Workers Demand Justice in Wage Scrap With B&S.

The going was accompanied by a strike. As this issue of The Office Worker was about to go to press they voted by a large majority under the Smith-Connelly Act in favor of a strike. They are still anxious to settle the matter amicably, but it is anticipated that a meeting will shortly be called to consider further action.

STRIKE IS ON

A strike authorized by an overwhelming vote of union members and approved by the International Union was called the morning after the present secondary lines were established at the Brown and Sharpe plant.

Operations have paralyzed not only the office and clerical force but production, maintenance and technical workers affiliated with other A. F. of L. organizations refused to violate the lines.

The high-handed tactics of management has aroused APIU office workers throughout the area and the State Federation of Labor voted to support any necessary action by Local 76.

While the dispute is over wages, it involves a much more basic issue in that the company has flatly refused to agree to any peaceful method of settling the matter by either final and binding arbitration or submission to the War Labor Board for final binding decision. This refusal makes it obvious that they feel certain wage increases were useless.

A large majority of the workers chose Local 75 as their collective bargaining agent in a consent election conducted by the NLRB last June, thus establishing the exclusive bargaining rights of the local. Thereafter, a contract was negotiated with the company, except for several provisions which were rejected and which were agreed to be submitted to the War Labor Board for a binding decision.

Excluded Wages

The company expressly excluded from this method of determination the proposed wage adjustment and offered a counter-proposal which was in effect merely a rearrangement of the present inadequate rates which were unacceptable to the union committee.

Consequently, by the Department of Labor having failed the union offered to submit to arbitration. The company as the matter was accompanied by a statement to the newspapers that it was paying up to 80 cents an hour against a minimum 65 cents an hour. The minimum hiring rate for clerical employees is 44 cents an hour against a minimum hiring rate of 60 cents for unskilled workers in the shop.

Final Offer

In a final offer of arbitration made to F. P. Austin, Jr., comptroller of the company, President Paul R. Hutchings reviewed the efforts made by the union to peacefully settle the controversy.

"The present wage dispute must be settled by some considerable wage increase." It has been, and still is, the desire of our office workers.

Bargaining Power Boosted In Pacific Coast Shipyards

Seattle, Wash.—Bargaining power of OEIU locals representing office workers on the Pacific Coast shipyards was given a big boost when the Pacific Coast Dispute Metal Trades Council unanimously adopted at its convention a resolution to include wages and working conditions for office workers in any postwar master agreement which it negotiates.

Six locals of the International Union were represented at the convention which opened on September 22nd and continued through September 27th. The International Union executive board was in session in Washington, D. C., at the time and designated Irving Enna, secretary-treasurer of Local 11 and a delegate of that local, to be the authorized representative of the OEIU at the convention.

Inclusion of the office workers in the master agreement was in the subject of consideration at a caucus of the local Metal Trades Councils of the northwest early in September, and Mildred Ericsson, a vice president of the International Union, played an important part, as did Vice President C. C. Newell, in lining up support for the resolution which the convention adopted.

The proposed wage adjustment does not include the office employees, although the locals with shipbuilding yards in their jurisdiction are affiliated with the various Metal Trades Councils and have cooperated closely with them during the vast wartime construction and repair program.

After the resolution was adopted the delegates of the OEIU locals met and unanimously adopted a resolution setting up the procedure to be followed in arriving at uniform schedules of wages and working conditions for office workers in any postwar master agreement which the various Metal Trades Councils may negotiate.

A committee of three was selected to write a majority information with regard to all of the agreements with Pacific Coast yards and work out uniform schedules to be submitted to the various locals for ratification and then to the negotiating committee of the District Metal Trades Councils.

The committee consisted of C. I. Atteberry, Muriel Karchen and Joyce Newell, and Randall was in attendance.

The OEIU delegates at the convention were: Jean Foley, Norman Melby, Seattle Local 8; C. H. Atteberry, William Large Jr., Tacoma Local 41; Ruby Williams, Cora Mehard, Vancouver Local 68; Eleanor Murphy, San Francisco Local 36; Muriel Karchen, Oakland Local 11; and Joyce Newell and Randall were in attendance.

