BURKAY CO. PACT BOOSTS WAGES $20

Toledo, O.—An agreement between OEIU Local 14 and the Burkay Co. has recently been entered into, according to OEIU Vice President R. M. Daugherty, who is vice president of the local. The agreement, which is the first with this manufacturing company, brings to all office and clerical employees 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 the office and clerical workers. 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 local holidays. Paid vacations of 2 weeks after 1 year's service and 4 weeks after 6 months' employment are provided and the employees are assured that past practice relative to paid sick leave will be continued.

Seniority Provisions
The agreement establishes the seniority provisions which are to be followed in the event of lay-off and rehiring, as well as an advancement to higher positions. Seniority is provided for the union commitment 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 by the National Labor Relations Board as exclusive bargaining representative of the office and clerical workers at the Tuttiller Refinery and Rutledge plant of Cities Service Refining Corporation. A majority of the workers voted for the union in an election conducted by the board on Saturday.

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 Co. have selected OEIU Local 14 as their bargaining agency according to local President 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.

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 an opinion in a National Labor Relations Board consent election which will be held on December 17, it has been agreed between the union and 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 proposed ballot 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. The predominant majority of the company's office workers which the union could show as interested in collective bargaining. Assistance in the utilization of this group has been AFL Regional Director Harry O'Reilly and officers and members of a federal labor union representing production and maintenance employees of the company.

Large Wage Increases Won for Movie Workers

Hollywood, Calif.—Several thousand members of Local 707 of the American Federation of Musicians, have voted to accept a proposal submitted by the major motion picture studios, according to reports received from Max Krug, business representative of the local who handled the negotiations.

Wages 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 reclassification and 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 employees.

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 perform the classifications to be included in the contract.

Night Premium
A night premium of 110 percent of the regular night premium rate is paid for hours worked between 8 P.M. and 1 A.M. and a premium of 120 percent of the regular rate is paid for hours worked between 1 A.M. and 6 A.M. Six local holidays are recognized.

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 for all 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 including such items as paid vacations, military service protection, paid sick leave allowance, days' leave, pay, leave of absence, and other benefits.

The local union is presently negotiating 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 employees, according to a report from OEIU Vice President Mildred Erickson who assists the local union officers and committed 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 5:00 P.M. An important factor in the agreement was a substantial reduction in the hours of employment which represented an outstanding gain for members of the local union.

Pay Increases
Pay increases ranging from 10 to 15 percent per hour, effective to June 1 were also legal 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 10 days 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 Representatives 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 included President Esther Hove, Vice President Stella Cotton and Secretary-Treasurer Elaine Neuby of the local union.


NEGOTIATING PACTS

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

It is reported that the Fresno Central Labor Council is assisting Local 69 with an organizing campaign which is under way at the present time.
Changes In Social Security

By M. H. HEDGES, Labor Information Division Social Security Administration.

This recent amendment to the Social Security Act, passed in the closing hours of the 79th Congress, was of special significance to the old-age and survivors insurance, to families of the workers and to recipients of public assistance.

Liberalizing Old-Age and Survivors Insurance—Most of the recent amendment to the Social Security Act are provisions that have received minor in character and of little importance. They may in time prove to be 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.

Elimination 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, to be known as the old provision of the Social Security Act would have jumped to 2 1/2% in the first year.

Survivors Benefits for Veterans—Before the act was amended, veterans received no credit for their social security accounts while in the armed services. To remedy this situation, the recent amendment to the Social Security Act now provide for the payment of benefits to eligible survivors of veterans who die within three years after their discharge.

Inevitable Control 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 employees of private shipping companies and authorized States to adopt specified conditions to cover maritime employment under their unemployment insurance laws. The second amendment extends unemployment insurance protection through June 30, 1949, to maritime employees throughout the War Shipping Administration. Until funds are provided to finance the second program, it will remain inoperative.

