50 years have nations attempted to write down or codify the principles in treaties which are generally recognized and can be the basis of international law. And how can justice be determined without law? These points cannot be forgotten when you consider the San Francisco conference.

Reporters at the conference point out also that we have a partner among the great powers, Russia, which harks back to the old idea that might makes right and feels that power is more important than principle in dealings between nations. Russia is a sharp trader. And she knows what she wants. She respects the United States because we have proved our enormous capacity

time for the inevitable attack by our enemies.

As president of the American Federation of Labor, I frequently visited and conferred with President Roosevelt in the past twelve years. His interest and sympathy with the problems of the workers of America were unbounded. I never found him more resolute and unflinching than in the defense of the underprivileged. The great body of social and economic legislation enacted under his leadership constitutes by itself an imperishable monument to his memory.

We deeply mourn the passing of our Great President. It will not stop us or slow us down. On the contrary, we shall work harder than ever before to fulfill the two objectives which he charted for our nation and for which he gave his life—victory in the war and victory in the peace.

Our new President, Harry S. Truman, is ideally fitted by nature and experience to carry out these objectives. An able and sincere man, he can and will unite America, not only for the consummation of military victory but for the inauguration of a postwar program of enduring peace and domestic prosperity.

Right now the supreme responsibility of all the American people is clear. We must support President Truman to the fullest extent of our power. We must help him in the great tasks ahead.—Written by AFL President Wm. Green in the May issue of the American Federationist.

to produce and our power to place an army in Europe and fight our way to the Elbe River against terrific odds. Also, Russia will need us after the war. She wants, among other things, a six billion dollar loan for reconstruction. So USA is in a strong position to bargain with Russia. Reporters point out that Russia and USA are now the two dominant powers in the world, and that co-operation between USA and Britain is becoming better established. Our country more than any other power holds the key to the future.

The Americas Lead

Before San Francisco came the Inter-American Conference at Mexico City. It showed that the American nations are leading the way in recognition of international law and basic principles of human rights and economic and social justice. The Act of Chapultepec states that the peoples of the Americas are "sincerely devoted to the principles of international law" and reaffirms the basic principles adopted at earlier conferences. It condemns territorial conquest and the interference by any state in the affairs of another; it insists on faithful observance of treaties and respect for the sovereignty and independence of each American state. These are fundamental principles on which lasting peace must be based. Also, in the Economic Charter adopted at Mexico City the American nations laid down certain guiding principles and common objectives, such as: Rising standards of living; equal access for all nations to the trade and raw materials of the world; and for labor the right to organization and collective bargaining is recognized.

Principles of Justice

The Dumbarton Oaks proposals, on the other hand, scarcely even mentioned international law and justice. As it came from the "big four" conference last October and was amended at Yalta to give the "big four" veto power on the use of military force to prevent war, the proposed United Nations Charter savored more of a military alliance dominated by great powers than an organization to keep peace based on justice. The United States delegation at San Francisco has led the way toward correcting this omission. Regard for the principles of international law and provisions for their codification and development, provision for action to realize human rights and basic freedoms—writing these into the charter has been an outstanding accomplishment of conference committees. They must be passed by the plenary sessions for approval.

Sharp Bargaining Needed

Keeping the peace in future will depend to an important degree on negotiations between the great powers. The United Nations organization can provide a forum where differences between nations can be aired and considered in the light of law and justice. The bar of public opinion can have immense in-

Majority Obtained at Gulf Refinery

Port Arthur, Texas.—Local 66 has obtained majority representation among the more than 300 eligible workers of our trade employed at the Port Arthur refinery of the Gulf Oil Corp., according to International Vice President C. A. Stafford, who advises that the local has requested NLRB certification as the exclusive bargaining agency for this group.

fluence and through the United Nations organization, nations can work together for common objectives of increasing trade and raising living standards.

