

# THE OFFICE WORKER

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

No. 16

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## ORGANIZING PROGRAM PUSHED 2,500 Hollywood Workers Organized In New Local Vigorous Drive Mapped For Year By Convention

Hollywood, Calif.—Local 174, newly chartered local embracing motion picture and radio broadcasting office workers in the metropolitan Los Angeles area, already can claim over 2,500 members and has established its majority status and bargaining rights in the vast majority of establishments in the motion picture industry, according to International President Paul R. Hutchings, who is assisting the local during its organizational period.

Among the motion picture producing companies where Local 174 is now recognized as the exclusive bargaining representative for office and clerical workers are: Metro-Goldwyn-Mayer; Universal Pictures; Columbia Pictures; Republic Pictures; RKO Radio Pictures; Samuel Goldwyn Productions and Samuel Goldwyn Studios. In addition, the local has the vast majority of office and clerical workers in membership from each of eight additional establishments and has requested recognition in each such establishment including 20th Century Fox, Technicolor Motion Picture Corporation; Cagney Productions, Inc.; Hal Roach Studios, PRC Productions; PRC Studios; Pathe Industries and Consolidated Film Industries.

### Recognized by Film Exchanges

The office employes of the nine film exchanges in the Los Angeles area have almost unanimously joined Local 174 and recognition has already been obtained by the local in such establishments. These include the following exchanges: 20th Century Fox; Columbia Pictures; R K O Radio Pictures; Warner Brothers; Loews, Inc.; Paramount Pictures; Republic Pictures; United Artists Corporation and Universal Film Exchange.

### CBS Radio Station

Recognition has been requested from Columbia Broadcasting System Radio Station KNX, as practically all of its office and clerical workers are now members of the new local. It is anticipated that such recognition will be obtained immediately.

### Constitution Adopted— Officers Nominated

The rapid strides made by Local 174, which was chartered on February 18 by action of the OEIU Executive Board, are the fulfillment of an organizational program adopted by our International Union for motion picture and radio broadcasting industry office workers in the Los Angeles area. The program adopted was based upon the report and recommendations made by President Hutchings after a personal investigation of several weeks last January. Vice President L. G. Nygren assisted President Hutchings in the latter's investigation and in the formulation of the recommendations which were adopted by the OEIU. Nygren subsequently remained in Hollywood to put the program into effect and to insure its proper initial application.

Office workers in the motion picture industry had been organized into several different organizations, each holding contracts in the industry. It was proposed to bring all such groups together into the OEIU and all groups were appealed

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### Cities Service Workers Organize

Lake Charles, La.—Successful unionization of the 100 office and clerical workers employed in the local operation of the Cities Service Refining Corp. has been announced by T. K. Stetzlein, President, and Anna Bittras, Secretary-Treasurer of Local 87.

The unionization of this new group by Local 87 is in line with the OEIU pattern in the petroleum industry and is under the guidance of Vice-President C. A. Stafford of the OEIU who assisted the local union. A petition requesting certification of the local union as collective bargaining representative of the employes of the company has been filed with the National Labor Relations Board.

### Senator Morse Urges Office Workers to Organize

Milwaukee, Wis.—Asserting that he is one "who shares the view that it is in the long-time interest of American employers that white collar workers, office workers, organize themselves into unions in good faith and collective bargaining with you for better wages, hours and conditions of employment" Senator Wayne Morse in his address before the recent annual convention of the OEIU struck the keynote of the convention, bringing loud cheers of approval from the delegates in attendance.

Senator Morse has long been recognized as a friend of the common man and he has been outspoken as an advocate of unionism and collective bargaining by all workers.

Recognizing the current trend among workers of our trade, the Senator from Oregon stated that he saw "in the next decade a great growth in the organizing and unionizing of office workers and other white collar workers in this country, for the simple reason that I think the white collar workers have gradually come to recognize that they are workers".

