

# THE OFFICE WORKER

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

No. 23

WASHINGTON, D. C., NOVEMBER, 1946



## BURKAY CO. PACT BOOSTS WAGES \$20

Toledo, O.—An agreement between OEIU Local 19 and the Burkay Co. of this city has recently been entered into, according to OEIU Vice President R. M. Daugherty, who is also president of the local. The agreement, which is the first with this manufacturing company, brings to all office and clerical employes a general \$20 per month increase, in addition to a classified salary schedule.

The contract assures maintenance of union membership and guarantees against discrimination because of union activity. It also provides for the monthly deduction of union dues upon written requisition.

### Overtime Feature

Eight hours a day, Monday through Friday, are fixed as the working week, with time and one-half to be paid for the first 3 hours of overtime in any one day and double time thereafter. Time and one-half is paid for all work over 40 hours per week and double time for all work performed on Sundays and on 6 designated legal holidays.

Paid vacations of 2 weeks after 1 year's employment and 1 week after 6 months' employment are provided and the employes are assured that past practice relative to paid sick leave will be continued.

### Seniority Provisions

The agreement establishes the seniority procedures which are to be followed in the event of lay-off and rehiring, as well as an advancement to higher positions. Top seniority is provided for the union committeemen during their service as such.

The agreement also establishes grievance procedure, provides for leaves of absence, for transfers, for union bulletin boards, and other matters of concern to the membership.

## OEIU Is Certified at Cities Service

Lake Charles, La.—OEIU Local 87 was certified November 9 by the National Labor Relations Board as exclusive bargaining representative of the office and clerical workers at the Tutwiler Refinery and Butadiene plant of Cities Service Refining Corporation.

A majority of the workers voted for the union in an election conducted by the board on September 23.

It is expected that negotiation of an agreement on wages and working conditions will get under way soon.

## BARGAINING RIGHTS

Philadelphia, Pa.—A majority of the office and clerical staff of the Star Metal Mfg. Co. have selected OEIU Local 14 as their bargaining agency according to local President

## NLRB Election Scheduled Among 1,000 Chicago Gas Workers

Chicago, Ill.—Following a formal request for recognition filed with the Peoples Gas Light and Coke Company by Local 183, office workers employed by this company will be afforded the opportunity to express their desire for collective bargaining in a National Labor Relations Board consent election which will be held on December 17, it has been agreed between the union and the company.

Vice President L. G. Nygren of the OEIU and John H. Holcomb, temporary president of the local union, report that in an endeavor to afford each of the almost 1,000 eligible workers an opportunity to vote, the NLRB is providing 2 election boards in the main office of the company and 1 traveling board which will cover the suburban offices and warehouse of the company.

The organization of office workers employed by this company was started last Spring and has progressed satisfactorily and to the point where company management readily agreed to the consent election in view of the predominate majority of the company's office workers which the union could show as interested in collective bargaining. Assisting in the unionization of this group has been AFL Regional Director Harry O'Reilly and officers and members of a federal labor union representing production and maintenance employes of the company.

## Large Wage Increases Won for Movie Workers

Hollywood, Calif.—Several thousand members of Local 174 will benefit by the terms of a new agreement recently negotiated with the major motion picture producers, according to reports received from Max Krug, business representative of the local who handled the negotiations.

Wage increases averaging more than 31 percent were obtained for the several thousand office and clerical workers covered by the contract, with individual increases ranging from 25 percent to 47 percent over previous rates.

Other outstanding gains include the establishment of a permanent starting date with reference to promotions, the abolition of distinctions between promotion and reclassifications, improvements in the hours of work clauses, and the establishment of a seniority clause which gives consideration to length of service in hiring, promoting, demoting or laying off covered employes.

### Full Union Shop

The new contract provides for a full union shop and also allows for the union to have the first opportunity of supplying additional new workers. Other important provisions of the contract include the establishment of a classification committee made up of an equal number of representatives of the producer and the union, which committee shall prepare a list of job classifications to be included in

Edward P. Springman, who met with management and obtained recognition in this office.