The resolution which was unanimously adopted by the Pacific Coast Metal Trades Councils provides:

"Whereas the Office Employees International local unions in the Pacific Coast shipbuilding industry, comprised of approximately 10,000 workers, have been and are affiliated with the Metal Trades Councils in the various ports on the Pacific Coast, and

"Whereas the Pacific Coast Metal Trades Council is now about to negotiate a postwar Master Agreement covering the shipbuilding industry on the Pacific Coast, now therefore be it resolved that the working conditions, hours of employment and wages of the Office Employees engaged in shipbuilding and ship repair on the Pacific Coast be included and made a part of any postwar Master Agreement which the Pacific Coast Metal Trades Council may negotiate with the employers.

Paper Mills' Staffs Interested

Milwaukee, Wis.—Office and clerical workers of the paper mills in the Fox River valley region are interested in a considerable wage increase. It has been, and still is, the desire of our office workers.

BLUE CROSS OFFICE WORKERS VOTE OEIU

Denver, Colo.—Office and clerical workers of the Blue Cross Hospitals voted by a unanimous majority in favor of Local 5 of the Office Employees International Union as their collective bargaining agent in a binding election conducted by the National Labor Relations Board on October 12.

The CIO, which was also on the ballot, received one vote out of the 87 ballots cast.

Joyce Espar, secretary-treasurer of Local 5, was active in lining up the workers and Frank P. Randall, a vice president of the OEIU, assisted in the campaign.

The Blue Cross operates a hospitalization program throughout the country and has offices in practically all of the larger cities.

Milwaukee Site of 1946 Session

Washington, D. C.—The Office Employees International Union executive board selected Milwaukee, Wis., as the location of the 1946 convention which will be held on the third Monday in September.

Local 9 has indicated that it would be very happy to have the convention held in its city.

A committee of three OEIU Executive Board members, including Vice President Alice Holz, of Milwaukee, will be appointed by President Paul R. Hutchings to handle the plans and program for the session. Details will be carried in later issues of The Office Worker.

DRIVE UNDER WAY AT WHITMAN CANDY

Philadelphia, Pa.—A full-scale organizing campaign is in progress among the 90 office workers of the Whitman & Sons plant, according to Benjamin E. Jaffe, president of Local 14.

The campaign is being assisted by Margit Springman, Lee Angeli, Ed Springman, Theresia Bink, Pearl Springman, with Vice President Jaffe and Jeanne Gibstein.

Local 30 at San Francisco has supplied Local 14 with a copy of the agreement it has with the company and other information of value to the drive.

President Jaffe also reported the local has selected one of its most experienced organizers, Jeanne Gibstein, to act as organizer and business representative.
More "Musts" For Congress Action

Two postwar measures of vital concern to the nation's workers and strongly endorsed by the American Federation of Labor are experiencing rough soldiering in Congress. They are the Full Employment Bill and the amendment to the Wage-Hour Act. A survey of the present status of wages shows that in nearly all fields where the statutory floor under wages is sixty-five cents an hour labor is beginning to realize the value of union label goods, and union services are being demonstrated.

The St. Louis exhibition will be greater in scope and more extensive in the number of products shown. Dates for the exhibition will be fixed within the next few weeks by the officials of the Union Label Trades Department in conjunction with the officials of the Central and St. Louis sections of the AFL, and the St. Louis Union Label Trades Section.


Before me, a notary public in and for the city of Washington, District of Columbia, personally appeared J. Howard Hicks, who, having been duly sworn according to law, deposes and says that he is the Business Manager of THE OFFICE WORKER and that the following is, to the best of his knowledge and belief, the true statement of the ownership, management (and if a daily paper, the circulation), etc., of the publication for the date shown in the above caption, required by the Act of March 31, 1912, as amended by the Act of March 3, 1933, embodied in section 301 of the act of March 4, 1917, and printed on the reverse of this form to wit:

1. That the names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, Office Employees International Union (AFL), 1221 G St., N.W.: Editor, Paul R. Hutchings, 1221 G St., N.W.; Manager, J. Howard Hicks, 1221 G St., N.W.