Sharp bargaining by U.S.A. will be essential. Russia already dominates the Balkan States and Poland, where she has set up puppet governments. More important still, Russia controls the bread basket of Europe. Under her domination lies the entire surplus food producing area on which the rest of Europe depends for its life. In the past, Western Europe has traded its manufactured goods for the food raised in Eastern Europe. Today Russia has not yet permitted food to be shipped out of the territory she dominates.

Today, non-farm people in France, Belgium, Holland and Italy are living at starvation levels. They have in general only 1,500 calories of food daily, when the minimum essential is 2,000. (U.S.A. has 3,000 per person.) The U. S. Army, where it controls, has fixed the ration for Germans at 1,150 calories—a ration which if not supplemented means starvation in a few weeks. How could starving people stand out against communists offering them food?

So U.S.A. has an immediate problem of feeding Europe. We must also take a firm stand against expansion by Russia or her puppet states, as at Trieste, into the territory of other nations. We must see that boundaries are observed. But while standing firm we must work in a friendly way for a real solution of basic problems. We can do this through the new United Nations organization which seems likely soon to be a reality.



Council Urges Prompt Action On Reconversion

Washington, D. C.—Warning that further delay may result in widespread unemployment before the year is out, the AFL Executive Council, at its spring session, urged the government to speed up reconversion.

Substantial cuts in war production have already been made, the executive council pointed out, and may mean that the war production program will be slashed in half within a few months.

"Under these circumstances," the council declared, "it is imperative that a large-scale reconversion program be undertaken at once. Unless the reconversion process is expedited, mass unemployment will grip America in 1945 and purchasing power will be reduced to such a low point that expansion of post-war production will be blocked."

The council called upon President Truman to offset the shrinking of purchasing power by prevailing upon Congress to adopt legislation extending more adequate compensation benefits to displaced war workers. The council reminded the President that he himself had sponsored such legislation as a Senator.

In a further step to bolster the national economy, the council warned the National War Labor Board that the time is overdue to adjust wage rates to make up for the loss of overtime pay which American workers will suffer when war production is cut.

In the same statement, the council declared that events have justified the AFL's opposition to compulsory labor legislation.

Connecticut Gets "Baby" Wagner Act

Hartford, Conn.—Eight years of intensive work by the Connecticut Federation of Labor were crowned with success here when the State Legislature adopted the Federation's No. 1 legislative proposal—the State Labor Relations Act.

Harold V. Feinmark, legislative agent of the Federation, who guided the bill through three stormy public hearings, said that it will immediately affect a quarter of a million workers, and may protect a half million workers when the war is won.

The act, Feinmark said, meets the major requirements of such legislation: it protects workers in their right to form or join a labor organization; and outlaws unfair labor practices by employers. Appeal to the courts is included. The act will be administered by a State Labor Relations Board of three members.

ORGANIZE PRINT SHOP

Oakland, Calif.—Local 29 reports organizing Olympic Press office employees and securing wage increases and reduced work week for the unit.

NLRB Right to Ban Unfair Employer Practices Upheld

Washington, D. C.—The United States Supreme Court ruled that an employer cannot forbid employees to solicit union membership on company premises during non-work hours, and in a companion case upheld the right of union organizers to distribute labor literature on an employer's property despite a company prohibition against such activity.

Both cases were decided by an 8-1 vote with Justice Reed delivering the single opinion covering them and Justice Roberts dissenting.

The solicitation case grew out of the discharge of four employees of the Republic Aviation Corp., aircraft manufacturer, on Long Island. One had flouted a company rule designed to prevent soliciting of any sort, and the other three were wearing union buttons during the progress of a drive to organize the plant. The National Labor Relations Board held that the dismissals interfered with the workers' right to organize, in violation of the Wagner Act and this ruling was affirmed by the Second Circuit Court of Appeals.

The literature distribution case

Negotiate Pacts

With 2 Dairies

Pittsburgh, Pa. New working agreements with the Lewis Dairies, Inc., and Rieck-McJunkin Dairy Co. are announced by Local 33. International Vice President George P. Firth assisted in the negotiations.

Such benefits as wage adjustments, union shop, seniority and 2-week vacations are provided by both contracts.