A contract proposal has been formulated and is presently being negotiated with the company.

each of the wage brackets set forth in the contract.

A comprehensive grievance procedure is provided and if the representatives of the union and the producer cannot agree on a settlement of the grievance the selection of an impartial chairman is provided for.

### Night Premium

A night premium rate of 110 percent of the studio's hourly rate is paid for hours worked between 8 P.M. and 1 A.M. and a premium rate of 120 percent is paid for hours worked between 1 A.M. and 6 A.M. Six legal holidays are recognized.

Daily overtime is paid for at time and one-half the regular rate, except that workers required to work in excess of 14 consecutive hours including meal periods receive two and one-half times their regular rate for all additional hours worked. Members working more than 14 hours on Sunday and holidays receive five times their regular rate of pay for all hours worked in excess of the first 14 hours.

### Rate Protection

The contract protects the members' rate of pay during temporary transfers and establishes rules governing interchange of jobs. The contract deals in detail with many other matters of concern to the membership and their employment relationship, including such items as paid vacations, military service protection, paid sick leave allowances, dismissal pay, leave of absence, bulletins and other matters.

The local union is presently in negotiations with the film exchanges and Vanguard Studios and expects to start negotiations shortly for its members employed in radio station KNX of the Columbia Broadcasting System.

## CONTRACT SIGNED WITH RETAILERS

Bellingham, Wash.—Agreement has been entered into between Local 134 and the Bellingham Retail Stores Association, bringing additional gains to such employes, according to reports received from OEIU Vice President Mildred Erickson who assisted the local union officers and committee in their negotiations. The agreement is a full union shop contract requiring union membership as a condition of employment.

Time and one-half is paid for all hours worked in excess of 8 per day or 40 per week and for all time worked before 8:00 A. M. or after 6:00 P. M. An important factor in the agreement was a substantial reduction in the hours of employment which represented an outstanding gain for the local union.

### Pay Increases

Pay increases ranging from 10 to 15 percent per hour retroactive to June 1 were also won for the office workers employed by the retail firms comprising the Association. In addition, 7 legal holidays are granted with full pay and paid vacations of 1 week after one year's service and two weeks after 3 years' service represent further gains for members of the local union.

The agreement provides for the arbitration of disputes which cannot be otherwise satisfactorily settled and both parties to the agreement are bound by such arbitration decisions.

### Valuable Help

Vice President Erickson reported that Representative Rudy Fosse of the Retail Clerks International Association and Vice President Ida Peterson of the Washington State Federation of Labor worked closely with her in the negotiation of this agreement. In addition to Erickson, the negotiating committee consisted of President Esther Hovde, Vice President Stella Cotton and Secretary-Treasurer Elaine Neuby of the local union.

Twenty-two firms are members of the Association and include Sears, Roebuck and Company, J. J. Newberry and Company, F. W. Woolworth Company, S. H. Kress and Company, J. C. Penney Company, Marshall-Wells Company and Weisfield and Goldberg Company.

## NEGOTIATING PACTS

Fresno, Calif.—Secretary-Treasurer Johanna P. Bos of Local 69 has announced that negotiations of agreements are underway between the local union and the McKesson and Robbins Drug Company, United Groceries, Visalia Baking Company and Rosenberg Brothers and Company.

It is reported that the Fresno Central Labor Council is assisting the local union in an organizing campaign which is under way at the present time.



## THE OFFICE WORKER

Official organ of the  
OFFICE EMPLOYEES  
INTERNATIONAL UNION



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

PUBLISHED MONTHLY  
Entered in the Post Office at Wash-  
ington, D. C., as second-class mail matter.



Reproduction by the Labor Press of  
any or all of the material herein con-  
tained is not only permitted but wholly  
desirable in the interest of workers'  
education.