"I have always been interested in the psychology of the propaganda of employers relating to white collar employees. And, in trying to analyze it, I have reached the conclusion that most of them are quite sincere although they are unconsciously rationalizing, when they protest the organization of office employees on the grounds—'Well, we like to think of our office employes as potential managers. We like to feel that the office employes may sometime become partners in the firm'—to which I reply, 'After all, they can't eat those potential pos-

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milwaukee, Wis.—Placing the organization of yet unorganized office and clerical workers throughout the United States and Canada foremost among activities during the approaching year and the mapping of plans for such activity proved to be the highlight of actions taken by the recent OEIU convention in this city.

With delegates representing many locals throughout the entire United States in attendance the convention was convened in the Hotel Wisconsin. Highlight of the convention was an address delivered by Senator Wayne Morse of Oregon on the second day of the meeting.

Following the welcoming address delivered at the opening of the convention by August W. Korbel, president, Local 9, which played host to the convention. The convention delegates were address by J. F. Fried-

### Increase Won for Rubber Workers

Providence, R. I.—Negotiations between Local 63 and the management of the local operation of the U. S. Rubber Co. have brought a \$24.80 per month increase in wages for members of the local union employed by the company.

The committee negotiating this wage increase on the heels of an additional increase won several months ago, consisted of George A. Ronan, President, and Christine Woulfe, Secretary-Treasurer of Local 63, and Raymond J. Jamieson, President of Local 76.

Stafford gave full credit for this recent success of the local union to the officers and membership of Local 87, all of whom made substantial contribution to the drive. It is expected that the successful unionization of the Cities Service workers by the local union will lead to further organization among office workers locally.

rick, A. F. of L. Regional Director; George Haberman, president, Wisconsin State Federation of Labor; Frank Ranney, general secretary, Milwaukee Federated Trades Council; and a representative of Mayor John L. Bohn of Milwaukee.

### Ornburn Speaks

During the afternoon session of the first day of the convention, delegates listened attentively to an interesting and informative address delivered by I. M. Ornburn, secretary-treasurer of the Union Label Trades Department of the American Federation of Labor. Tracing the early history of the A. F. of L. and the many struggles which it had prior to reaching its present important position in the economic and social life of the citizens of the United States and Canada, Ornburn blasted that small number of workers who "coast along on the others" in refusing to maintain their union organization although accepting all the benefits which their trade unions bring to them.

"America was not built with this kind of spirit," he concluded. "If all are to enjoy the fruits of the fight, then the whole group must stand the expense and help fight."

Highlight of the convention was the address delivered by Senator Morse, who counseled organized labor to depend more upon free collective bargaining and less on the enactment of federal and state legislations as a substitute.

Lillian Herstein, a member of the American Federation of Teachers and an executive board member of the Chicago Federation of Labor, delivered an interesting address on "Women in the Labor Movement." Miss Herstein urged that in the scramble for employment, which is taking place following the war, that America could "not solve the ills of the machine age by pitting men against women," Miss Herstein charged that "The woman who accepted a lower rate than a man did a real disservice to the soldier at the front. She created for him a lower paying job to return to."

### Higher Minimum Wage Urged

The convention unanimously voted down a resolution which called upon the A. F. of L. to affil-

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## THE OFFICE WORKER

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OFFICE EMPLOYEES  
INTERNATIONAL UNION



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## SENATOR LaFOLLETTE SCORES REACTIONARIES

New York City.—Stating that  
"there can be no doubt that some  
employers, who have never accepted  
collective bargaining in good faith,  
are seeking to use the present situa-  
tion to destroy unionism" Sena-  
tor Robert M. LaFollette, of Wis-  
consin, in a recent address brought  
to the forefront the true motives  
behind recent anti-labor legislation  
which has been introduced before  
Congress.

Comparing the present situation  
with that following World War I,  
Senator LaFollette stated: "Certain  
industrial events are in deadly par-  
allel to those which followed the  
last war. A powerful minority of  
industrialists who were successful  
20 years ago in their open-shop  
drive are setting the same stage  
and redecorating the old props. The  
same die-hard actors and paid  
stooges are rehearsing new lines  
to inflame and confuse the public.  
They seek to foment hysteria and  
thus secure passage of legislation  
that will hamstring labor and give  
them free rein."

