New Pacts Bring Gains

Portland, Oregon.—A new agreement has been entered into with the Pacific Transit Co. by the OEIU Local 11, which has about 150 members employed in this establishment a 15 to 16 cent general increase, according to Irving Enna, secretary-treasurer of the local, who handled these negotiations.

The agreement provides for a full union shop with time and one-half for all hours worked over 40 per week and for all time worked on Sunday. Six paid holidays are provided, with double time pay for any work performed on such holidays. A minimum of four hours pay is provided for any employee called to work and the regular work week is fixed at 44 hours, with time and one-half prevailing for hours in excess of 40.

Paid vacations ranging from one to two weeks based on length of service are stipulated, and provision is made for the continuance of the present policy of the company with regard to sick leave and rest periods.

New Trucking Agreement Signed

Local 11 has also recently completed a contract with the Oregon-Nevada-California Fast Freight Co., Inc., covering all office and clerical employees of that trucking line employed in Multnomah County. The agreement provides for a full union shop with time and one-half for all hours worked in excess of 48 per week. The regular schedule work week is fixed during the five consecutive days of Monday through Friday. A minimum reporting pay of 4 hours has been gained for all employees. This provision that work performed on such designated holidays is to be paid for at time and one-half above.

WALL STREET WORKERS IN OEIU

1947 Convention Call Is Issued

Washington, D. C. — Announcement of the 1947 convention of the OEIU has been made by President Paul R. Hutchings and Secretary-Treasurer J. Howard Hicks through a convention call issued to all local unions.

The convention will convene March 17 at the Congress Hotel, Chicago, pursuant to provisions of the International Union constitution. An attractive program is being arranged for the convention through the joint cooperation of locals 28, 47 and 163 of Chicago, who are working with OEIU officers on the matter. It is anticipated that the largest contingent of delegates to attend an OEIU convention will be present at that time and that member of OEIU local unions represented will exceed those sending delegates to previous conventions.

It is expected that many important matters affecting the future of the OEIU and its local unions, together with the election of officers for the following term, will receive the serious consideration of the delegates.

New Local Chartered in Financial Heart of Nation

New York, N. Y.—The granting of a local union charter by the OEIU to the United Financial Employees, an independent union of security and stock exchange and brokerage house office and clerical workers, has been announced by M. David Kees, president, and J. Lewis Hutchings, secretary-treasurer of the independent union. The new local union, which will be known as Local No. 205 of the OEIU, presently represents five offices and clerical workers employed in the New York Stock Exchange, New York Curb Exchange and New York Cotton Exchange, together with individual security and brokerage houses in the financial heart of New York.

Recognition of the need of affiliation with the legitimate labor movement led to the granting of a local union charter from the OEIU. The officers and membership of the United Financial Employees (TIO) in reaching the decision to align their organization with the OEIU.

The new local union, which is composed of a substantial segment of the approximately 75,000 office and clerical workers employed in this field. It is expected that these organizing activities will be greatly encouraged by the result of affiliation with the OEIU and that the wholehearted support of the American Federation of Labor movement locally will give further encouragement to the aims of the new unit.

In addition to Kees and Hutchings, the remaining officers of the new local union are Vice Presidents John Cole and Edgar N. Baxter.

Sign Canadian Paper Pacts

Participants in the signing of the first OEIU agreement with the Canadian International Paper Company are shown above in Toronto. Seated, left to right: J. Ryan, Temiskaming, Que.; International President Paul R. Hutchings; J. L. Meikle, Hawkesbury, Ont.; Standing, left to right: Rene F. Forcier, Gatineau, Que.; A. J. Forcier, Gatineau; A. F. L. General Organizer Russell Harvey; Alec Wells, Temiskaming, Que.
GRAVE WARNING SOUNDED AGAINST PASSAGE OF PUNITIVE LABOR LAWS

Washington, D. C.—Reacting to the growing hue and cry for punitive labor laws, industrial and legislative leaders have said that any stand on grounds that such laws will not bring labor peace, but that they are to labor-management relations rests, rather, in full cooperation—the formula laid down by A. F. of L. President William Green.