Subscription Price, \$1 a Year

## Welcomes Return To Free Economy

"For more than a year our national economy has been propped up on crutches, making slow and painful headway with the rather uncertain assistance of Government controls," stated AFL Secretary-Treasurer George Meany in a recent radio broadcast. "Now the crutches have been thrown away, controls on wages and most prices have been removed, and our economy will have to learn to stand on its own feet.

"To some people this is a frightening prospect. They have become so accustomed to leaning on the Government that they fear collapse without that support.

"Not so the American Federation of Labor. We welcome the return to a free economy. Our great fear was that Government controls might become permanent. At our recent convention we unanimously demanded their elimination. We have the utmost confidence in our ability to stand on our own feet and make progress under our own power. That confidence is not limited to the future of the trade union movement. It extends to industry as well and to our whole American way of life.

"But it isn't going to be easy to learn how to walk all over again, especially at the beginning. The first steps may be faltering, we may even suffer some distressing falls before our liberated postwar economy hits its real stride.

"Let me get down to cases. The first reaction to President Truman's order removing price controls on all items except rent, sugar and rice was relief. Then, over the weekend, a few disturbing developments occurred. The price of soap, still in short supply, shot up. One large automobile firm announced a \$100 increase in the price of its cars. A few food items were boosted in neighborhood stores.

"But for the most part, business showed restraint. Such restraint is vitally necessary if we are to have an ordered economy and check inflation. If prices begin to break bounds all over the lot, if the cost of living is going to zoom upward

# Changes In Social Security

By M. H. HEDGES,  
Labor Information Division  
Social Security Administration  
The recent amendments to the Social Security Act, passed in the closing hours of the 79th Congress, are of special significance to workers now covered under old-age and survivors insurance, to families of veterans, to maritime workers and to recipients of public assistance.

**Liberalizing Old-Age and Survivors Insurance**—Most of the changes made by Congress in the old-age and survivors insurance provisions are minor in character and technical, but they look toward a more liberal interpretation and a more simplified administration of the law.

New provisions permit a more liberal definition of "child," "wife," and "currently insured" individual, widening to a limited extent the number of people eligible for old-age and survivors insurance benefits. The conditions for parents receiving survivors benefits have been slightly broadened.

**Freezing Social Security Contributions**—As in previous years Congress froze social security contributions at their present level of 1% of wages for employees and 1% of payroll for employers. Social security contributions under the old provision of the Social Security

again, the natural and inevitable result will be a wave of demands for wage increases which may result in still higher prices and a disastrous runaway inflation.

"Yes, labor also must exercise restraint in the coming months to protect its own interests as well as the general welfare of the nation. The fact that wage contracts run for specified periods, usually for a year, will serve as a stabilizing influence. But industry and the public must recognize the inescapable truth that if the cost of living continues to go up, the workers of our country will be forced to seek higher wages.

"It seems to me that the only effective insurance against higher prices is increased production. In fact, when production mounts to the point where scarcities are ended, prices should be reduced to a more reasonable level. Therefore, the common goal of industry and labor in the months ahead should be to increase production by every means possible.

"Every effort must be made through free collective bargaining to iron out differences between employers and unions without resort to strikes.

"But let us face the facts. In a free country some strikes are bound to occur. They should be settled fairly and promptly, with justice to both sides. The only cure for strikes in the long run is to eliminate their causes. This has been accomplished in a number of industries. It can be done in all industries by patient effort and a sincere desire to establish a friendly and cooperative relationship between employers and workers on a permanent basis.

"That is the goal toward which organized labor is striving. Congress cannot help the situation any by attempting to legislate against labor in a spirit of anger. Vengeful

Act would have jumped to 2 1/4 % in 1947.

**Survivors Benefits for Veterans**—Before the act was amended, veterans received no credit toward their social security accounts while in the armed services. To remedy in part this injustice, the new social security amendments now provide for the payment of benefits to eligible survivors of veterans without a service-connected disability who die within three years after their discharge.