Pointing out that during the re-  
cent war "less than one-sixth of 1  
per cent of working time was lost  
due to strikes," LaFollette scored  
the anti-labor propagandists who  
have endeavored to paint strikes as  
a pleasant pastime of trade union  
members by stating that, although  
strikes are distasteful and work a  
hardship upon workers, a union  
member engaging in a strike "has  
the courage to fight for his rights  
because he has a deep conviction  
that his case is just. It is the same  
fighting spirit that won us our  
liberty years ago, and very recent-  
ly won a war."

Sounding a keynote for immedi-  
ate wage adjustments and greater  
employment, Senator LaFollette  
pointed out that "the prosperity of  
industry, and that of farmers and  
service groups as well, depends  
largely on the prosperity of the  
worker. Labor is part of the mass  
market on which mass production  
depends. Farm prices and farm in-  
come are paid largely out of labor's  
share of industrial income. His-  
torically American industry has

# AFL Transition Report Criticizes Wage Controls

Washington, D. C.—The Ameri-  
can Federation of Labor warned  
the nation that reconversion is be-  
ing tied into bureaucratic knots by  
the government's insistence on re-  
gulating wages instead of relying on  
free collective bargaining.

In an interim report entitled  
"1945—An Epochal Year," the  
AFL found much to criticize in na-  
tional policies adopted at the close  
of the war for the transition period.

The report, in bulletin form, was  
issued by AFL President William  
Green and Secretary-Treasurer  
George Meany in place of the usual  
executive council report, omitted  
last year when the AFL's annual  
convention was cancelled because  
of wartime travel restrictions.

It included a membership report  
showing that at the close of its  
fiscal year last Aug. 31, the AFL's  
total membership stood at 6,931,221.  
Since then the International Associ-  
ation of Machinists has been sus-  
pended and the United Mine Work-  
ers Union of America has re-affili-  
ated, leaving the total figure almost  
unchanged.

### Green's Comment

Mr. Green prefaced his comment  
on government control of wage  
rates with a review of the wartime  
conditions which brought it about.

prospered when labor made its  
gains. Increased purchasing power,  
often very reluctantly given or  
wrested from industry, has been  
the life blood of our economic sys-  
tem.

"Far-sighted management real-  
izes that the greatest untapped  
market in the world is right here  
in this country among those who  
now have bare subsistence purchas-  
ing power. Give them a chance to  
increase their standard of living  
and you automatically shift our  
economic machine into high gear."

Lashing out against anti-labor  
forces at work behind the scenes  
today, Senator LaFollette pointed  
out that "punitive legislation  
against labor, or any group in so-  
ciety, inevitably entails the loss  
of freedom for all. Labor's basic  
rights are indivisible with other  
basic rights. Strike down the  
rights of labor and you have struck  
a major blow in wrecking the free-  
dom of speech, and all other liber-  
ties that we cherish. It is part of  
the same pattern. It is part of the  
same freedom."

In referring to strikes, Senator  
LaFollette termed all strikes  
"symptoms of industrial illness"  
and pointed out that many people  
are concerned only with the symp-  
tom. To those searching for the  
answer to strikes LaFollette point-  
ed out that "the only real answer is  
full and free collective bargaining,  
in an atmosphere permeated with  
mutual confidence instead of dis-  
trust."

Effectively beating down the  
arguments of proponents of anti-  
labor legislation, Senator LaFol-  
lette made the following parting  
shot: "Cooling-off periods are un-  
satisfactory because they can eas-  
ily become heating-up periods or  
merely stalling-off periods."

"Collective bargaining was effec-  
tively suspended," he said. "The  
little steel formula partially com-  
pensated for increased costs of liv-  
ing. It was supplemented by devices  
for increasing take-home pay, but  
the wage rates were no longer re-  
lated to productivity and capacity  
of employers to pay.

"Workers had no share in the  
huge profits from war production  
but, instead of the regular increases  
in their buying power which had  
characterized 1890-1940, the buy-  
ing power of the hourly pay went down-  
ward—a severe cut which increased  
with the return to the normal work  
day and week.

"In addition, the formulas of the  
National War Labor Board had  
warped our wage structure by fa-  
cilitating increases in the lower  
brackets only, thus reducing the  
differential between rates for less  
skilled and highest skilled."