Workers at Ship Concern Organize

Orange, Texas.—Office employees of the Consolidated Shipbuilding Co. are organizing to secure the benefits of collective bargaining. C. A. Stafford, vice president of the International Union, reports a substantial number of application cards have been signed, and it is anticipated that a local of the International Union will shortly be established here.

UPHOLDS DAMAGES

Washington, D. C.—The Supreme Court ruled that an employe may collect damages equal to back pay due him even though he has made a separate settlement with his employer for less.

The court upheld a clause of the wage-hour law requiring so-called liquidated damages to be paid as a penalty by employers who violate minimum wage or overtime regulations. It held in two cases that employer-employee agreements to the contrary do not prevent an employe from collecting full damages plus back pay.

developed at the plant of Le Tourneau Co., machinery manufacturer, near Toccoa, Ga., where two employes were suspended for violating the company rule. Here, too, the Labor Relations Board said the Wagner Act guarantees were violated but the board lost in the Fifth Circuit Court of Appeals.

The Supreme Court said "the Wagner Act did not undertake the impossible task of specifying in precise and unmistakable language each incident which constitutes an unfair labor practice. On the contrary, that act left to the board the work of applying the act's general prohibitory language in the light of the infinite combinations of events which might be charged as violative of its terms."

On this premise the court decided that it was a proper exercise of authority for the board to hold that the action complained of violated the act.

Find High Wage Tales Are Myths

New York, N. Y.—The propaganda about high wartime wages, which many members of the armed forces swallowed whole, is now turning into shes in the mouths of veterans seeking civilian jobs after being discharged from the army and navy.

A large number of these veterans in this area are unemployed because they are unwilling to accept jobs offered to them through the U. S. Employment Service at pay which is sometimes less than they received in the service.

Frank Newcomer, veterans' representative of the U. S. Employment Service, said there was a pressing demand for discharged men in industries throughout the state, but that many of the men were dissatisfied with the jobs offered and had refused to take them.

"Veterans coming back today," Mr. Newcomer declared, "have a fantastic idea of what jobs are paying. Then, also, they want to have better jobs than the ones they held before entering the services. And, finally, they don't want to go away from home for jobs."

KILL DRASTIC BILL

St. Paul, Minn.—Governor Edward J. Thye of Minnesota vetoed a drastic bill passed by the legislature which would have put curbs on picketing and other union activities, including a ban on so-called "secondary boycotts."

All branches of organized labor appealed to Thye to veto the bill. He did so in a message which declared that the measure would imperil harmonious labor relations in Minnesota, and, besides, he pointed out that similar laws have been held unconstitutional in other states.

AFL Head Says All-Out Effort Will Continue

Washington, D. C.—Labor hailed the official proclamation of victory in Europe with sober joy and solemnly dedicated itself to "work, work and more work," as President Truman urged, until Japan also is forced to surrender unconditionally.

AFL President William Green, in a radio address on V-E Day, declared:

"In behalf of the 7,000,000 members of the American Federation of Labor, I pledge that we will continue steadfastly on the job of war production and will continue to invest our savings in War Bonds in order to speed the day when people in our country and throughout the world can breathe again in peace and to hasten the hour when our boys in uniform can come home safely."

All over the nation workers celebrated the unconditional surrender of the Nazis by producing as usual, with only brief pauses in the factories for listening to the President's proclamation and for prayer.

They seemed to realize the fact emphasized by Mr. Green that "the battle is only half-won, the job of victory only half-completed." And they showed an invincible determination to "stick it out" for the duration, as President Truman had exhorted them to do.

The significance of the victory over the Nazis was pointed out by Mr. Green in a radio talk over the Columbia Broadcasting System from San Francisco, where he was attending the United Nations security conference. He said: "Hitler threatened the dignity of human labor. He sought to make all workers slaves. Therefore, the defeat of the Nazis to which the free workers of America contributed so importantly by record-breaking production of war equipment, must be regarded as the final, crushing blow to the advocates of slave labor."