**Coverage of Maritime Workers under Unemployment Insurance**—Congress passed two amendments providing for the permanent coverage of privately employed maritime workers and temporary coverage for maritime workers employed by the Government under the War Shipping Administration. Under the first provision, Congress extended the Federal Unemployment Tax Act to include maritime employers of private shipping companies and authorized States under specified conditions to cover maritime employment under their unemployment insurance laws.

The second amendment extends unemployment insurance protection until June 30, 1949, to maritime workers employed through the War Shipping Administration. Until funds are provided to finance this second program, it will remain inoperative.

**Financing Disability Insurance**—The new amendments permit those states which have collected employe contributions under their State unemployment insurance laws to withdraw such contribution from the Federal Unemployment Trust Fund to help finance disability insurance benefits. To date only 2 out of the nine States affected by this provision have adopted disability insurance.

**Increasing Federal Public Assistance Grants**—Under the old law, the Federal Government matched dollar for dollar up to a given maximum, State contributions to the three assistance programs for the needy aged, the blind and dependent children. The new amendment raises the maximum individual payment in which the Federal Government is now allowed to share from \$40 to \$45 for the old-age assistance and aid to the blind programs, and from \$18 to \$24 for the first child and \$12 to \$15 for each additional child under the aid to dependent children program. It also provides for a new matching formula. Up to \$15 paid out in average monthly assistance payments to the needy aged and blind, the Federal Government will contribute two thirds. Over \$15, the Federal Government will match the State's contribution dollar for dollar up to the maximums listed above. Under the aid to dependent children program the Federal Government will contribute two-thirds of the first \$9 of the average

and punitive legislation would only do more harm than good.

"The difficult period of readjustment through which we are passing requires restraint, understanding and tolerance on all sides if we ever hope to regain and preserve the free American way of life."

## URGE INCREASED TAX EXEMPTIONS

Washington, D. C.—Increased exemptions for persons with incomes below \$3,000 was demanded in a report by a special AFL Committee on Taxation headed by AFL Vice President Matthew Woll.

"Any tax relief program initiated by the next session of Congress should place primary emphasis on elimination of burdensome excise taxes on essential goods and services and the need for raising exemptions for those in the low-income bracket, particularly that group with incomes below \$3,000," Mr. Woll said following the committee session.

"Elimination of wartime controls of prices and wages reemphasizes the need for tax relief for the many thousands of Americans who are paying heavy taxes out of below-subsistence incomes."

Mr. Woll told newsmen that the committee approved adoption of exemptions of \$1,500 for single persons, \$2,500 for married couples, and \$500 for each dependent.

At the same time the committee made a strong demand for elimination of war-created agencies, bureaus and unnecessary personnel in all Government departments as an immediate and necessary economy measure. A report of the committee pointed out, however, that while all unnecessary expenditures should be curtailed, it was essential that revenue to support all legitimate governmental activities and Federal health, welfare and education programs should be provided.

Asked what the AFL attitude would be on proposals by Republican leaders in Congress to cut personal income taxes by 20 percent, Mr. Woll replied this was a problem which Congress would work out.

## DOLLAR SHRINKS

Washington, D. C.—The purchasing power of the dollar shrank 31 cents between January, 1941, and last September 15, it was revealed in a study by the Labor Department's Bureau of Labor Statistics. The shrinkage up to last June was reported at 24 cents.

The BLS report said in a study of wage reopening clauses in union contracts that this is the principal reason why unions are seeking cost-of-living pay increases for more than 8,000,000 workers whose contracts can be reopened for wage negotiations.

monthly assistance payment for each dependent child and will match equally the State's contribution for the remainder. This new formula increases the financial contribution of the Federal Government to the State public assistance programs for a 15-month period, beginning October 1, 1946.

In addition, the new amendments almost double the amount of Federal funds authorized for maternal and child health, crippled children and child welfare services.



# Wage Boost At Great Northern Paper

Millinocket, Me.—Wage increases ranging up to \$23 a week and averaging \$11 a week, plus other significant gains, were secured by OEIU Local 192 in an agreement with the Great Northern Paper Company, one of the largest manufacturers of newsprint in the United States.

