OEIU Secures First Pacts In Pulp and Paper Offices

Kapuskasing, Ont.—In agreements negotiated and signed by Local 166 with the Kimberly-Clark Corporation of Canada, Ltd., and the Spruce Falls Power & Paper Company, Ltd., substantial gains were made for the office and clerical workers.

J. P. Anderson, president of the Harvey announced the two pacts, and clerical workers in the great Canadian pulp and paper industry.

Both agreements recognize the exclusive bargaining rights of the local over all office and clerical workers in the Kapuskasing area operations in accordance with orders of the Ontario Labor Relations Board issued last April.

A full and complete provision of new positions which may be created and fall within the bargaining unit.

Union Shop Gained

A modified union shop provision, obtained in addition to the exclusive bargaining rights granted by the company, requires that all new employees shall join the union at least by the end of the first four weeks of their period in service and that all present employees who are or become members must maintain their membership in good standing.

The agreements further provide that union members shall have preference for rehiring. In promotions and filling of vacancies, consideration shall be given to length of service, which is also made a major consideration on layoffs.

In regard to the hours of work it is provided that preference of the workers shall be given consideration in arranging schedules and that the union is to participate in any change of schedules. It is further agreed that a sufficient force will be maintained to avoid excessive overtime.

Six and one-half holidays with full pay are specified. When a full day's work is required on such holidays an additional allowance of one and one-half days must be granted and a full day must be allowed for working half a holiday.

Two Weeks Vacation

Paid vacations of two weeks are provided, with one week for less than one year but more than six months of service. An unusual feature in the connection is that if the vacation is taken all at one time it may be started at noon on Friday and ends two weeks from that of closing Monday noon. Choice of vacation time is determined by rank, position and length of service.

An emergency absence allowance of five days with full pay each year for illness, jury duty, etc., is also provided. This is accumulated at the rate of one-half day per month for new employees and may be used an hour or more at a time when necessary. It is cumulative up to a total of 30 days for illnesses. In addition, over-hours are allowed up to 18 days per year, based on the length of service.

12½% Increase

Classified wage schedules were obtained with increases ranging up to $300 per month. A general increase of 12½ percent has been approved by the National Labor Board for all employees. A rate advancement for all covered workers is provided for and the same for each calendar year to be based on merit and work performance. If in-grade promo...

LANSTON STRIKE WON

Philadelphia, Pa.—Local 14 brought its eleven weeks strike against the Lanston Monotype Machine Co. to a successful conclusion, according to local president Edward Springman and representative Margaret Scardino.

Unanimously voted in, 180 members of the local have won out on strike since May 20 as a result of the company's refusal to agree to a proposal to decentralize settlement in protracted negotiations carried on for over a 12-month period concerned chiefly with salary increases and the strike settlement. effective August 12, includes a general increase of $5.00 per week to all members retroactive to February.

37 Per Cent Increase Gained

Middleport, N. Y.—Salary increases averaging 37 per cent were obtained for all office and clerical workers employed by the Niagara Chemical Division of the Foust Machinery Corporation plant in this city, as a result of negotiations recently completed with Local No. 184, according to OEIU Vice President George P. Firth.

In addition to such salary increases, which are effective as of July 1, the employees were granted an 8-hour work day and a 40-hour week, with time and one-half for all overtime. All Sunday and holiday work will be paid for at double time rate.

Two weeks annual paid vacation was obtained, in addition to liberal sick leave provisions.

Firestone Tire

Staff Organizes Lake Charles, La.—A majority of the office and clerical workers employed in the local operations of the Firestone Tire and Rubber Company have organized into Local No. 87, according to T. K. Stitelman, Business Manager of the Local.

The local is assisting the workers in this drive.

ALUMINUM COMPANY ELECTION SCHEDULE

Massena, N. Y.—Over 400 office and clerical workers employed in the office of the large plant of the aluminum company in this city will vote in an NLRB election on August 27, to determine whether the company's present 180 as their exclusive collective bargaining agency, according to Vice President George P. Firth, who is assisting the local in its election arrangements and campaign.