Financing Disability Insurance—The amendment to those States which have collected employer contributions under their State unemployment insurance laws withdraw such contributions 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 Federal Government paid a matched dollar for dollar up to a given maximum, State contributions were the three most important. For the needy aged, the blind and dependent children. The new amendment raises the maximum payment from $40 to $45 for the old-age assistance and aid to blind programs, and from $18 to $24 for the first child and $13 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 for average monthly assistance payments to the needy aged and blind, the Federal Government will pay for two-thirds. Over $15, the Federal Government will match the State's contribution dollar for dollar. For the maximum three-quarters. Under the aid to dependent children program the Federal Government will pay for at least 50% of the cost of $18. With respect to all aid to dependent children, the Federal Government will pay for the first $9 of the average monthly assistance payment for the dependent child and will match equally the State's contribution for the remainder. This new formula increases the contribution of the Federal Government to the State public assistance programs from a 60-40 to 50-50 ratio in a 18-month period, beginning October 1, 1946.

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

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 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, which have an indirect effect on prices and the need for raising exemptions for those in the low-income group, and for married couples, and $600 for each dependent.

At the same time the committee made a strong demand for elimination of all unnecessary regulations, 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 government needs. The Federal Government's health, welfare and education programs should be provided.

What the committee also said that the attitude would be on proposals by Republican candidates in Congress to cut personal income taxes by 20 percent, Mr. Woll replied that 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 16, it was revealed 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.

The monthly assistance payment for each dependent child and will match equally the State's contribution for the remainder. This new formula increases the contribution of the Federal Government to the State public assistance programs from a 60-40 to 50-50 ratio in a 18-month period, beginning October 1, 1946.

In addition, the new amendments almost double the amount of Federal funding for maternal and child health, crippled children and child welfare services.
Millinocket, Me.—Wage increases ranging up to $33 a week have been aver-
gaging $11 a week, plus other signif-
ificant gains made by OEU Local 192 in an agreement with the Great Northern Paper Company, one of the largest manufact-
urers of paper in the United States.

The contract, which includes about 1,000 workers at the Millinocket and East Millinocket mills, is the product of an NLRB election, the contract was signed at company offices in Boston on September 29 and is retroactive to September 5.

International President Paul R. Hutchins, Ray J. Jamieson, Local President Arnold A. Gupill, Vice President William M. Fraught and Elizabeth R. Wals, who comprised the local negotiating committee, represented the union.

The company, which has had con-
tinuous relations with AFL unions for 30 years, was represented by President William O. McKay, Aud-
itor L. G. Kewer and other officials.

A salary schedule running up to $80 per week was negotiated for workmen in seniority, sick leave and emergency leave, paid vacations, overtime pay and holiday pay rates are some of the highlights of the pact.

Further Gains Made In International Paper Pact

Mobile, Ala.—A new joint agree-
ment with the Southern Kraft Divi-
sion of the International Paper Company and the OEU has just been completed, bringing further gains in pay to the office and clerical workers employed by the company's operations here and in Panama City.

The joint agreement, which was negotiated with the OEU vice president, who negotiated the new contract with a joint committee of representatives of Local 1 at Mobile and 18 at Panama City.

The mobile mill and Mobile bag facility and the company and Panama City mill have been organ-
ized by the OEU for several years, and the locals have individual contracts with the company. The present joint agreement gives office and clerical forces at Mobile and Panama City in-
corporates all of the local offices prev-
inously achieved in addition to substantial further improvements.

A further wage increase of $10 per month was obtained for all present employees 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 employee when and if he reaches the rate of his job classification. The assistant mill accountant classification is assured of a similar $10 per month.

Union Security Improved

The new joint contract tightens the maintenance of membership clause contained in the earlier con-
tracts and clearly states "it is the desire of the company that all em-
ployees eligible for membership in this union shall sign the cards and shall maintain their membership in good standing."

The work week is fixed at five
8-hour days and provision is made that employees who are called to work in excess of eight hours shall receive pay for no less than
4 hours. Time and one-half pay is provided for work on days that the 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.

maining features of the new contract is the amount of vacation per week shall be 1/2 week for the employee during the first year, and thereafter one week during the ensuing year. If vacations cannot be taken and the company requests the em-
ployee to continue working, overtime pay for up to 50 hours per week is to be paid. The rate of such pay is in-
creased to 8 percent of his total

Pay at time and one-half is pro-
vided for all work in excess of eight hours in one day or in excess of 40 hours in one week.