Paul G. Hoffman, president of the Studebaker Corp. and chairman of the committee for Economic Development, issued a statement urging "show statesmanship and turn its back" on proposals for punitive labor legislation.

Management should favor legislation which "is fair and promotes peace in labor relations," Hoffman told the American Society of Mechanical Engineers.

Ways of Reaction

If anti-labor bills are passed, Hoffman said, they will create resentment which will increase strikes and cause employers in general public "to suffer terribly."

Hoffman said that at present the industry begins collective bargaining with authority to stage a walkout if its terms are not met, and that leaders begin negotiation with "a blind strike vote in their pockets."

"Is a loaded pistol a proper bargaining tool?" he asked.

Lloyd K. Garrison, former dean of the Wisconsin U. Law School and a former member of Government Agencies, including the War Labor Board, has said: "I think we shall make little progress toward avoiding large scale strikes under our system of free enterprise so long as we continue to pin our hopes on legislative devices."

Agreement is Key

"We can only make progress by agreement," * * * Leaders of industry and labor, with such aid and support as have been given, must together work out the rules of the game and make them work. The States, which we so imperfectively carry.

"Only a combined and sus- tained effort of this sort will hope to make lasting progress. There are no easy solutions. There never are in a democracy."

Oswald D. Heck, Republican As-
sembly Speaker, told the New York Federation of Labor Legislative Conference that "there will be no ill-considered, precipitous anti-labor legislation in this State as a result of the recent national elections."

Addressing 200 AFL delegates assembled to draft recommenda-tions on labor legislation, Mr. Heck said: "I think you will agree that we have done a swell job for labor in this State—we will continue to do so."

Must Protect Rights

Benjamin F. Peirce, Republican Majority Leader of the Senate, declared: "Labor's right to bargain collectively must remain as a funda-mental principle of our bill of rights and the corollary right to strike must not be infringed."

Mr. Peirce said that the press industries is to set off a wave of industrial warfare instead of pro-moting industrial peace.

NEW DUES SYSTEM

Washington, D. C.—Following closely upon his announ-cement of the introduction of a new dues collection sys-tem, Secretary-Treasurer J. H. Sneed, A. F. of L. Sec-Treas., has announced that the system will be placed in operation among a large number of local unions effective with January.

The new system consists of a pre-paid dues receipt for each member of each local union which is prepared at Ohio headquarters and sent to all local unions in advance of the month for which such receipts are to be used.

Necessary supplies, together with pre-written dues receipts for January and de-tailed information regarding the operation of the system, have been sent to the secretary-treasurer of each local union which are in position to be converted to the new system.

Long and careful study has been given to this new method of dues collection and Sneed has expressed confidence that its inauguration will meet with wide-spread approval.

BENEFITS OF UNION

SHOP ARE STRESSED


"The derogatory label of closed shop was manufactured by the ene mies of organized labor years ago to provide themselves with an argument where they didn't have one," Mr. Shishkin said. "The union shop represents the full and final accep-tance of mature collective bargain- ing between workers and management. The union shop is established because it is established through the majority vote of the workers themselves in each bargaining unit."

"Union shop agreements do not deny competent workers opportun-ity to get a job. They merely require that they join the union when he is employed or at some later date. They don't close the doors on those who are not members of the union but who want to join."

Unions welcome new members. Job security, fair wages and decent living standards have been attained by workers through union organi-

"Unions rightly insist that all workers share in the benefits secured by unions, also share in unions' responsibilities. A union shop is a vital part of industrial peace. It enabled labor and managemen to get down to the real job of union-management coopera-tion to improve production. It does away with the constant strain in labormanagement relations where the union becomes an instrument of defense against management, in stead of an instrument of coopera-tion with management."

"The entire history of America's industrial relations demonstrates that the union shop has brought to industry greater production, higher efficiency, lower costs and greater stability. To eliminate union shop agreements which now cover six and a half million workers in key State administration "believes in viewing labor and management as equal partners without favor or preference of either."

