

THE OFFICE WORKER

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

No. 21

WASHINGTON, D. C., SEPTEMBER, 1946

7

SWEEPING VICTORY AT ALCOA

SIGN NEW AGREEMENT WITH CANNERS CO-OP

Vancouver, Wash. — Substantial benefits have been obtained by Local 68 for the office and clerical workers employed by the Washington Cannery Cooperative, according to C. C. Newell, business representative of Local 68 and a Vice President of OEIU.

The agreement establishes an 8-hour day and a work week of five consecutive days with time and one-half paid for all work performed in excess of 8 hours per day and 40 hours per week, as well as for all work performed on the sixth consecutive shift in any week, and for all Sunday work. All work performed on the seventh consecutive shift is to be paid for at the rate of double time.

Eight designated legal holidays are granted to all workers without loss of pay and double time is provided for all work performed on such days. Paid vacations of 10 working days per year are established and employees of six months' service receive 5 working days' paid vacation. All employees also accrue sick leave at the rate of one day per month up to a maximum accumulation of 15 days. Rest periods of 15 minutes are provided each morning and afternoon with full pay.

Five wage classifications were negotiated establishing rates ranging from \$150 to \$214 per month with automatic and merit adjustments. The wage schedule is retroactive to May 1, and all present employees have been brought to the maximum rate for their respective classifications as of that date.

The agreement also provides for the union shop and for other matters including handling of grievances and complaints and the arbitration of disputes, and also for the recognition of the principle of seniority.

OEIU Secures Bargaining Rights by Huge Majority

Massena, N. Y.—In a sweeping victory, OEIU Local 180 has won exclusive bargaining rights for the more than 470 eligible office and clerical workers employed in the large plant of the Aluminum Corp. of America in this city.

The victory was obtained in an NLRB consent election held on August 27, in which the local union received 85 per cent of all votes cast, thus establishing its exclusive bargaining rights for this group, according to Frank E. Morton who has been actively working on this campaign on behalf of OEIU and the A. F. of L.

Interest in organization among the office and clerical workers in this plant developed several months ago and OEIU Vice President George P. Firth has been actively assisting the group in conjunction with representatives of the Aluminum Workers Union, A. F. of L., which has represented the production and maintenance workers in this plant for the past twelve years.

In a big pre-election rally meeting held on the eve of the election the office and clerical workers were addressed by Paul R. Hutchings, President of the International Union, as well as by various representatives of the Aluminum Workers Union and of the American Federation of Labor, and were urged to roll up a substantial victory so as to facilitate the obtaining of the maximum employment gains.

Production Workers Vote A. F. of L.

Three days after the OEIU office victory the production and maintenance workers reaffirmed their desire to be represented through their A. F. of L. Aluminum Workers Union by defeating in an NLRB consent election the CIO United Steel Workers by a substantial vote.

In a pre-election rally, which overflowed the Massena Labor

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Further Gains Secured in New Gas Light Pact

Minneapolis, Minn.—Employees of the Minneapolis Gas Light Co. who have benefited from collective bargaining through OEIU Local 12 for the past ten years received an average monthly increase of \$35.15, according to Business Representative A. J. Fritz. For the first time the contract embodies automatic pay progression schedules for all classifications.

The former seniority provisions have been improved. Now all employees state their job preference by completing a form which is filed with the personnel department. When a position becomes available or is newly created, present employees who have expressed desire for the position are given consideration. When a position becomes available for which no application has been made, such position is posted for a period of time on the bulletin board and if the position is not filled from an employee in the unit, outside people are considered.

Including a slight adjustment in salaries made last year, all Gas Co. office employees with less than five years of service received a 19 per cent increase and those with over five years of service a 21 per cent increase.

Throughout the years, relations of OEIU Local 12 with the Minneapolis Gas Light Co. have been exceptionally fine, according to Business Representative Fritz.

OEIU Wins Vote On Transit Line

Knoxville, Tenn.—In a consent election conducted by the NLRB recently, Local 144 received a 100 per cent favorable vote from the office and clerical employees of the Knoxville Transit Lines, thus establishing its exclusive bargaining rights for this group, according to OEIU Vice President Carson, who is assisting the local in this campaign.

Practically all of the eligible office and clerical workers signed up for membership in Local 144 some weeks ago, but because of the position taken by the company it was necessary that the local establish its exclusive bargaining rights through an NLRB election.

As a result of the unanimous vote for representation through Local 144, it is anticipated that contract negotiations will shortly get under way and that substantial employment gains can be made for this group through collective bargaining.

OEIU Wins Case Against The Ingalls Iron Works

Birmingham, Ala.—Trial Examiner Martin S. Bennett of the NLRB in his intermediate report issued in the unfair labor practice case filed against the Ingalls Iron Works by Local 18, has found that the company has engaged in the unfair labor practices complained of by the local.