### Suggested Aids

"It was the joint responsibility of  
management and labor," he said, "to  
cooperate in establishing a balanced  
economy that can maintain maxi-  
mum levels of production affording  
maximum employment at rates of  
pay that will enable workers and all  
others to have maximum standards  
of living."

The AFL, he said, looked to the  
government for these aids:

1. The necessary basic economic  
statistics to enable us to gauge the  
result of known policies.
2. A shelf of public works ready  
to go into operation.
3. A federal housing program.
4. Equal and adequate educa-  
tional opportunities for all through-  
out life.
5. Provision for adequate scien-  
tific research including the social  
sciences and the training of scien-  
tists.

"Implicit in such a program is  
cooperation between unions and  
management to increase output per  
man-hour and to decrease produc-  
tion costs.

"Management should provide  
workers with production and cost  
records as the basis for their co-  
operation and be ready to make ac-  
cumulated records the basis for  
collective bargaining."

## CRUIKSHANK SUPPORTS MORE SOCIAL SECURITY

Washington, D. C.—In two ap-  
pearances before congressional  
committees, Nelson Cruikshank,  
AFL Social Security Director, ad-  
vocated passage of legislation  
broadening the coverage and bene-  
fits of social security and of an-  
other bill calling for construction  
of more hospital and health facili-  
ties in the nation.

Cruikshank told the House Ways  
and Means Committee that in addi-  
tion to the changes already sug-  
gested the Social Security Act  
should be simplified and made more  
understandable to the people.

Testifying before the subcom-  
mittee on Health of the House In-  
terstate and Foreign Commerce  
Committee, Cruikshank said that  
new hospitals and health centers are

## OPERATORS' STAND ON SAFETY SHUTS MINES

Washington, D. C.—The nation's  
soft coal mines are shut down be-  
cause the owners and management  
have failed to offer decent safety  
standards to protect the lives of  
their workers.

Responding 100 per cent to the  
leadership of their union, the  
United Mine Workers of America,  
the 400,000 bituminous coal miners,  
refused to return to their jobs until  
a new contract is agreed upon con-  
taining conditions which will safe-  
guard life, limb and health.

John L. Lewis, UMW president,  
served notice on the coal operators  
that he will not consider new wage  
terms until a settlement is reached  
on safety precautions and the estab-  
lishment of a health and welfare  
fund for the miners.

Even though a 30-day supply of  
coal is available above ground, in-  
dustry is expected to be hard hit in  
a short time by the shutdown of the  
mines. The union has guaranteed  
that coal will be provided for hospi-  
tals and other emergency facili-  
ties, but steel and other industries  
which consume large quantities of  
coal will have to go on short rati-  
ons or close up shop.

Pressure from these related in-  
dustries is expected to spur the  
coal operators within a few weeks  
into making the union more satis-  
factory offers than to date.

After a three-hour conference  
with the coal operators, Mr. Lewis  
told reporters:

"We found the operators in their  
usual mood of declining to do any-  
thing. We have neither a comma  
nor a semi-colon agreed upon for  
the next contract."

## BACKS BRITISH LOAN

Washington, D. C.—Prompt ap-  
proval of legislation authorizing  
the loan to Great Britain was  
strongly urged by AFL President  
William Green in a letter to Senate  
Majority Leader Alben W. Barkley  
of Kentucky, acting chairman of  
the Senate Banking and Currency  
Committee.

American labor, Mr. Green de-  
clared, favors the loan "because it  
believes that America should not  
fail to perform this plain duty and  
discharge a clear responsibility to  
insure the maintenance of world  
peace."

Mr. Green said in part:  
"The true significance of the  
British loan agreement to the  
American worker, American busi-  
nessman and the American farmer  
is not in the direct effect of the  
American dollars provided to an  
allied nation in time of the most  
critical need. To meet that need  
is important. But the real signifi-  
cance of this loan to us is in the  
alternatives we must realistically  
face. If we choose not to aid Britain  
now, the whole structure, monetary,  
economic and political, of healthy  
international cooperation will in-  
evitably begin to crumble.

"This other road is a road to  
another war."

a step in the right direction but that  
the country needs an effective  
health insurance program, as well.