Speedily negotiated after the office and clerical workers at the Millinocket and East Millinocket mills selected the union as their exclusive bargaining agency in an NLRB election, the contract was signed at company offices in Boston on October 29 and is retroactive to September 30.

International President Paul R. Hutchings, Ray J. Jamieson, Local President Arnold A. Guptill, Vice President William M. Praught and Elizabeth R. Walls, who comprised the local negotiating committee, represented the union.

The company, which has had con-

## UNION SHOP PACT WITH TRANSIT CO.

Knoxville, Tenn.—A union shop agreement covering the office and clerical workers of the Knoxville Transit lines has just been entered into by Local 144, according to OEIU Vice President A. R. Carson, who assisted the local in its negotiations.

Increases in wage rates were obtained for all employes and a classified wage scale agreed to.

All work performed in excess of 8 hours per day or 40 hours per week is paid for at the rate of time and one-half. Paid vacations are provided for all employes, ranging from 1 week to 2 weeks on length of service. A separation pay allowance of 80 hours is provided for all employes who are not given 2 weeks advance notice. Seniority is recognized in promotions to new jobs with the competency of the employe to be determined jointly by the department head and the union committee.

The contract provides for the Company issuing pass books providing free transportation to its office and clerical workers and provision is also made for the deduction of union dues each month.

## BANK NOTE WORKERS ORGANIZING

Ottawa, Can.—Under the direction of A. E. Hemming, associate secretary Trades and Labor Congress of Canada, office employes of the Canadian Bank Note Company Limited are moving toward the establishment of OEIU membership and subsequent collective bargaining with their employer.

Hemming reports that interest in the group is high and that its members are disregarding actions of their employer calculated to discourage their efforts toward obtaining collective bargaining.

Additional organizing activities are contemplated by Hemming which should result in an expansion of OEIU membership in Canada and the establishment of additional local unions.

tinuous relations with AFL unions for 30 years, was represented by President William O. McKay, Auditor B. L. Seelye, Assistant Auditor L. G. Kewer and other officials.

A salary schedule running up to \$80 a week, a modified union shop, seniority, sick leave and emergency leave, paid vacations, overtime pay and holiday pay are some of the highlights of the pact.

## Further Gains Made In International Paper Pact

Mobile, Ala.—A new joint agreement with the Southern Kraft Division of the International Paper Company and the OEIU has just been completed, bringing further gains to the office and clerical workers employed in the company's operations here and in Panama City, Fla., according to A. R. Carson, OEIU vice president, who negotiated the new contract with a joint committee of representatives of Locals 71 at Mobile and 80 at Panama City.

The Mobile mill and Mobile bag factory of the company and its Panama City mill have been organized by Locals 71 and 80, respectively, which locals have had individual contracts with the company. The present joint agreement establishes uniform conditions for the office and clerical forces at Mobile and Panama City and incorporates all of the benefits previously achieved in addition to substantial further improvements.

A further wage increase of \$10 per month was obtained for all present employes who will also benefit by the job classification and salary brackets established. Automatic increases of \$5 per month each six months is assured to each employe until he reaches the top rate of his job classification. The assistant mill accountant classification is assured of a similar \$10 per month increase.

### Union Security Improved

The new joint contract tightens the maintenance of membership clause contained in the earlier contracts and clearly states "it is the desire of the company that all employes eligible for membership in this union shall become members and shall maintain their membership in good standing."

The work week is fixed at five 8-hour days and provision is made that employes who are called to work outside of their scheduled hours shall receive pay for no less than 4 hours. Time and one-half is provided for work performed on designated holidays and three of these holidays are provided with full pay. Paid vacations ranging from one to two weeks, based on length of service are established.

An interesting feature of the vacation provision is that the amount of vacation pay per week shall be 2 percent of the employe's total earnings during the previous year. If vacations cannot be taken and the company requests the employe to consider pay in lieu of vacation, the rate of such pay is increased to 8 percent of his total

Pay at time and one-half is provided for all work in excess of eight hours in one day or in excess of 40 hours a week and for all work performed on Sundays.