Those who hope to end industrial strife by having the government crack down on workers are in for a disappointment. That the union shop is closed was said by Edgar L. War-ren, chief of the U. S. Conciliation Service.

He pointed out that, with the re-moval of wage controls, this nation has now embarked on a "policy of price stabilization."

"No one can or will do more to help the American Forum of the Air, broadcast over the Mutual Broadcasting System."

"I believe that the Government can successfully substitute its own decisions for voluntary agreements now made over the radio. I am im-itable by representatives of labor and management.

This organization cannot be established by Government di-rective. Peace in industry can only be achieved by reasonable unions and responsible management.

California 'Labor School' Exposed

San Francisco, Calif.—Leaders of the American Federation of Labor unions in the West Coast have emphatically condemned a so-called "California Labor School" as a front organization of the Communist Party.

This organization, it appears from propaganda which it has sent around the country to A. F. of L. unions, has been stated that it is associated with the American Federation of Labor.

It has sent out letters to A. F. of L. unions requesting pictures of present and past leaders of the Ameri-can Federation and Union leaders, also for source materials on leading American trade unionists.

One result of these appeals, this is a quotation from a letter by Irwin Elber, Trade Union Director for the American Federation of Labor: "We have received a letter from a labor school, a frank admission that he was a registered Communist in New York City and that the Daily Worker had loaned $5,000 to start this school."

A report from C. J. Haggerty, secretary-treasurer of the Cali-fornia State Federation of Labor, said that this school originally was the Tom Mooney School.

"Prior to the Tenney Committee hearings," Mr. Haggerty revealed, "I saw Aubrey Grossman, educational director of the Communist Party on the West Coast, the second in command of this school."

Mr. Haggerty declared that the organization now is engaged "in a drive to recruit international union leaders in order to borrow prestige from this kind of contact."

FAMILY'S COSTS CLIMB

Washington, D. C.—The Bureau of Labor Statistics has reported that the average city family of four is paying 80 percent more for goods and services in mid-October than the same goods and services cost in mid-August of 1939.
Canadian Paper Local Hold Conference

Toronto, Ont. — Representatives from 8 OEU locals in the paper and pulp industries of Ontario and Quebec met in Toronto on November 30 and December 1, at the Hotel Toronto to discuss their common problems and their agreement plans for the forthcoming year. The conference was scheduled by A. E. of L. General Organizer Russell Harvey, through whose tireless efforts assistance to the OEU locals in the paper and pulp industry in Canada have been formed.

The two-day conference was devoted principally to an interchange by the local union representatives of their experiences and accomplishments through collective bargaining during the past year and the consideration of basic questions relating to further achievements during the coming year among the office and clerical workers in the paper and pulp industry in the Dominion.

Large Representation

In addition to 17 representatives from 8 locals in the paper and pulp industries, Local 57 at Montreal was represented by its President, Marcel Francq, who is also Secretary of the Quebec Federation of Labor, and A. E. of L. Organizer and Paul R. Hutchings, President of the International Union and the Secretary of the Dominion.

The conference also discussed and considered the problems of hours and overtime regulations, paid vacations and sick leave, pension plans, the working toward a common opening day in the agreements, the 5-day week, and other matters relating to agreements and employment conditions. Plans to further expand organization among the clerical workers in this industry, particularly among the clerical workers in the Dominion headquarters offices of the paper and pulp companies was discussed, as was also the problem of obtaining additional organizational assistance.

Attention was also given to the question of general organization of the clerical field throughout the Dominion, and particularly in Ontario and Quebec Provinces. The practical nature of the conference was further evidenced by the fact that immediately prior to its opening the representatives of the local unions in Hawkesbury, Ont., and Temiskaming, Que., completed the signing of their first contract covering the operations of the Canadian International Paper Company in those cities. The representatives of the local unions covering the Abitibi Paper Co. operations had been in negotiations with the representatives of the company earlier in the week and were scheduled to continue the same on Monday after the conclusion of the conference.

The assembled representatives voiced hearty approval and appreciation for the splendid efforts of Organiser Harvey in assisting them in organization, as well as in their first contract negotiations. It was the consensus of the entire group that the conference was of substantial practical value to the local unions and would be of assistance to them in carrying forward to achieve further collective bargaining gains.