2. That the owner is: Office Employees International Union (Affiliated with the American Federation of Labor) 1221 G St., U.W.

3. That the known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of any purpose of funds, mortgages, or other securities are: None.

(Signed) J. Howard Hicks.

Sworn to and subscribed before me this 10th day of October, 1945.

(My commission expires August 31, 1946.)

Vigorous Demand Made In Congress for 65c Wage Floor

Washington, D. C.—Secretary-Treasurer J. L. M. Omberg of the Union Label Trades Department of the American Federation of Labor, announced this week that next week the department will hold its second A. F. of L. Union Lab and Industrial exhibition in St. Louis, Mo.

The exhibition will be similar to the one held in Chicago in 1938. It was one of the most outstanding events in the history of organized labor and attracted nationwide attention when he said the bill as passed merely weakened by affecting only the barriers.

The St. Louis exhibition will be greater in scope and more extensive in the number of products shown. Dates for the exhibition will be fixed within the next few weeks by the officials of the Union Label Trades Department in conjunction with the officials of the Central and St. Louis sections of the AFL, and the St. Louis Union Label Trades Section.

WASHINGTON, Oct. 17—The second Union Label Trades Department show, to be held in St. Louis on Monday, will be greater in scope and more extensive in the number of products shown. Dates for the exhibition will be fixed on the following week by the officials of the Union Label Trades Department in conjunction with the officials of the Central and St. Louis sections of the AFL, and the St. Louis Union Label Trades Section.

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Polish National Alliance Pays Up

Chicago, Ill.—The long battle of Local 28 to uphold the rights and desires of workers to organize and bargain collectively ended in triumph Oct. 12 when Polish National Alliance, an insurance society, signed a working agreement covering office and clerical workers.

The struggle started with the organization of the Alliance office staff, went to the National Labor Relations Board, then to the U. S. Circuit Court of Appeals and finally to the U. S. Supreme Court. The union was upheld every step of the way.

Not only did the high court’s decision uphold the employees of Al- liance, but, by laying down the rule that insurance is commerce within the meaning of the National Labor Relations Act, affirmed the rights of employees of all insurance concerns.

The agreement just negotiated between Local 28 and the Alliance provides among other benefits a $30 a month wage increase, the union shop, paid holidays and two-week vacations.

When a majority of the office force affiliated with Local 28 in 1941, the Alliance refused to recognize the union as bargaining agent and caused a strike by its employees.

BRIEFS PREPARED

Rochester, N. Y.—Briefs prepared and submitted to the National Labor Relations Board by Jack Cadden, Business Agent of Local 34, and J. Howard Hicks, secretary-treasurer of the Office Employees International Union, clearly establish the contention of Local 34 for one overall office unit in the election sought at Yawman and Erbe Manufacturing Co. A hearing on the matter has already been held.

in flagrant violation of the act, including discharges for union activities. Charges were filed against the Alliance and sustained in 1942 by the NLRB, which ordered the society to cease and desist from interfering with the workers’ rights to organize and from refusing to recognize and bargain with the union.

Workers who had been discharged were ordered reinstated with back pay, which totaled $34,222 for 27 workers and has now been paid.

The Alliance appealed this order to the circuit court of appeals, and, losing out there, went to the Supreme Court on the issue that it was not engaged in commerce within the meaning of the act.

Agreement With

Electric Boat Co.

New Haven, Conn.—Local 100 has concluded an agreement with the Electric Boat Co. embodying all the provisions of the local Metal Trades Council agreement.

R. J. Jamieson, president of Local 76 at Providence, is working with the officers of Local 100 in the application of the new contract and in assisting with plans for organizing the remaining unorganized office workers of the company.

TRACTION OFFICE

Staff Organizing

Dallas, Texas—An organizing campaign is under way among the office and clerical workers of the Dallas Railway and Terminal Company. Local 48 is conducting the drive with the assistance of C. A. Stafford, a vice president of the International Union. Satisfactory progress is reported and it is anticipated the local will shortly be in a position to request exclusive bargains for the group. The Amalgamated Association of Street Railway Employees, which represents the operating workers, is cooperating.

