Progress In Secure Agreement At Gas & Coke Co.

Portland, Ore.—An agreement covering the office and clerical workers of the Portland Gas & Coke Co. has been negotiated by Local 11, which represents the office and clerical workers of such company according to Irving Enna, secretary-treasurer of the local union.

The contract, which is a comprehensive one, gives them the highest rates for the clerical force who are members of Local 11, and the union is still in negotiation for the increase of 18% cents per hour and three weeks' paid vacation for employees of ten years or more service. Provision is made for the outcome of these supplemental negotiations to be included in the contract.

The contract among other things recognizes the exclusive bargaining rights of Local 11 over all office and clerical workers, exclusive of workers who are already covered by contracts with the International Chemical Workers Union, or who are members of A.F.L. unions. It also includes executive administrators and professional employees, salesmen and confidential secretaries to department heads.

The agreement establishes a modified union shop, requiring maintenance of union membership by all present employees who are members of the union and that all new employees must, as a condition of employment, become and remain members of the union.

An 8-hour and 40-hour week are established, with time and one-half being paid for all work in excess of 40 hours' work per week. (Continued on page 3)

Election Slated by NLRB At Big Bank of America

Oakland, Calif.—The National Labor Relations Board, in response to a petition filed by Local 29, has directed that a secret ballot election be held among the employees of all branches of the Bank of America coming within Branch Supervision District No. 4, California, to determine whether or not the employees desire the formation of a union local union.

Workers in many branch banks of the Bank of America in California in 1949 earlier this year and in response to a petition filed by the local union, held a secret ballot election under the NLRB during the month of June for the purpose of determining the wishes of the employees and those who would be eligible to participate in a secret ballot election.

The Board's election order, issued on October 11, directs that the election be held within 30 days among all of the employees of the Bank of America in Branch Supervision District 11, exclusive of vice presidents, assistant vice presidents, branch managers, chief clerks, assistant cashiers, pro-

Gas Industry Seek Rights In Chicago Company

Chicago, Ill.—A formal request has been made upon the People's Gas Light and Coke Company of this city to recognize Local 183 as the exclusive bargaining representative of the more than 1,000 office and clerical workers employed by the company, according to John Holcomb, temporary president of the local union.

The request has been sent to the company in an active organizational campaign and has developed its majority representation among such workers.

Although an NLRB election will doubtless be required to establish exclusive bargaining, many of the local union indicates that it is confident such election will show a preponderant majority in favor of the CIO, for, in addition to the hundreds of cards which it has obtained from the eligible workers, many additional workers have orally voiced their favorable attitude toward the CIO, and they have given assurances that their votes will be.

Grogger Agreement Brings Wage Hike

Pittsburgh, Pa.—Further gains have been scored by the workers employed by the Reid Murdoch Co., a division of the Consolidated Groceries Association in Pittsburgh, according to the report of John Magnotti, business representative of Local 32, who handled the negotiations with this company.

Wage increases of over $7.50 to $10.00 per week have been obtained for all office workers and for the first time the workers in this establishment will enjoy a limited amount of paid holidays.

All previous gains were preserved in the renewal agreement, including the five-day week; Monday through Friday, the eight-hour day, and time-and-one-half for all overtime. The employees enjoy seven holidays per year, provided for all work performed on any of these holidays and for all Sunday work.

The agreement provides for a full union shop and establishes two weeks vacation with full pay for all employees of one year or over of service. Arbitration is provided for grievances which cannot be satisfactorily settled. Inquiries should be addressed to the U. S. Department of Labor is to appoint the impartial chairman of the arbitration board.

ENAMELING COMPANY WORKERS VOTE CIO

West Lafayette, O.—A substantial majority of the office and clerical workers of the Moore Enameling & Glass Works, employed in Local 195 as their exclusive bargaining agency in an election conducted by the National Labor Relations Board.

The workers were assisted in organizing and setting up the local by CIO Vice President R. M. Daugherty.

It is expected that contract negotiations will begin shortly.

Refinery Election Won

Beaumont, Texas.—By a favorable vote of more than 80 per cent Local 169 has established its exclusive bargaining rights for the office and clerical workers employed by the Magnolia Petroleum Co. at its refinery in this city. The election was conducted by the NLRB among the approximately 135 eligible workers. As a result of the sweeping victory for the union in this election, the company has recognized Local 169 as the exclusive bargaining agency for this group.

Local President C. A. Stafford has been assisting the officers and members of the local in this campaign.
THE OFFICE WORKER

I believe in my union.

And believing, I want that union to be an organization meriting the respect for which I am proud, for which I am proud that I carry a card of the American Federation of Labor. I am proud of the men who have struggled so valiantly to give me the right to carry that card without fear of discrimination.

I am proud of those who lead the way, and white looking to us, the "younger generation", to build securely, to carry on, to know where we are going and why.