## NEGOTIATE RATES AT ELECTRIC BOAT

New London, Conn.—Negotiations on new wage rates between numerous AFL unions represented by the local Metal Trades Council and the Electric Boat Company, including hourly rates of pay and employment conditions for office workers, are underway, according to Raymond J. Jamieson, who is assisting the Metal Trades Council negotiating committee.

During the war the company was reputed to be the nation's largest manufacturer of submarines and it is now turning its activities toward the manufacture of commercial articles not directly associated with maritime industries.

The results of the present negotiations will materially affect subsequent negotiation of an agreement between the company and Local 106, which agreement will apply to administrative office workers of the company. Production office and clerical workers of the company have been covered by an agreement between the local union and the company for the past several years.

## MILWAUKEE SIGNS NEW AGREEMENTS

Milwaukee, Wis.—Members of Local 9 employed by the Milwaukee Transport Co., the Miller Brewing Co. and the Square-D Co., electrical equipment manufacturers, received substantial wage increases as a result of agreements recently signed between their employers and the union, according to Harold E. Beck, business representative of the local union.

The gaining of a 16.6 per cent increase in the basic wage rate for all members of the union employed by the Milwaukee Transport Co. was one of several successes scored by the union in negotiations with company management. In addition, the agreement provides for a 3 per cent year-end bonus to be paid during the Christmas holiday season. Assisting Beck in the negotiation of this agreement which covers approximately 100 members of the local union, was Otto Jirokovic, representative of the Milwaukee Federated Trades Council.

Faced with federal restrictions in the brewery industry, the local union was compelled to accept a 7½ per cent wage increase for its members employed by the Miller Brewing Co. An additional 2½ per cent increase will be granted when federal controls and restrictions over the industry are relaxed, Beck stated.

It was agreed between the union and the company that a survey of office positions would be conducted, following which further negotiations will be conducted in an endeavor to adjust inequalities which are brought to light.

The agreement between the union and the Square-D Co. is the first in this industry for the local union and it is anticipated that the successes attained by the local union in the negotiation of this contract will result in additional organization of workers employed in the industry.

The agreement as concluded provides for a \$5.00 weekly salary increase to all office and clerical work-

## Bank Workers See Light

Oakland, Calif.—Smashing into one of the oldest and stoutest strongholds of anti-union sentiment in California—the Bank of America—Local 29 has successfully organized employees in many branches of the banking institution throughout the eastern San Francisco Bay area, according to John Kinnick, secretary-treasurer of the local union and OEIU Vice President Frank F. Randall.

The drive which was begun in mid-February, resulted in 30 per cent of the eligible workers indicating their desire to become members of Local 29 by early March. A petition requesting certification of representation by the National Labor Relations Board has been filed by the local union and it is anticipated by Kinnick and Randall that the local union will represent a substantial majority of the banking firm's employees by the time of the election, which it is expected the NLRB will order.

### About 700 Workers Involved

About 700 eligible workers, employed in 33 branches of the bank, spreading along the eastern shore of San Francisco Bay from Richmond to Hayward, are involved in the campaign. A clear majority of representation was claimed by the local union in more than two-thirds of the branches, according to latest reports.

According to a source close to Local 29, the union anticipates requesting approximately a \$40 per month increase for all workers, with time and one-half for overtime also expected to be won.

Successful culmination of the campaign being conducted by Local 29 should result in similar speedy action by workers in other branches of the banking firm throughout all of California. The OEIU is watching the situation closely and is preparing to launch aggressive organizing campaigns in other California cities.

## Agreement Secured After Battle With Kellogg Co.

Philadelphia, Pa.—Final signing of and the M. W. Kellogg Co., Inc., construction contractors, following a one-week strike by the members of the local union employed by the company has been announced by Edward P. Springman, president of the union.

When negotiations on the initial agreement between the local union and the company became stalemated because of the company's adamant position on numerous matters, the local union was compelled to place picket lines around the local operation of the company.

The Philadelphia Building Trades Council and 1,300 building tradesmen employed on the project re-

spected the OEIU picket lines with the result that company management came to terms following a one-week shutdown of its operations.