The workers shall be paid for six designated holidays and if required to be on the job on three of them shall be paid in addition at the rate of time and one-half. On New Year's Day, Memorial Day and

earnings during the previous year.

The contract provides for the handling of grievances and for the arbitration of grievances which are not otherwise satisfactorily disposed of.

### Job Stewards

Union job stewards are authorized in each plant and such stewards are allowed reasonable time without pay loss to attend to their stewards' duties.

The union joint contract, which is retroactive to October 1, was signed by Vice President Carson for the International Union and by five committeemen from Local 71 at Mobile and a like number of committeemen from Local 80 at Panama City.

## GLOBE MILLS ORGANIZED

San Francisco Calif.—The office employes of the Globe Mills, a subsidiary of Pillsbury Flour Mills, have joined Local 36 and the local's exclusive bargaining rights for this group have been established through a consent election held earlier this month, according to Eleanor D. Murphy, secretary-treasurer of the local. Negotiations are scheduled to get underway shortly.

Thanksgiving Day, those required to work shall get time and one-half, plus a day off with pay at a later time.

Every worker shall get a maximum of 40 hours off with pay each year to take care of such emergencies as sickness, accident or death in the immediate family.

In addition sick leave, based on length of service, ranges from one week to four weeks a year. Employes with over one year of service shall receive a two-week vacation with pay and those in service one year or less, one week.

The contract also protects the salary rates of workers who may be temporarily assigned to another job, giving them the salary of higher-rated jobs and their regular pay when on lower-rated work.

Machinery is also set up for handling grievances and complaints with an additional provision for arbitration.

## WIN ELECTION AT AMERICAN TOBACCO

Reidsville, N. C.—The office workers employed by the American Tobacco Company have, by an overwhelming vote, selected OEIU Local 194 as the exclusive bargaining agency, according to A. F. of L. Organizer A. E. Brown, who has been assisting the local officers in this drive.

The election was conducted by the NLRB. Its successful outcome represents another stride forward by the office workers in the tobacco industry in obtaining collective bargaining rights through organization.

Local President Clyde B. Brown has indicated that the local will move forward rapidly with the drafting of a proposed agreement to be negotiated with the company.

## Dallas Federal Reserve Bank Election Ordered

Dallas, Tex.—The National Labor Relations Board has ordered that an election be held on November 26 among all the employes of the Federal Reserve Bank of Dallas who are eligible to membership in OEIU. These workers will vote as to whether or not they desire to be represented by the OEIU for the purposes of collective bargaining.

The Board's action resulted from a petition filed by OEIU Vice President Stafford last May, requesting that an election be held among these workers, a substantial majority of whom had been signed up for membership in OEIU.

### Challenge Jurisdiction

The Board of Governors of the Federal Reserve System challenged the NLRB exercise of jurisdiction over this case, on the grounds that the employes of the Dallas bank were employed by an instrumentality of the Federal government. A series of briefs by OEIU and by the Federal Reserve Board were filed with NLRB.

In ordering the election the Board bypassed its normal hearing procedure in favor of what is known as a "pre-hearing election". In other words, the question of whether the NLRB holds jurisdiction over the operation of the bank will be determined in a hearing to be held after the election, rather than in advance of it.

### Major Victory

In ordering the election the Board specifically pointed out that its order was without prejudice to the right of the bank to a hearing on such matter before final determination was made by it on the question concerning representation.

The winning of the right to have a secret ballot election for these workers constitutes a substantial victory for the OEIU. This is the first time that employes of a Federal Reserve bank will have the opportunity to vote by secret ballot as to whether they desire union representation.



## AGREEMENT SIGNED WITH MEAT PACKERS

San Diego, Calif.—Wage increases ranging from 17 to 67 per cent were obtained in the agreement just negotiated between OEIU Local 139 and the Bridgeford Meat Company of this city, according to R. K. Perkiss, Business Representative of the Local.