Majority Signed Up

A substantial majority of the clerical force in this plant has already signed up for membership in the company union shop, according to local Secretary-Treasurer Botteo. Great interest is being shown in the forthcoming election and the officers and committeemen of Local 180 are confident that the local will obtain an overwhelming majority vote in the election and thereby establish its exclusive bargaining rights for this group.

It is anticipated that substantial employment gains can be negotiated.

ORGANIZATION IN DOMINION SPREADS

Toronto, Ont.—Sparked by the gains achieved through collective bargaining in the pulp and paper industry, organization of office and clerical workers in the Dominion is moving forward under the banner of the Office Employees International Union.

In the paper field, 10 local unions are now established at Beauce, Gatineau, Timiskaming, Three Rivers, Iroquois Falls, Hawkesbury, Kapuskasing, Port Frances, Smooth Rock Falls and Dalhousie.

The first agreements signed have been hailed as outstanding achievements. In addition to bettering wages, they have brought improvements in working conditions, featuring the addition of a union shop, a unique provision in Canadian contracts.

These contracts negotiated by Local 166, are expected to form the pattern for agreements now being negotiated to be initiated by the other locals.

Inquiries for organizing assistance and union shop in general business are being received in increasing numbers, according to AFL Organizer Russell Harvey, who pointed out that during the war "the office employees almost became the forgotten factor in the general economic drive."

"To recapture and improve the social and financial status of white-collar employees in Ontario, it is a virtual necessity," he emphasized.

His reported activity in the formation of new locals in the paper field at Sainte Marie, Port aux Basques, and Hamilton workers of the Canadian Can Company are making good progress toward unionization.

In still another field, office employees of the Canadian Broadcasting Corporation are showing considerable interest in organization. They have had one meeting with Harvey and his address on that occasion was received with gratification by the workers outside Toronto and was relayed by wire to some points. The agreements secured by the radio artists in Toronto and Montreal exemplify the gains which are available to these workers through collective bargaining.

CANDY WORKERS GAIN

San Francisco, Calif.—Members of Local 30 employed by the Whitman Candy Company have received a uniform $25 per month salary increase, according to Eleanor D. Morrissey, secretary of the union.

The salary increase resulted from the negotiation of a renewal agreement between the local union and the company.
**The Office Worker**

**Official organ of the Office Employees International Union**

**Offices**

Paul R. Hutchings, President
J. Howard Hicks, Sec.-Treas.

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**A Disservice to Workers**

The 79th Congress has closed up shop and gone home. This Congress performed a disservice to the workers in our country by its unequal action in slashing the modest appropriation requested by the National Labor Relations Board to cover its functioning during the forthcoming year. The Congress thinned out the modest budget required by the Board for the minimum proper administration of the National Labor Relations Act.

What does this cut mean to our organization and to the thousands of office and clerical workers who are presently organizing? In cold fact it means that the National Labor Relations Board will be forced to lay off more than 20 per cent of its total membership staff by the end of this year in Washington and in its twenty regional offices. NLRB Chairman Paul M. Herzog, in an announcement on July 29, indicated that this budget cut was made by Congress at a time when the number of cases before the Board was 15 per cent heavier than it was at this time last year. He also indicated that during the past year the Board had cut in half the amount of time required for the processing of many cases and that the cut in the appropriation, with the consequent lay-off of more than 20 per cent of the Board's staff, would result in the reversion to the earlier situation.

It is indeed disheartening that the 79th Congress, which has appropriated billions of dollars, including billions to provide for servicing the huge acquisition of the National Air Lines, failed in its responsibility to provide adequate funds sufficient to meet the modest budget of this vital agency—the National Labor Relations Board.