A flat 15-cent per hour increase was won for all office and clerical workers employed by the company, which increase is retroactive to February 27.

Also included in the agreement are usual building trades provisions of double time for overtime and guarantee of union membership for all workers covered by the agreement. Six holidays with pay were also included in the agreement, which represents a further unique achievement in a building trades labor agreement.

## Negotiate With Stove Company

Cleveland, O.—Following closely upon the voluntary recognition of Local 17 as the proper representative of the office and clerical workers employed by the American Stove Company, negotiations on an agreement with the company are presently under way, according to Pearl A. Hanna, business representative of the local.

The voluntary recognition of the local union by the company is interpreted in local labor circles as forecasting a close working relationship between the union and the company. Negotiation of an agreement bringing substantial benefits to the office workers employed by the company will result in additional opportunities for organizing activity by the local union.

ers covered by the agreement, which increases are retroactive to January 1. The agreement provides for two weeks vacation, with pay after one year's service, and also makes provision for leaves of absence and the application of seniority in layoffs, rehiring and promotions.

## Hollywood Workers

(Continued from page 1)

to and a specific program was established to assure them all of an equal opportunity to join and participate in the establishment of Local 174. During the formation period, Harry A. Sherman was appointed to serve as Trustee of the local pending the adoption and approval of its constitution and by-laws and the nomination and election of its officers.

At the first called membership meeting of the local on April 2, OEIU President Hutchings officiated in the obligation of new members in one of the largest mass obligations ever held in the area. Over 1,200 members were obligated. The meeting considered and adopted a constitution and by-laws to guide the new local union and nominated officers to serve for the ensuing year, the election to be held on April 16.

## INTERESTED IN UNION

Scranton, Pa.—Office and clerical workers employed by the Scranton Springbrook Water Company are evidencing considerable interest in unionization.

## NEW LOCAL WINNER IN NLRB ELECTION

Elyria, O.—Swinging swiftly forward under the guidance of OEIU Vice President George P. Firth and AFL Organizer Alva R. Kemp, Local 177, which was chartered by the OEIU early in March, has announced a smashing victory in an election conducted by the National Labor Relations Board to determine collective bargaining desires of office and clerical workers employed in the local operation of the American Radiator & Standard Sanitary Corp. Approximately 90 per cent of the workers on the office staff of the company voted for collective bargaining under Local 177, the final result disclosed.

The local union was initially organized by Organizer Kemp, who called upon Vice President Firth for assistance in the final details. Members of the new local union are enthusiastic over the display of strength which the local union has made.

With the aid of Organizer Kemp, the local union is actively engaged in mapping plans to organize similar workers in other local industrial offices. It is anticipated that other successful NLRB elections will be held by the local union in the near future.

## Alcoa Workers Organizing

Massena, N. Y.—Under the guidance and leadership of Herbert E. Butts, secretary-treasurer, Aluminum Workers Local 19256, office and clerical workers employed in the local operation of the Aluminum Co. of America are eagerly turning toward unionization under the OEIU.

Organization of the 750 office and clerical workers employed by the company has progressed satisfactorily and an application for a local union charter has been made to the OEIU. Butts and the charter applicants have been advised that the new local union will be known as Local No. 181.

The organization of this group is being watched closely by the OEIU. It is anticipated, however, that under the guidance and leadership of Butts the new local union will become firmly entrenched and will be the means of gaining substantial benefits for the office and clerical workers employed by the company.

## Hearing Scheduled

Newark, Ohio—A formal hearing before the National Labor Relations Board will be held locally to determine the right of Local 173 to represent office and clerical workers employed by the Newark Stove Co. This announcement was made by OEIU Vice President R. M. Daugherty, who acted in behalf of the local union in requesting the formal hearing following the company's refusal to permit a consent election to be conducted by NLRB.

Daugherty and officers of the local union are confident of success, despite the additional time which will be required because of the necessity of a formal hearing.

## CONVENTION MAPS VIGOROUS CAMPAIGN

(Continued from page 1)

iate with the World Federation of Trade Unions which has consistently opposed A. F. of L. principles and policies. A further resolution receiving unanimous approval praised the A. F. of L. for its "efforts to achieve unity" in the domestic labor picture and suggested that "further negotiations and conferences along this line" be held.