The workers shall be paid for six
designated holidays and if required to be on 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

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

Every worker shall get a maxi-
mum of 40 hours off with pay each year, including one week of paid vaca-
tion 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 over-
whelming vote, selected OEU Local 194 as the exclusive bargaining agency, according to A. F. L. organizer A. E. Brown, who has been assisting the local officials in this drive.

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

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

Dallas Federal Reserve Bank Election Ordered

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

The Board's action was in response to a petition filed by OEU Vice Presi-
dent Stafford last May, requesting that an election be held among these workers a substantial major-
ity of whom had been signed up for membership in OEU.

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 employees of the Dallas bank were employed by an instrument-
ality of the Federal government. As a result of this action by OEU from the Federal Reserve Bank, the Federal Reserve Board were

fied with NLRB.
AGREEMENT SIGNED WITH MEAT PACKERS

San Diego, Calif.—Wage increases ranging from 17 to 67 per cent were obtained in the agreement between OEU Local 139 and the Bridgeford Meat Company of this city, according to Business Representative Perkins, and the agreement climax six weeks of intensive talks between San Diego Meat packers' 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. J. McCarthy, Business Representative of Butcher Workmen's Local 222, which organization holds an agreement with the firm covering a number of its trades.

The agreement is a closed shop agreement and covers all of the office employees, according to Business Representative Perkins, and the agreement climax six weeks of intensive talks between San Diego Meat packers' Employers' Association, which represented the firm.

JOSEPH KEENAN CHOSEN ARBITER IN FILM DISPUTE

Hollywood, Calif.—Joseph Keenan, secretary of the Chicago Federation of Labor (AFL) for 11 years, has been chosen as film labor group's permanent arbitrator in settling jurisdictional disput 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 conversion problems and are well embarked on a program of meeting the Nation's problems.

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

"If this exhibit did nothing else," Mr. Orburn said, "it impressed upon the Nation that the conversion of 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 $5.50 per month of service, and the full-schedule postwar production agreement negotiated between the H. D. Lee Co. and OEU Local 70, Trenton, according to Vice President F. Firth, who assisted the local union committee in its negotiations.

The new contract, which is effective 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 work force when the work week consists of 4-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 double time when all work for all employees is paid for 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 holidays without loss of pay and such leave may accumulate up to 10 days.

The price of the label button is 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 overall 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, is composed of: Ray Christino, Tomamaso, President, Mamie Fuch, Vice-President, Celia Waluldegew, Recording Secretary, Blanche Parrent, Secretary-Treasurer, Florence Barkley and Charles Ferguson.

OFFICIAL EMBLEMS

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

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

NEW LOCAL ACTIVE

Springfield, Mo.—Howard W. Abbott, president and business representative Local 136, reports that two pending NLRB collective bargaining elections involving the local union are being eagerly watched.

The clerical workers represented by the UAW Local 136, have worked under union agreements during past years.

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 local unions, has been entered into, according to reports from James E. Wolfe, Business Representative of the operating company, which is a party to this agreement.

The new master agreement was entered into after a 4-weeks' strike by 1,200 members of 6 local unions and the new agreement is expected to be a boon to the American Radiator Company. The agreement covers all workers employed at the Union Stock Yards.

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

OFFICE STAFF OF PAPER VOTES OEU

Oakland, Calif.—The office force of the Richmond Independent, a newspaper published in nearby Richmond, voted for representation through Local 29 in a recent NLRB election, according to Muriel Ketcher, business and representative of the local, who worked on this campaign.

The vote was between the CIO Newspaper Guild and OEU Local 29, our local showing under the CIO to 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 29 and the American Ice Company are underway, according to officers of the local union.

President P. C. Gilby is assisting representatives of the union in the negotiations.

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

Nonunion employees, however, are not subject to collective bargaining. Nonunion employees are not represented by the local.

Clerical workers employed at the Union Stock Yards.

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