I want my union to stand for those principles whose are essentially and basically right—therefore, I cannot sit idly by and allow others to change our policies and principles and act and work and be governed, and not take an active part in the planning.

I want my union to be strong—and knowing that strength is important to a larger respect in the public eye, the others for what I, and my organization, stand for. I will build my character and my life in such a way that people will say that organized labor must be worthy of admiration, else I would not be part of it. I will realize that the strength of organized labor is a slumbering giant, and that it is up to us to awaken that giant, and then to keep him length directed at the aims and ideals which we have set forth for ours.

I want my union to go forward—so I will promote a well-organized, carefully executed plan of progressive growth for my union, I will back my officers by contributing my share of effort, energy and enthusiasm. I will realize that part of my duty is constructive criticism towards those faults which can be eliminated. I will endeavor always to build, never to tear down.

I will remember that I have a personal obligation to my union. And I will, always, love it.

(Thes above was written by Hazel H. Harrison of Office Employees International Union Local 61 in Louisville, Ky., and is reprinted from the Workers' Magazine, publication of International Council of Aluminum Workers Unions.)

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That the owner, publisher, editor and business mangers of "The Office Worker" are: Howard Hicks, Business Manager; Paul R. Engle, Editor; Howard Hicks, Business Manager, Howard Hicks, Washington, D. C.

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CREDO

Educational Notes

Joe Worker Goes to College

By John D. Connors, Director Workers Education Program

JOE WORKER GOES TO COLLEGE

Colleges and universities have for many years carried on the training of workers and adults to be better farmers, businessmen, doctors, engineers, lawyers, ministers, etc. Almost without exception, until recently, the one person who has not been offered them the opportunity to better himself in his chosen field is the trade unionist. Joe Worker has long felt that the university should help him to understand and use wisely the techniques of trade unionism and should train him so that he may become an even better representative of organized labor.

The one exception is the almost universal indifference of universities to a program of labor education that has been the University of Wisconsin, where the School for Workers, directed by Ernest Schwartz, has for over twenty years carried on a realistic program of workers' education, which emphasizes the need for a curricular plan within the university as well as political democracy. A reduction in appropriations necessitated the curtailment of its round program and its main emphasis has in later years been upon a two-week session at Madison during the summer, conducted in cooperation with labor unions, where over 500 trade unionists study annually.

Types of Program

With the increased importance of labor as a responsible group in the community, many other institutions of higher learning have come to realize that they have an obligation to labor as well as to the rest of the community. The State Legislature of the State of Labor Bureau has been building by its two-week courses which have been conducted in conjunction with the Workers Education Program of the American Federation of Labor in particular and the American labor movement in general.

Only after our freedom has been restored can there be any progress made toward the formulation of a national labor policy. Nor is there any reason to believe that such a policy will be established by so-called national conferences of labor and management. A truly national labor policy can best be obtained through the tried and tested procedures of collective bargaining between individual employers and industrial groups of organized workers.

In summary, therefore, it is the unanimous recommendation of your committee that positive steps be taken by the American Federation of Labor and by the state labor organizations of the remainder of Federal regulation which was necessary only in time of war.
Landslide Victory At Paper Company

Millinocket, Maine.—By a landslde vote of 79 to 12 the office and clerical workers at the Great Northern Paper Co. in this city have voted in an NLRB election to get rid of Aki and the von Hamm-Yong Company. Negotiation of the agreement followed the winning of an NLRB election by the office workers of the company several months ago.

In commenting on the new agreement, Aki stated that "the contract provides for a 17 cent increase for incumbents, with no representation being given for the local in its organizing efforts."

Those signing the agreement for the union besides Aki include Kaison Hamil and Asena Kaisokita.

Of the local union have expressed keen appreciation for the upgrading of the workers and a vote for the organization of the office workers of the company by the local union, and also for the organization of the group of workers.

It is anticipated that the success of the office workers in the negotiation of its first agreement will lead to further organization among office workers in this city.

Request Election At Diamond Match

Springfield, Mass.—A substantial majority of all eligible office and clerical workers employed by the Diamond Match Company of this city have signed up for membership in the OEU and the NLRA, recommending that we determine our exclusive bargaining rights, according to A.F. of L. Organizer Aki who is assisting in the organization of this group of workers.

The board of the election request has been scheduled for October 26, and it is anticipated that the hearing will be held at the hearing, with the proceeding of an election among this group.

Request Recognition

(Continued from page 1)

A local union number has been assigned to Rockford in anticipation of a charter application being filed with the OEU as the result of Murphy's activities.
Copperhill, Tenn.—A majority of all the office and clerical workers employed by the Tennessee Copper Company have signed up with Local 181, and collective bargaining rights have been received by the company, according to Vice President J. S. H. Carson, who is assisting the local union. Conferences have been requested for discussion of formal recognition and the terms of a working agreement to cover the unorganized workers in the company's employ.