The entire staff of the Board members, attorneys, investigators, the forced lay-off of 200 of these workers will have a far-reaching effect through slowing down the peaceful processes which the NLRB has been using to end unfair labor practice cases. The National Labor Relations Act is the law of our land. The Board, charged

**Educational Notes**

**What Is Workers' Education?**

BY JOHN D. CONNORS, Director

Workers Education Bureau of America

Our world has grown more and more complex, but the worker who played such a large part in creating it still understands too little of it all is about. However, the organized worker is determined that the world of tomorrow shall be one of peace and security. He knows that this is to be, he and his fellow unionists must play a much more active role than they have in the past. How can they do so, with greatest benefit to themselves and to their neighbors locally and regionally, in the country, and the world? A better understanding of the problems involved is essential—and that is where workers' education comes in.

What is workers' education? It is based on the understanding that industrial workers both as workers and as citizens in our modern machine world. Workers' education begins with the job and seeks to aid the worker in understanding not only that job and the problems of labor union membership have to do to it, but also the relationships in the local community and in the larger world community. It has grown into a study of the group problems and their solution through group action. It is inseparably linked with the labor movement of which it is a part and upon which it relies for support.

During the past twelve years the membership figures of the organized labor movement have grown from less than four million to over 15 million, until today it comprises one-seventh of the population of this country. Because of this sudden growth and increasing importance of workers' education has three immediate tasks.

Training New Members

The first is to train these millions of new members in their rights, duties, and obligations as members of their unions and to acquaint the rank and file with what the labor movement stands for and how it functions—organizationally and industrially. If the new member knows these things and the history of the organized labor movement in general and his own union in particular, he can become an effective unionist. He should also understand something about democratic processes, should study parliamentary law, public speaking, and grievance procedure. With this solid foundation the new member is more apt to stick with his union through thick and thin.

Training Leaders

The second task which workers' education has to do—and do well—is to provide the organized labor movement with more leaders who can do their jobs better. In recent years the qualifications for an effective trade union have changed. Workers' leaders are no longer those who, by old tradition, with the passing years have maintained their influence by the prestige of their position. But today a new element has been injected into the labor leader's responsibility. With management more and more aggressive, the old violence on the picket line is disappearing and workers' representatives numerical than physical force in the economic battlefield.

Training representatives of management around the conference table; it is no longer a question of outburst. It can only be won through thinking and planning, which the other fellow in orderly collective bargaining. When the labor man must match wits with the shrillmouthed brutes which management can employ, he must be able to make his point—be well versed in economics, labor law, job evaluation, and all other matters involved in our complex industrial world. He has not only the right but the duty to conduct the affairs of his union in a businesslike and democratic way, so that it may function efficiently.

It goes without saying, however, that as the years go by there will inevitably be vacancies in the ranks of the present leaders. Workers' education can discover new talent and train younger leaders to take the places of the old. This could well begin with a training program for the workman who is the worker's first contact with management. Unless he does his job well, the whole labor-management relationship becomes more difficult.

Training for Citizenship

Finally, workers' education faces the problem of building both the personal and the political rank and file members to take their proper places in community life, so that they will play their full part as citizens in our democratic society. They must vote intelligently; they must behave properly in the forums of their labor franchise; they must understand the issues involved not only in our domestic scene but in our larger economic relationships as well.

In other words, workers' education aims to make the worker a good trade unionist, a good American, and a good world citizen.

**Half of America's Families Have Incomes Below $2,000**

Washington, D. C.—Nearly half of America's families have incomes below $2,000 a year, out of three of them receive less than $3,000, it was revealed in a joint report of the Federal Labor Relations Board and the Bureau of Agricultural Economics.

The figures represent the combined incomes of all members of each family based on 1945 income before taxes. As 1945 was a record year for individual income, the current average may be less than shown in the survey.

About one in 10 families had posted incomes of over $7,500, and only one in each 33 or 34 had joint income totaling more than $5,000.

These findings supplemented earlier announced results showing the mass of American families had no more than $1,000 available in cash or investable assets and two out of every five average less than $40 each in saving bonds, other securities and bank deposits.