Among other resolutions receiving approval was one calling for the raising of the minimum hourly rate under the wage hour law to 65 cents. Resolutions calling for the liberalization of state unemployment insurance laws, legislation outlawing the poll tax, enactment of the Wagner-Murray-Dingell social security and health insurance bill, immediate renewal of price control legislation and continuance of consumer food subsidy program were also approved. The convention also went on record in favor of a permanent fair employment practices act.

### Panel Discussions

During the convention three interesting panel discussions were engaged in by the delegates in attendance. The first, "Methods of Organization," was led by Irving Enna of Local 11, Sarah E. Keenan of Local 28 and A. F. of L. Organizer E. C. Bundy. The second panel discussion on "Collective Bargaining" was led by the same individuals following addresses on the subject by J. F. Friedrich, A. F. of L. regional director, and Rudolph Faupl, representative, International Association of Machinists. An address on "Workers' Education" by Ernst Schwartztrauber, director, School for Workers of the University of Wisconsin, led off a panel discussion on "Your Union: How to Make It Effective."

Social highlights of the convention were a dance given by Local 9, a tour of the Miller Brewing Company plant and a banquet.

Principal speakers at the banquet were Arnold Zander, president, American Federation of State, County and Municipal Employees (A. F. of L.), who traced the earlier struggles of his International Union following its chartering by the American Federation of Labor a decade ago. An address by Daniel W. Hoan, former mayor of Milwaukee, proved interesting and informative and was enjoyed by delegates attending the banquet.

Loud praise was voiced from all sides for the untiring efforts of

## Brown & Sharpe Agreement Signed

Providence, R. I.—Announcement of the signing of an agreement between Local 76 and the Brown and Sharpe Mfg. Co. has been made by Raymond J. Jamieson, president of the local union. The conclusion of the agreement between the union and the company terminated approximately eight months of negotiation during which it was necessary for the office workers employed by the company to engage in an eight week strike in order to gain full recognition and acceptance of their right to bargain on matters affecting their employment.

The agreement announced by Jamieson provides for not less than a 10 percent wage increase for virtually all members of the local union, retroactive to December 31. In the event the application of the 10 percent increase leaves any member of the union with a rate of pay below the minimum provided for his job, such individual will be increased in hourly rate to at least the minimum provided in the agreement. In those instances where the 10 percent increase raises the workers' hourly rate of pay to a point between two stated rates for any classification, such workers' hourly rates of pay will be increased to the next highest rate.

Jamieson and other officers of the local union view the settlement of this long standing dispute with the company as a major accom-

plishment in view of the company's past labor record and history.

### Biscuit Company Organized

Unionization of office workers employed in the local operation of the National Biscuit Company has also been announced by Jamieson. Negotiations on the initial agreement between the union and the company are scheduled to start in the near future and are expected to result in substantial increases in rates of pay for such workers.

## SENATOR MORSE

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sibilities. They can eat only on the basis of the contents of their pay envelopes. To discriminate against them in their pay envelopes on the basis of the flattering promise that sometime they may be a part of the managerial organization staff, seems to me to be most unfair to them. Of course, there is nothing to stop a white collar worker from being elevated to a managerial position even though he may have been a member of a white collar union for a good many years and did what he could to raise the standard of living of the members of that Union," Senator Morse further asserted.

Driving home his reasons for believing that office workers should be unionized, Senator Morse stated: "It was very interesting to me, as a member of the National War Labor Board to notice innumerable cases of what I considered to be unjustifiable discrimination not only from the standpoint of wages, but also from the standpoint of

Vice President Alice Holz, who, as chairman of the OEIU Convention Arrangements Committee and secretary-treasurer of Local 9 of Milwaukee, devoted much time and effort which contributed to the success of the convention. Other members of the OEIU committee were Vice Presidents R. M. Daugherty and George P. Firth.

hours and working conditions, which white collar workers in America have suffered for long past, compared with the more advantageous position of industrial workers who have been members of unions and have been represented by recognized union representatives."