Attorney General Warns Against Foreign Agencys

Chicago.—Attorney General Tom Clark, addressing the convention of the United States Labor, sounded a grave warning that American workers must be "constantly on guard" against attempts of subversive groups and reactionaries to "steel the gains and the freedom of American labor over a long period of years."

"I exhort you to watch these trends and defend yourselves and your own interests against these influences," he said.

"Labor is composed of the most law-abiding, patriotic and God-fearing people in this land. We know that they care for every element which makes up our country."

"I warn you particularly against agencies with foreign ideologies who would seize control, and are attempting to, of the American labor movement. On this issue you have been alerted in time and again by your own leaders.

"I know you people in the AFL will never permit a subversive group to control any of the unions. But I would like to say that the desire of the workers who would like to infiltrate into labor unions is everywhere.

"Today, we stand at the crossroads. You, in your own way will have to fight against these. If you will defeat attempts to impose upon our American workers foreign doctrines from totalitarian powers.

"I promise you a very close and fair examination of all subversive groups. I won't seek to deny free speech or exercise of civil rights to any group and will fight to protect them insofar as they operate within our laws. But, I pledge you very firmly that every element which project themselves beyond the limitations of our constitution will be fought to the bitter end.

"I recall the 60-hour weeks, the sweat shops, the child and woman labor, and the unsound working conditions imposed upon workers until recent years. The pendulum has swung the life out of the affairs of the American workers is no Utopia, but it has been greatly improved. It is up to us here who represent American workers to make their gains permanent.

"We are a key factor in this and depend upon you leaders here who will carry on your fight for the people you represent."

TENNESSEE COPPER WORKERS ORGANIZE

Jacksonville, Fla.—An agreement effective with the grievance dated by Local 73 according to OEU Vice President J. O. Bradlow, Jr., that has been signed by the state president of the union, Raine L. Jefferson and the committee in their negotiations.

The contract, among all office and clerical workers in the Jacksonville operations of the company for a period of six months, established maximum hours and minimum wage rates. The contract provided for automatic progressions established in all classifications, bringing to all the workers substantial adjustments in their hourly wage rates.

Other Features

Among other interesting features and improvements for the employees, are the following:

1. All employees are provided with full pay, plus a half day on December 24th if it falls on a regular work day.

2. Paid vacations of four weeks, two days, and four days for one year's service are provided. An employee receive two weeks per year for absences due to illness or injury. Provision is made for recognition of sick days.

3. Rates Retroactive

All employees are assured of pay and reduced rate transportation in accordance with the prescribed rules and regulations.

Grievances are to be handled in accordance with the procedures outlined, with provision that unsettled grievances may be referred to the AFL-CIO Board of Adjustment.

All of the rates of pay established by the contract are effective retroactively to December 12, 1946. The contract establishes union security through a maintenance of membership clause which assures against discrimination toward any employee on account of his membership or union activities.

New Firm Signed

San Francisco, Calif.—An agreement has been negotiated with the Pacific American Federation by San Franci
cisco by Local 36, according to business representative E. J. Mc
carthy of the union.

In addition to establishing classified wage scales with rates which will substantially benefit the work-

ers, the agreement also makes for a full union shop and for the hiring of new employees through the union.

The contract provides for a 40-hour week and a 40-hour week, Monday through Friday inclusive, with time and a half for all work in excess of 50 hours a week and for all work performed on Saturday. All Sunday work is paid at double time.

Eight legal holidays are granted without deduction in pay and the contract provides that any work performed on these holidays shall be paid for at the rate of double time and shall be paid for the day.

All employees of six month's service are to receive one week's vacation without pay. All sick leave is provided for and paid vacation is provided for all those with one year or more service. Two weeks' vacation is without loss of pay is assured to all workers and such leave is accumulated for a period of five years.

In addition to the above the agreement also provides for a minimum of six months' service, two 15-minute rest periods, equal pay for equal work regardless of sex, a neutral representative for the method of settling disputes which shall be binding upon the parties.

AFL Convention Report Raps WSB

Chicago.—Following is the formal report adopted by the AFL convention regarding the termination of the activities of the Wage Stabilization Board in the interest of American workers:

"The Wage Stabilization Board was created to administer the wage control program of the Federal government. Its effort to avoid inflation by regulating wages and prices, its existence, therefore, was predicated upon an effective anti-inflation program.

"Today there is no such program. The steady, persistent emaciation of price control by the Federal Government has reduced the need for a Wage Stabilization Board to zero. The time has come when the organized and the unorganized movement of America must be freed from wage controls which have become an added burden upon their efforts to obtain food, clothes and shelter, when the payment of wages against inflation is at best a losing battle and they should not be made to bear the added disability of a wage control board which limits their attempt to obtain for themselves the necessary relief from ever-rising prices.

"In summary, therefore, your convention recommends to the delegates to this convention that the American Federa-

tion endorses the report of the committee to the convention. It also recommends the positive steps toward terminating the National Wage Stabilization Board."