There were several interested visitors at some of the sessions including a representative of members of the office force of the Toronto Gas Co., who were presently considering organizing.

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THE OFFICE WORKER

SIGN AGREEMENT WITH BAKING FIRM

Newark, N. J.—The signing of the first agreement between Local 143 and the Continental Baking Co., Inc., a wholesale drug distributor, has been announced by Steve Wilson, President, and W. R. Sherman, Secretary-Treasurer of the local union.

The agreement between the local and the baking firm assures union membership for all employees who were employed in the plant covered by the agreement, provision for joint determination of job classifications and rates of pay following an initial 30 day probationary period, time and a half for all time worked in excess of 40 hours in any one week, and two weeks vacation with pay. Leaves of absence granted by the company because of illness and for other reasons will be recognized as time worked in the computing of annual vacation periods. Six recognized holidays with pay are also provided. Employers' shares of Social Security will be paid time and one-half for work performed. The employees of the company will be allowed $5 per hour as dinner money for work performed after the dinner hour.

A rise in the starting rates from a minimum of $54 ranking upward to $63, retroactive to July 8, is a feature of the agreement. Of equal significance for the application of seniority and the arbitration of grievances are also contained in the agreement.

Drug Agreement

Office employees of Wyeth & Co., under an agreement recently concluded, with the union and assured of union membership and a comprehensive arrangement in the application of seniority for purposes of layoff, rehiring, transfer and promotion. The grievance machinery of the agreement provides for intervention by the OEIU in the event of a serious dispute, and also provides for a three-member arbitration panel, whose decisions are final and binding on both parties to the agreement.

A feature of the agreement is a five-day week working, which is an innovation in this area and the drug industry generally. Double time is to be paid for all work performed on Sundays and holidays, while time and one-half will be paid for all work in excess of 40 hours in any work week and on the sixth consecutive day of the work week.

Seven paid holidays, plus time off on election day, Good Friday and the four preceding days to Christmas, as well as two weeks vacation with pay are features of the new agreement. Vacation time for employees with less than one year's service will be computed on the basis of one day for each month of employment following the first two months of their employment. Time loss due to illness or leaves of absence granted by the company will be counted as time worked in computing the vacation period.

Salary adjustments which are retroactive to July 1, provide for a substantial minimum rate of pay for the job classifications enumerated in the agreement.

UNION CARBIDE STAFF UNDER OEIU BANNER

Los Angeles, Calif.—The office and clerical staff of the Union Carbide Co. in this city has signed up with Local 30 and an election is scheduled to be held among these workers. This office force attempted to obtain salary increases in advance of organizing. When their attempts met with no response from management the employees walked off the job and thereafter all of them joined Local 30 and the election arrangement made by their employers who were working out of Local 30 could thereby establish its exclusive bargaining rights and assist this group in their effort to bring about improvements in their working conditions.

As a result of the action taken by these office workers, the shop workers became interested in organizing and a majority of them have signed up with the 'blacksmiths' union, which is also seeking exclusive bargaining rights in an NLRB election.

The organization of this office group was accomplished through the efforts of Business Representative Wm. R. King of Local 30, with the assistance of the Los Angeles Central Labor Council.

GAIN BIG INCREASE AT BUSINESS FORMS

Elmira, N. Y.—An agreement just negotiated between Moore Business Forms, Inc., and OEIU Local 96, establishes average increases of 38 cents per hour in the classification of office personnel in the negotiating unit.

The contract, which is retroactive to September 26, provides for six paid holidays and for two weeks' sick leave each year. It maintains the standard maintenance of union membership clause and also provides the continuance of the existing sick leave policies of the firm. The agreement also provides for payments to employees for other matters, such as overtime, handicap of grievances, etc.

CANADIAN PACTS

(Ccontinued from page 1)

The contracts provide comprehensive procedures in the adjustment of complaints and disputes with provision for arbitration for the settlement of disputes not adjusted by the negotiating parties. In addition, all office workers are guaranteed an $8 per week increase effective July 1, and an additional $2 per week increase effective October 1.