DISPUTE SETTLED WITH SHIP CONCERN

Charleston, S. C.—The Shipbuilding Commission of the National War Labor Board approved a stipulation settling the dispute between Local 98 and the Charleston Shipbuilding and Drydock Co., according to R. H. Holcombe, president of the local.

The stipulation resulted in a reduction of the number of job classifications and an increase in the hourly rates on many of the classifications.

NEGOTIATING WITH BIG PAPER COMPANY

Washington, D. C.—AFL Organizer Russell Harvey reported that Local 110, of Gatineau, Quebec, is negotiating with the Canadian International Paper Co. and thus far the agreement contains union shop provisions, assuring union membership to all office employees of the company, and the negotiators are now proceeding with a study of classifications and salaries which it is anticipated will determine the proper relationship of jobs and increased rates.

When completed the contract will be the guide for agreements at other plants of the company employing about 500 office and clerical workers.

Southern Kraft

Local 80, of Panama City, Fla., has negotiated a contract with the Southern Kraft division of the company, covering all office and clerical employees in the Panama City operations.

A substantial number of the several hundred workers have made application for membership and a request for the issuance of a local union charter has been received by the International Union.

This is the first campaign among the office and clerical workers in the city.

Organizing Drive

At Big Tire Firm

Camberland, Md.—Office and clerical employees of the Kelly-Springfield Tire Co. are organizing under the banner of the OELIU. A substantial number of the several hundred workers have made application for membership and a request for the issuance of a local union charter has been received by the International Union.

This is the first campaign among the office and clerical workers in the city.

Higher Wages Only Road To National Prosperity

Philadelphi—Unless payrolls are raised in proportion to industry’s ability to increase production, the country faces “incurable disaster.”

That belief was voiced by A. B. Foster, undersecretary of the Department of the Interior, at a conference on social welfare held here.

The country has not yet estimated the increased productivity caused by technological developments during the war.

“But even in the prewar years,” he declared, “the advances were enormous. In 1940, payrolls in real money were only 4 percent above 1925, although industrial productivity had increased 43 percent.

“Is it in this area—the gap between what industry can produce and what it produces—that a large segment of our problem lies.

“This failure to reflect greater productivity in increased payrolls is bound to result in industrial unemployment, depressed standards of living and in stagnation of industry itself.

“We must match industry’s power to produce with people’s power to buy its products if we are to avoid a downward spiral.”

Full employment and social security, Fortas insisted, must be made a fundamental basis of our democracy.
Wage Increase Negotiated For Paper Firm Employes

Wisconsin Rapids, Wis.—Local No. 95 recently announced that it had with the close of the war successfully been able to obtain a general wage increase retroactive to November 20, 1944, for its members employed at the Consolidated Water Power and Paper Company. The back pay amounts to about $86 for each man.

Partial approval for a wage increase was granted by the Sixth Regional War Labor Board on July 18, 1945, but such partial approval was turned down by the company. With the close of the war the bargaining committee requested the $2 increase originally negotiated by the committee on November 20, 1944, but not approved by the War Labor Board at that time. The wage increase covers approximately 190 employees at the Consolidated Water Power and Paper Company division at Wisconsin Rapids.

Fenton Predicts Membership Gain

Washington, D.C.—Frank Fenton, president of the organization of the AFL, declared in a radio broadcast that AFL membership is expected to increase by a mark within the next five years and that the largest gains will be among the "white-collar" workers.

Fenton stated: "First of all, it should be clear by now that the labor movement is firmly established in America and is here to stay. Most employers have learned that it is no longer possible to fight unionization of their workers. And most workers have learned to recognize there is a union that can meet their interests and improve their conditions.

"This is especially true among skilled workers. Unions are firmly entrenched and make up the backbone of the American Federation of Labor. We believe that white-collar workers are also beginning to learn the fundamental lesson that only in union is there strength. It is to these white-collar workers that we look for the largest gains in union membership during the next five years."