The agreement is a closed shop agreement and covers all of the office employees at the packing establishment. The average wage increase obtained amounts to 41 per cent, according to Business Representative Perkiss, and the agreement climaxes six weeks of intensive negotiation with the San Diego Employers' Association, which represented the firm.

Splendid assistance was received from John Quimby, Secretary of the Central Trades Council, C. O. Taylor, President of that Council, and from J. P. McFadden, Business Representative of Butcher Workmen's Local 222, which organization holds an agreement with the firm covering the workers of its trade. Vice President Frank F. Randall assisted Local 139 in the earlier stages of its organization in this establishment.

## JOSEPH KEENAN CHOSEN ARBITER IN FILM DISPUTE

Hollywood, Calif.—Joseph Keenan, secretary of the Chicago Federation of Labor (AFL) for 11 years, and one of the leading figures at the recent AFL convention, has been selected by film labor groups as permanent arbiter in settling jurisdictional disputes between AFL unions in the screen industry.

He was chosen by a committee representing the Conference of Studio Unions, its rival International Alliance of Theatrical Stage Employees and the Screen Actors' Guild.

## UNION LABEL EXHIBIT DRAWS HUGE CROWD

St. Louis, Mo.—The recent AFL Union Label and Industrial Exhibition proved conclusively that both labor and management have a thorough understanding of reconversion problems and are well embarked on a program of meeting the Nation's peacetime needs.

This was the summation of I. M. Ornburn, Secretary-Treasurer of the AFL Union Label Trades Department, in discussing the cooperation of labor and management in presenting America's first full-scale postwar production exposition.

"If this exhibit did nothing else," Mr. Ornburn said, "it impressed upon the Nation that American merchandise, made by American hands and under union standards, is the finest the world has ever seen. It proved, too, that labor and management can reach full accord and now is headed toward new horizons."

The exposition was attended by more than 300,000.

## Big Wage Boost Gained In Overall Contract

Trenton, N. J.—A general increase to all employees of \$27.50 per month highlights the new agreement negotiated between the H. D. Lee Co. and OEIU Local 70, according to Vice President George P. Firth, who assisted the local union committee in its negotiations. The new contract, which is retroactive to September 1, also incorporates further improvements over the previous agreement. It provides for the full union shop with the local having a first opportunity to supply additional needed workers. The work week consists of 5 8-hour days, with time and one-half for all work performed in excess of 40 hours per week or 8 hours per day.

### Other Benefits

Six holidays are provided with full pay, while double time is paid for all work performed on such holidays and for Sunday work. Two weeks paid vacation is provided for all employees with 1 year or more service, while those with less than 1 year's service are granted 1 day's vacation for each month of service up to May 1. All employees receive 10 working days each calendar year for sick leave without loss of pay and such leave may accumulate up to 15 days.

Provision is made for the handling of grievances and for the arbitration of differences which cannot be settled through the grievance machinery.

### Big Concern

The H. D. Lee Co. is a large manufacturer of overalls and work clothing and, in addition to its plant at Trenton, it also operates plants at Minneapolis, Minn., Kansas City, Mo., San Francisco, Calif., and South Bend, Ind.

The union negotiating committee, in addition to Vice President Firth, included the following: Christine Tomasulo, President, Mamie Fuch, Vice-President, Celia Walukiewicz, Recording Secretary, Blanche Par-

ent, Secretary-Treasurer, Florence Barkasy and Charles Ferguson. The Company was represented by G. S. Wayman, Secretary-Treasurer, G. E. Lamb, Manager, and H. A. Graniss, Office Manager.

## Official Emblems



Dress Pin

Lapel Button

Shown above are the official lapel button and dress pin of the Office Employees International Union. They are available through local union secretary-treasurers, who in turn can order them from International Secretary-Treasurer J. Howard Hicks.