The union, through its representatives, has been active in the field of grievances and has made more than 800 settlements during the past year.

The agreement provides for the resignation of all employees who desire to resign during the term of the contract and the agreement assures that all employees who remain employed at the time of the signing of the agreement will receive an increase of $8 per week effective July 1, and an additional $2 per week increase effective October 1.

Members of the union are required to work beyond their regular scheduled hours will receive dinner money, and lunch money is paid for any time worked in excess of 10 hours on Saturdays, Sundays or holidays.

NEW PACTS

(Ccontinued from page 1)

Payment of annual leaves of absence is included in the agreement and the agreement is retroactive to June 1, 1944.

Underwood and Harris, at the request of the members of the bargaining committee, agreed to consider the method of compensating the office workers for the hours worked beyond the regular hours and the method of computing the annual leave.

The agreement is subject to the approval of the OEIU Executive Board and, if approved, will be submitted to the membership for ratification.

ORGANIZE DERRICK CO.

Columbus, Ohio.—The office force of the Ideal Derrick & Equipment Company is rapidly organizing into Local 38 of the OEIU, according to reports received from Business Representative Evelyn Williams of the local, who is spearheading this campaign in the establishment.

Substantial assistance in the form of experienced personnel is being given by the officers and members of the local.

The company is interested in the continued cooperation of the OEIU in the field of organizing and has assured the union of its best efforts in this regard.

The agreement provides for a 38-hour week and a minimum wage of $63 per week, retroactive to June 1, 1944.

One of the most noteworthy features of the agreement is the guaranteed number of hours per week and the guaranteed weekly rate of $63, which will undoubtedly result in a considerable saving in wages for the office workers.

The agreement is subject to the approval of the OEIU Executive Board and, if approved, will be submitted to the membership for ratification.

FIRM ORDERED TO REINSTATE WORKERS

Tampa, Fla.—The National Labor Relations Board has ordered the television picture company to reinstate 9 office employees with back pay retroactive to December 29, 1944, following the failure of the immediate reinstatement of 1 employee of the firm discharged in December by J. O. Bloodworth, Jr., business representative of Local 46.

In upholding the ruling of Trial Examiner for Borogin, NLRB gave the company 10 days to comply with such ruling. In his ruling, Borogin ordered the re-employment of the 9 employees who went on strike late in December last year and who requested reinstatement on January 8, following their discharge by the company. His order further stated that the company should be returned to the company's pay roll "without prejudice to their seniority and other rights and privileges." Any employee, if discharged, without cause, any employees who have, since December 29, 1944, been hired to replace such employees.

Action against the company was instituted by Local 46 following the discharge of the employees after it became known they had sought the benefits of collective bargaining through Local 46. The Trial Examiner issued his ruling following a lengthy hearing which was conducted by NLRB several months ago.

Bloodworth is reported as highly pleased over the decision of NLRB in this matter. Much credit has been extended to Bloodworth, who is also a Vice President of the OEIU, for the manner in which he handled this case and represented the discharged workers in public hearings before NLRB.

Under terms of the ruling, the company is required to post a bulletin at its place of business stating that it is in the process of organizing and that it will respond to the attempts of its office staff to obtain collective bargaining rights through membership in Local 46.

New York Active

New York, N. Y.—Local 153 in this city has recently successfully completed organizational drives in four new establishments, according to local Business Manager Howard Coughlin.

The local has recently been victorious in a collective bargaining election held among the employees of Mears Baking Co., the Continental Baking Co. and the George H. Flinn Construction Co. Local 153 is moving forward with the units, and negotiations in each of these establishments and anticipates that substantial results in employment conditions will be forthcoming.

Other recent victories by the local for office and clerical workers in the New York area include its achievement of exclusive collective bargaining rights within the past four months for the employees of Oak Filson, Inc., the Continental Baking Co. and the George H. Flinn Construction Co. Local 153 is moving forward with the units, and negotiations in each of these establishments and anticipates that substantial results in employment conditions will be forthcoming.

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