The American Federation of Labor has been organizing unions in the white-collar field. These are the International Chemical Workers, the Office Employes International Union.

"The chemical industry is due for tremendous expansion and much wider employment. Our aggressive AFL union is going right along with the industry, because the workers will need the union to obtain the wage standards and working conditions to which they are entitled in the exacting and painstaking nature of their jobs.

"Office workers in the past have served as a glaring example of the failure of disorganized workers to make any progress. But the old prejudices and unions have been discarded by those white-collar workers and we expect them to join us and our members in order to better their conditions."

Another large source of membership is the group of returning veterans. More than a million and a half of them were AFL members before the war, and they, to the number of millions, are coming back to us, we know. We also extend a hearty welcome to the other returning veterans as they come back to us, we take back our rank and get a better break.

Prospects Good

Spokan, Wash.—As the result of the efforts of Walter J. Simmonds, secretary of the Retail Clerks Union 1430, prospects are bright for the approval of the settlement of OEIU Local 20, which has been in close contact with United International headquarters in its activities.

V. S. Pipe Workers Showing Interest

Birmingham, Ala.—Ruth Hare, president of Local 83 of the International Union, worked a display of interest in organization by the office and clerical workers throughout the Birmingham operations of the company and is entering contract negotiations with workers in the Bessemer developments and lending all possible assistance.

Election Slated At U. S. Gauge Co.

Washington, D.C.—The National Labor Relations Board has issued a notice for an election within 60 days at the U. S. Gauge Co. in Sellersville, Pa. This is to determine the collective bargaining representative of the office and clerical and technical engineering employees.

The board found after a hearing that clerical employees and engineers and the office employees are employees of the appropriate voting unit. These workers will vote for representation through the Office Employees International Union and the International Federation of Technical Engineers, Architects and Draftsmen's Unions, A. F. of L. International Vice President George P. Firth is handling the drive on behalf of OEIU.

Workers Demand Justice On Wages

(Continued from page 1)

organization to settle the same without resort to our economic sanctions.

"You and your company representatives have stated to us and to the National Labor Relations Board that the company's present wage rates for its office and clerical workers are equitable and fair.

"If there is conviction behind such statement we fail to see why management should reject the offer of final and binding arbitration of the wage controversy, particularly when the company is presently using arbitration in the settling of disputes with other organizations representing other workers in its plant.

"It is not our desire to settle this dispute on the picket line, the company's rejection of every possible method of peacefully settling the controversy should appear to us as a defeating blow.

"The full responsibility rests with the company, and its position in rejecting all possible methods of peacefully settling this controversy indicates to us a complete disregard for the best interests not only of its workers, but also of the citizens of the state.

"Our International Union and its local union here involved still stand ready, Mr. Austin, to work out a method of ending the controversy through final and binding arbitration. We stand ready to

AFL Delegates Named For Labor-Industry Parley

Cincinnati—Following are the delegates and alternates named to represent the American Federation of Labor at the Labor-Industry Conference called by President Truman to meet in Washington Nov. 5:

William Green, AFL President; George Meany, AFL Secretary-Treasurer; Harry C. Bates, President; William C. Green, Local 60; Al Valentine, Local 232; John McKelvey, Local 261; Thomas Johnson, Local 262; C. B. subroutine, Local 263; George Dubinsky, Local 264; Walter Hare, Local 265; Joseph Fields, Local 266; Charles Gorman, Local 267; William W. Woll, Vice-President American Federation of Labor; Charles J. Beim, President International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America; Samuel Gruenberg, President Amalgamated Association of Street and Electric Railway Employees of America; Martin Durkin, President United Association of Plumbers and Steam Fitters of the United States and Canada; Herman Winter, President Bakery and Confectioners Workers International Union; Ben Ungrown, President International Brotherhood of Electrical Workers; Patrick B. Rockwell, AFL Secretary-Treasurer; Old Amalgamated Meat Cutters and Butcher Workmen of North America; James M. Duffy, President National Retail Grocers Association; Elmer E. Milliman, President Brotherhood of Maintenance of Way Employes.