### Application of Wage Stabilization to Office Workers Blasted

Stating that he believed office workers "have suffered as a result of strict wage policy" Senator Morse was reiterating the position of the OEIU as stated many times in the past. Although stating that he did not believe "there is any long-time advantage to be gained by labor through legislative processes" beyond the establishment of "decent minimum standards" Senator Morse stated that an excessive degree of legislation was bad for the labor movement and that "collective bargaining is bound to be checked and it is bound to be interfered with if government through legislation becomes a substitute to any degree for free collective bargaining."

### Anti-Labor Legislation Blasted

In discussing the present agitation by unscrupulous individuals and groups of individuals for restrictive labor legislation, Morse stated "you cannot solve the social economic problems of American industrial relations by way of straitjacket legislation."

The Senator reaffirmed his known position with regard to anti-labor legislation when he stated that he had done everything he could "to defeat that type of restrictive legislation because I think it not only bad for the country, but I think it equally bad for American businessmen."

Sounding a warning to the Nation to be on guard against the proponents of restrictive labor legislation, Senator Morse stated that such individuals are from "the same group of people who believe that the free enterprise system in this country is synonymous with license to exploit free workers". Also warning that the proponents of such legislation are fully aware that what they advocate will not result in improving labor-management relations, Morse again coun-

## Y & E NEGOTIATIONS FOLLOW VICTORY

Rochester, N. Y.—Following swiftly on the heels of a decisive victory won by Local 34 in the termination of representation rights for office and clerical workers employed by the Yawman & Erbe Manufacturing Company as the result of an NLRB election, negotiations are to be started immediately according to Arthur P. Farren, president of the local union.

Farren disclosed that OEIU Vice President George P. Firth is being requested to assist the local union in the conduct of the negotiations which it is anticipated will result in substantial increases in take-home pay and other employment improvements for the office workers of the company.

Jack Cadden, business representative of the local union, is given much of the credit for the success which has thus far been attained by Local No. 34 in its dealings with the company, according to officers and members of the union.

Stimulated by the success of the Yawman & Erbe election, Local 34 is surveying the local field prior to launching an expanded organizational campaign among office workers in the area.

## RETAIL FOOD STORES AGREEMENT RENEWED

Portland, Ore.—Renewal of the agreement between Local 11 and the Retail Food Employers has been announced by Irving Enna, secretary-treasurer of the local union. The renewed agreement provides salary increases averaging \$5.00 per week for office and clerical workers employed in the industry.

Stating that Local 11 represents all office and clerical workers employed in the retail food industry, Enna indicated that automatic salary progressions provided in the new agreement will insure further upward salary adjustments for the workers covered by the new contract.

The retail food industry was one of the first industries organized by Local 11 and many office and clerical workers in the industry have been members of the local union for many years, Enna said. The relationship between the industry and the local union has reached a level of perfection seldom equaled in labor-management relations.

## STARTLING FIGURES

Washington, D. C.—If you haven't got more than \$552 in a bank account, your account's below average.

And if it isn't at least \$308, it's below the average on the eve of war's outbreak in 1941.

seled "Don't kid yourself about what the National Socialist wants in this country. He knows that with the perpetuation of industrial strike in America, he is well armed then with the arguments, 'See, it can't be worked out between industry and labor alone. The government must step in with governmental controls and regulations!'"

## Road Equipment Workers Go OEIU

Milwaukee, Wis.—The almost 125 office and clerical workers employed by the Koehring Co. manufacturers of heavy road building and other equipment, have voted for collective bargaining representation by Local 9. The results of a formal vote taken by the Wisconsin Employment Relations Board discloses.

The election was the culmination of efforts put forth by Harold E. Beck, business representative of the local union, and was participated in by all office employees of the company, with a substantial majority voting for OEIU representation. The election was won by

a decisive margin despite the company's granting an 8½ cent per hour wage increase to all office and clerical workers on the eve of the election.

Beck has announced that the local union is moving forward rapidly in the formulation and presentation of a proposed collective bargaining agreement to the company. It is anticipated that negotiations will follow closely after the election and that Alice Holz, secretary-treasurer of the local union and an OEIU vice president, will assist in the negotiations.