The new report showed the financial condition of the families which constituted the Median, or middle-group in each income bracket as:

- Under $1,000—Median income, $600; Median savings, bonds, other securities and bank deposits, $20.
- $1,000-$1,999—Median income, $1,500; median savings, $230, $2,000; Median income, $2,400; median savings, bonds, other securities and bank deposits, $20.
- $2,000-$2,999—Median income, $3,000; Median income, $4,000; Median income, $5,000; Median income, $3,300; Median income, $3,100; Median income, $2,700; Median income, $1,500; Median income, $1,200; Median income, $900; Median income, $750; Median income, $600; Median income, $500; Median income, $400; Median income, $300; Median income, $200; Median income, $100; Median income, $75; Median income, $50; Median income, $25; Median income, $10; Median income, $5; Median income, $2; Median income, $1; Median income, $0.

**Ranks of Working Women Increase**

Washington, D. C.—The number of women employed in June increased nearly half a million over the figure for May, it was reported by the Bureau of the Labor Department.

Strange as it may seem, too, the number of women in the labor market in the summer normally sees an increase in seasonal workers and that there are more workers in the market when schools are not in session.

The bureau reported there were 55,700,000 women in this country 14 years of age or over; 16,710,000 are employed, an increase of 450,- 000 over May; 560,000 are unemployed, an increase of 140,000 over May. It set the number in the armed forces at 56,000, a decline of 16,000 since June. Women non- working women at 36,420,000, a drop of 560,000.

Meanwhile the bureau, on request of representatives from minimum wage states, is working toward a report of the number of working women for minimum wage purposes. The first meeting in June of a Joint Committee of the bureau reviewed use of cost-of-living budgets, difficulties of States in devising index figures, varieties of theories used in constructing budgets, and proposed new techniques as demonstrated by Labor Statistics. Problems on individual budgeting, such as clothing, food, and housing, were discussed as well as methods for pricing the budget.
**GROcery Pact**

Detroit, Mich.—A working agreement covering clerical force of the A. G. Stores, Inc., wholesale grocery establishment, has been made local 193, according to David C. Wade, president of the local.

The contract establishes a full union shop for the workers, a 3½% increase in the wage scale ranging from $5 to $6.20 per week were established, and provided for in the agreement. The new agreement contains 3½% increase for all new employees of $30 per week was established. Extra employees working on a part-time basis cannot be less than $1 per hour.

The work week is fixed at 5 hours a day, Monday through Friday, with time and one-half provided for overtime work and double time provided on Sundays or legal holidays. Employees are required to work overtime after 6 clock on either day in addition to their overtime a meal compensation of $1.50.

The agreement requires the use of the OUEI union label on all work performed in the office. Two 15-minute rest periods per day with pay are established for all employees. A two weeks' paid vacation is provided for all who have one year's service, and those with less than one year but more than six months, are receive one week's vacation with pay. Parking spaces are provided for all legal holidays and for three days off on Good Friday. Sick leave of six days per year is allowed. The local is assured all employees and they are also allowed three days off in the event of death in their immediate family.

Seniority is established and recognized in the filling of vacancies, promotions and transfers, and is also provided for on all layoffs and rehires. Grievance procedure is set up for the handling of grievances and arbitration is provided for grievances which cannot be otherwise adjusted.

The agreement was negotiated by Wade and the negotiating committee consisting of Roy Schlanger, Big. Fagan and Emily Silur.

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**United Engineering Agreements Signed**

San Francisco, Calif.—New agreements with the United Engineering and Shipbuilding Corporation's operations in this city and in Ameda, have been negotiated by Local No. 36 of San Francisco and No. 29 of Oakland.

The new contracts cover all timekeepers employed by the operations of the company and recognize the exclusive bargaining rights of the respective locals. Union membership is established as a condition of employment and all new hires are required to obtain union clearance before being employed.

The entries contract substantially wage improvements, fixing the rate of timekeepers for $1.25 per hour, with automatic increases of $1.50 per hour for $1.75 per hour, and $2.00 per hour for $2.50 per hour.

Two weeks' vacation with pay is provided for all workers after one year's service. Ten days' vacation, with pay for each five weeks' service up to six months; one week's paid vacation for service over six months but less than one year and two weeks' vacation with pay for all workers with one year or more service.