"The millions who lost their lives resisting Hitler's mad ambition for world power, including our own boys who were killed on the battlefronts and on the production lines, will have died in vain unless we make a supreme effort now to prevent future wars and build enduring peace," he stressed.

Ask Election at U. S. Gauge Co.

Sellersville, Pa.—Organization of the office employes of the U. S. Gauge Co. has progressed to the point where an election has been requested of the National Labor Relations Board.

Valuable assistance in the drive has been rendered by Ernest R. Heimbach, recording secretary of the local lodge of the Machinists, which represents production workers in this plant, according to George P. Firth, a vice president of the Office Workers International Union, who is handling this matter.

RETROACTIVE WAGE ADJUSTMENTS WON

Richmond, Calif.—More than 100 office workers, members of Local 29, received pay raises and were assured of a full two weeks' vacation under the terms of an agreement recently signed by the local with the Housing Authority of the City of Richmond. The signing of this agreement brought to a conclusion negotiations which have been under way with the Authority for some time.

The retroactive wage adjustments go back to January 1, 1945, and substantial adjustments were obtained in all classifications.

The agreement was signed by local union Business Representative Muriel Kerchen and Secretary-Treasurer Pauline Wilde, and by International Vice President Frank F. Randall.

Contract Signed With Engine Firm

St. Louis, Mo.—A contract covering timekeepers and calculating machine operators has been negotiated with the Busch-Sulzer Brothers Diesel Engine Co. by Mary E. Ryder and Ralph Wilson, organizers for the Central Trades-AFL Joint Organizing Committee, according to A. L. Rex, president of Local 13 of which these workers are members.

Under the terms of the agreement, wages of timekeepers are increased 27 cents an hour. Wages of the calculating machine operators are boosted \$45 a month.

The increases are retroactive and the workers are due to get approximately \$5,000 in back pay.

File Petition for Ingalls Employees

Pascagoula, Miss.—A petition has been filed with the National Labor Relations Board requesting certification of the International Union as bargaining agent for the office and clerical workers of the Ingalls Shipbuilding Corp., according to A. R. Carson, a vice president of the International Union.

About 400 workers are involved. It is anticipated that a local union will soon be established.

INTEREST IN UNION

Alliance, Ohio.—Office and clerical workers in this city are showing interest in unionization, according to Thomas H. Nichols, secretary of the Alliance Central Labor Union.

AFL Council Hails V-E Day

Washington, D. C.—The AFL Executive Council greeted the announcement of the end of the war in Europe with the following statement:

"Hail to the glorious victory in Europe! Hail to the brave men in our armed forces whose hard fighting made victory possible! Hail to the great masses of American workers, whose untiring efforts supplied our armed forces and those of our Allies with superiority in weapons and equipment!

"Let us remember that permanent victory in Europe requires more than military action. Let us concentrate now on making that victory fully significant by destroying the hateful things Hitler stood for and by establishing enduring peace.

"And let us also remember that thus far we have won only half the battle. The other half still remains in the Pacific. Plenty of hard fighting and hard work will be required until Japan, too, surrenders unconditionally. Labor will not pause or relax until the entire job is completed and final world-wide victory is won."

Majority Want to Keep On Working

Washington, D. C.—Three of every four women workers in the Detroit area plan to continue working after the war is over and it is a matter of necessity rather than choice with 85 per cent of them, as they have families or others depending upon them for support.

This was revealed by the first of a series of surveys which the women's bureau of the Department of Labor is making in war production centers.

The bureau said that 100,000 more women would want jobs after the war than were employed in 1940, which would mean a total of \$12,000 in the Detroit labor market.

HERSHEY DRIVE

Hershey, Pa.—International Vice President George P. Firth is working with John Shearer, president of the Bakery Workers, and officers of Local 107 in furtherance of the campaign among office and clerical workers of the Hershey Corp.

OPA Formula Invites Huge Profits In Consumer Goods

Washington, D. C.—Prices set by OPA for consumer goods soon to be brought back into production open the way for huge profits during the reconversion period, Boris Shishkin, AFL economist, warned.