The quill and inkwell dress pin is particularly attractive to women members of the OEIU. It is 10 karat gold filled and has a safety catch. Actual size of the quill is seven-eighths of an inch and the inkwell one-fourth of an inch. The price is \$1.

The lapel button, which is five-eighths of an inch in diameter, is also 10 karat gold filled and is made with either screw back or pin with safety catch. The letters are in gold, the ledger is white enamel and the inkwell is blue enamel. The price is \$1.

## NEW LOCAL ACTIVE

Springfield, Mo.—Howard W. Abbott, president and business representative, Local 185, reports that two pending NLRB collective bar-

## OFFICE STAFF OF PAPER VOTES OEIU

Oakland, Calif.—The office force of the Richmond Independent, a newspaper published in near-by Richmond, voted for representation through Local 29 in a recent NLRB election, according to Muriel Kerchen, Business Representative of the local, who worked on this campaign.

The vote was between the CIO Newspaper Guild and OEIU Local 29, our local showing under the CIO by more than a 2 to 1 vote of the eligible workers.

Valuable assistance was received from the Typographical Union, the Teamsters and the Pressmen's Union in this campaign.

## BEGIN NEGOTIATIONS WITH ICE COMPANY

Baltimore, Md.—Negotiations on the renewal of the agreement between Local 22 and the American Ice Company are underway, according to officers of the local union. AFL Organizer Joseph Gillis is assisting representatives of the union in the negotiations.

Office workers employed in the Baltimore, Philadelphia and Washington offices of this company are members of OEIU local unions in their respective cities and have worked under union agreements during past years.

gaining elections involving the local union are being eagerly watched. One is among office and clerical workers employed at the Union Stock Yards.

Organizing activities presently being conducted by Abbott include the Bissmans Furniture Company where he is being assisted by William Lorhum, representative, Upholsterers' International Union. It is anticipated that an NLRB election may be held among office workers employed by this company.

## Virginia Supply Co. Employs Organizing

Roanoke, Va.—Office workers employed by the Virginia Supply Company, a stores company servicing points on the Norfolk and Western Railroad Company operations, have evidenced substantial interest in organization, according to H. E. Moore, chairman, Brotherhood of Railway and Steamship Clerks, Cavalier Lodge 537.

Leaders of the group were referred to the OEIU by Grand President George M. Harrison of the Brotherhood of Railway and Steamship Clerks following their contacting him with regard to unionization. About 250 workers are involved, many of whom are potential OEIU members.

## CLERICAL HELP SCARCITY

New York.—The shortage of clerical help in offices is becoming acute, an American Management association survey of office executives disclosed.

## New American Radiator Agreement Is Secured

Louisville, Ky.—A new master agreement between the Louisville works of the American Radiator and Standard Sanitary Corporation and the Standard Allied Printing Trades Council and its affiliated international and local unions has been entered into, according to reports received from James E. Wolfe, Business Representative of Local 61, which is a party to this agreement.

The new master agreement was entered into after a 4 weeks' strike by the 14 participating organizations.

### Union Shop

The agreement provides for the full union shop and establishes a seniority procedure applicable to all trades.

It provides for the 8-hour day and 40-hour week, with time and one-half to be paid for all hours worked in excess of 8 per day and 40 per week, as well as for any hours worked between 7 A. M. Saturday and 7 A. M. Sunday. Double time is to be paid for Sun-

day work and for work on six legal holidays.

Provision is made for paid vacations ranging from 1 to 2 weeks, based on length of service.

### Supplemental Pacts

The master agreement also provides for such matters as reduction in working forces, allotment of overtime, the granting of leaves of absences and other matters of general concern to the 14 participating organizations. Provision is made for the negotiation of supplemental agreements with each of the 14 trades covering the wage schedules and shop and other conditions peculiar to the individual trades.

Under the agreement Local 61 holds bargaining rights for the shop clerical force and provision is made in the agreement to the effect that inclusion of the general office group under its terms shall be negotiated at such time as the local is certified as the exclusive bargaining agency for the general office of the company.