The regular work week was reduced from 49 hours to 36½ hours, and the minimum wage was raised by an average of $1.50, with some job rates increased as high as $2.00 per hour. The agreement also provides for a closed shop and requires the payment of time and one-half for work performed on Saturday mornings, double time for all work performed on Saturday afternoon and Sunday work and for all work performed on the 4th of July.

The agreement also establishes a uniform sick leave policy and sets up a grievance procedure for the handling of disputes. Wage and other provisions may be reopened on a written notice.

The negotiations committee included local Vice President J. J. O'Mahony, Vice President D. J. Murphy, and the following members: William C. Smith, Walter Czyski, Grace Rainey, Russell J. Gump, Joseph Schianger, the committee was assisted by Local President Edward Springman and its attorney, Morgan Sciarini.

Aiding in the negotiations were Joseph McDonald, Manager of the United Engineering and Shipbuilding Corporation's operations in this city, and Local President Edward Springman.

The highest rated classification classification is now at $5.10 and $5.30.

The committee members who signed the agreements were: Regional Secretary-Treasurer S. O. D. Murphy, Local No. 36, and Secretary-Treasurer J. J. O'Mahony, Local No. 29. Both agreements were also signed by the Bay Cities Metal Trades Council with which both locals are affiliated.

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**Wage Increases Gained**

York, Pa.—In an amendment to the existing contract between Local No. 29 of the United Engineers and Shipbuilders of this city, increases were obtained in the rate ranges for the following classifications: Apprentice, with a $1.00 per week increase effective to May 27, 1946. Under the new schedule the minimum starting wage for the lowest classification has been increased to $22.50 per week, with a maximum rate for all classifications of $50.00 per week.

The highest rated classification classification starts at $51.50 a week and carries a maximum increase of $5.00 per week.

The committee members who signed the agreement were: President J. J. O'Mahony, Wm. Wagonhafner, H. R. Thompson and E. H. Ruhrta, and Vice President George F. Firth assisted on behalf of the International Union.
Elmina, N. Y.—Wages increases totaling 17½ cents an hour have been negotiated for the more than 200 office and clerical workers employed by Remington Rand, which holds an exclusive bargaining contract with the company covering such workers.

The 17½-cent across-the-board increase was obtained in two parts—4 cents effective as of April 1, 1946, and the remaining 13½ cents effective as of July.

In addition to all present employees receiving a total of 17½ cents an hour or existing hourly rates, all job rates were increased as a result of existing hourly rates for the lowest classification at 73½ cents per hour. The new maximum occupational hourly was thus brought to $1.42½ per hour.

In its negotiations on these adjustments, the officers and committeemen of Local 137 received extremely valuable assistance from the International Association of Machinists, Local 826, which holds bargaining rights for machinists and officers and committeemen of the local pointed out that the assistance rendered to their committees by these brothers who have had prior experience in dealing with the representatives of this company was largely responsible for the satisfactory results obtained.

Iron Works
Gains Made

Warren, Pa.—A 65 cent minimum wage for office employees was established in the local plant of the Struthers-Wells Corporation as the result of an agreement signed recently with OEIU Local 188. The agreement provides for increases of 17½ cents an hour for all office employees and 18½ cents an hour for all office workers in the shop and timekeeping departments. Many other rates were increased as a result of new wage classifications.

Other provisions of the agreement provide for paid vacations, annual paid sick leave, seniority rights and equitable grievance handling procedure.

Local 188 was certified as the exclusive bargaining agent for the office and clerical workers as a result of a National Labor Relations Board election held on May 16, 1946, at which time an overwhelming majority voted for collective bargaining through the local and the national organization negotiating committees was composed of the following members: L. J. Ewan, T. F. Cross and W. Cross, Gladys F. Johnson and James V. Pixleroli. The committee was headed by George F. Fireth, OEIU Vice President.

Remington Rand Wages Are Boosted Across-Board Increase Secured By OEIU Local

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