The OPA formula, Shishkin pointed out, is completely one-sided because it makes allowances to manufacturers for cost-increasing factors but completely disregards cost-reducing advantages resulting from war experience.

Chief of these, in Shishkin's opinion, is the increase of labor productivity. He said:

"In the munitions industry, for example, productivity increased 72 percent—that is, 100 workers are turning out as many guns or shells in a given time as 172 workers did back in 1942. This increase is due to technical improvements that have taken place during the war years.

"No one expects this high increase in productivity to be carried over into peacetime production, but

Ask NLRB to Hold DeLaval Election

Poughkeepsie, N. Y.—The National Labor Relations Board has been petitioned to take the necessary steps for certification of Local 112 as collective bargaining agent for office employees of the DeLaval Steam Turbine Co.

FREIDIN ON WLB

Washington, D. C.—Jesse Freidin, general counsel of the War Labor Board, was appointed by President Roosevelt to be a public member of the agency. He will fill the vacancy created when William H. Davis resigned to become Federal Economic Administrator.

REALTY WORKERS

New York.—Organization of the office employees of Starrett Realty Renting Co. has been completed by Local 23076, and efforts are being made to secure improvements in wages and working conditions.

Davis Gives NWLB Wider Authority to Increase 'Fringe' Pay

Washington, D. C.—William H. Davis, Director of Economic Stabilization, issued a directive to the War Labor Board which substituted discretionary authority for rigid standards in passing on so-called "fringe" or non-basic wage adjustments.

The directive supplements one issued on March 8 by Fred M. Vinson just before he left the Office of Economic Stabilization. It sets up stabilizing limits on wage adjustments such as night shift premium pay, but permits exceptions either above or below the limits under certain circumstances. In all cases where prices to the public or costs to the government are affected, the adjustments are subject to approval of the stabilization director.

Shift differentials in industries with necessarily continuous operations are to be 4 cents an hour for the second shift, and 6 cents for the third, which is the present WLB policy. In industries where operations by their nature are not necessarily continuous, the premium pay is 4 cents and 8 cents per hour for the second and third shifts, respectively. The stabilizing limits for vacations are one week after one year of service and two weeks after five years' service.

The directive said that adjustments higher or lower than these limits "may be" the board and that the amount of the adjustment follows an already established 'clear and well-defined practice' in the industry or the area."

The limit of 1 cent per hour, or 1 per cent, on reclassifications and job re-evaluations except in "rare and unusual cases" also was relaxed to the extent that "rare and unusual" will be interpreted to mean "exceptional cases of intraplant inequities."

The directive also authorized the WLB to approve or direct "other non-basic rate wage adjustments or changes in working conditions affecting earnings in cases where the board finds (1) that such adjustments or changes are in accordance with the substantial practice in the industry or the area which it would be inequitable not to follow in the particular case and which would be unstabilizing to the area or industry, or (2) that they are equitably required to meet a special or unique situation or problem within a company or industry and consequently are not of a precedent-making character."

Keasbey-Mattison Agreement Signed

St. Louis, Mo.—Local 13 has negotiated an agreement with the Keasbey-Mattison Co., securing an adjustment of wages, retroactive to September 5, 1944, maintenance of union membership and other benefits for the office and clerical employees of the firm.

certainly a part of it will be held. Yet no provision is made for it in the formula."

The AFL economist also criticized the OPA for "thinking in terms of 1942 production." Such thinking, he said, is "dangerous, because prewar production won't be nearly enough if we are to have full production and full employment. Such thinking does not take into account the tremendous backlog of consumer goods demand now awaiting satisfaction."

At the same time, Shishkin found fault with the reconversion employment figures given out last week by Fred M. Vinson, War Mobilization and Reconversion Director, saying they were too low.

"Mr. Vinson underestimated the unemployment that can be expected and which the government should plan to meet," he said. "I don't think it is good public policy to underestimate the unemployment that now seems inevitable."