On the basis of the evidence presented at the hearing held in June, the Trial Examiner recommended that the Ingalls Iron Works cease and desist from discouraging membership in Local 18 by discharging or refusing the reinstate any of its employees, or by discriminating in any other manner in regard to their hire or tenure of employment.

He also recommended that the company cease and desist from in any other manner interfering with, restraining, or coercing its employees in the exercise of their right to self organization and to join or assist Local 18 of the OEIU, and engaging in concerted activities for the purpose of collective bargaining, as guaranteed by the Act.

It was also recommended that the company should offer to one

employee, whom the Trial Examiner found was discharged because of her union activity, immediate and full reinstatement to her former position without prejudice to her seniority and other rights, and that this employee should be reimbursed for all loss of pay which she suffered by reason of the company's discrimination against her.

(Continued on page 3)

NLRB Election Requested at Mississippi Gas Co.

Meridian, Miss.—A substantial majority of the entire office staff of the Mississippi Gas Co. have indicated their desire to be represented by OEIU Local 54 and a petition has been filed with the NLRB requesting an election in order for the local union to obtain certification as the exclusive bargaining agency of this group, according to Vice President A. R. Carson, who is assisting the local officers and committee in this campaign.

Local 54 presently holds exclusive bargaining rights for all of the office and clerical workers employed by the Mississippi Power Co. and the recent gains won through their local for the members employed by that company have resulted in sub-

stantial interest being shown among the office staff of the Mississippi Gas Co.

The local is seeking a system-wide bargaining unit embracing all of the office and clerical workers employed in the company's offices at Meridian and in the surrounding Mississippi towns of Aberdeen, Amory, Columbus, Louisville, Macon, Starkville, Tupelo and West Point.

It is anticipated that a consent election can be arranged for, and judging from the substantial interest already shown, a vast majority of these workers would vote to establish Local 54 as their exclusive bargaining agency.

UNION SHOP

"Over 95.7 percent of all banks in the United States are now members of the American Bankers' Association, according to Robert L. Dominick, Chairman of the ABA Organization Committee, in a report for the six-month period ending March 31, 1946. The report shows that 15,635 banks, of which 15,498 are located in the continental United States, representing 99 per cent of the banking resources of the nation, are now members of the ABA."—From a statement in "The Commercial and Financial Chronicle" of May 2, p. 2415.

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OFFICE EMPLOYEES
INTERNATIONAL UNION



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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.



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REACTIONARY DRIVE TO CRIPPLE NLRB

Washington, D. C.—A movement is already on foot to amend the National Labor Relations Act in the next session of Congress, according to Lewis G. Hines, AFL legislative representative. Reactionary interests have set in motion a well-organized drive to modify the law for the professed purpose of protecting the rights of employers. They say that the law, as it stands, is one-sided, that it gives labor many privileges but imposes no responsibilities on unions and that it denies to employers, even such elementary rights as freedom of speech.

"Well, let's see what all the shooting is about," Hines continued.

"First of all, let me say that the American Federation of Labor does not believe in denying to employers any rights or privileges which any other American citizen enjoys. The workers of this country do not want to be the beneficiaries of any unjust or one-sided law. So we have carefully examined the charges of the opposition and we find that while their propaganda is cleverly stated, it does not square with the facts.

"There are two major attacks being leveled at the National Labor Relations Act. The first involves free speech for employers. It is contended that the law forbids employers to speak to or to communicate with their employees directly regarding wages, conditions of work or the question of whether or not they should join a union.

"These contentions are completely untrue. There is nothing in the law to prevent any employer from talking to his workers about these matters. In fact, almost every employer does. The only restraint in the law is that the employer must not attempt to intimidate or coerce his workers. The purpose of this provision is to prevent oppression of workers under threat of being fired. It was to correct such oppression that the National Labor Relations Act was passed. We are certain that the American people do not want to restore to employers the unrestricted right to crack the



EDUCATIONAL NOTES

WORKERS' EDUCATION

By JOHN D. CONNORS
Director Workers Education Bureau
of America

Whatever progress the American Labor Movement makes rests on an educational basis.—Samuel Gompers.

The logic of this statement by the dynamic founder of the American labor movement has been recognized by organized labor from its earliest days. When the Cigar-makers eighty years ago paid Sam Gompers to read to his fellow workers and thus improve their minds while their hands were busy at monotonous tasks, they laid the foundation of the present workers' education movement. As the labor movement has grown in size and strength, so has its educational program, until today it is carried on by every type of labor organization—national and international unions, state federations of labor, city central bodies, and local unions.

National Programs

Outstanding among the educational programs conducted by national and international unions is that of the International Ladies' Garment Workers. Its realistic and comprehensive educational program meets the varied needs of its thousands of members—from orientation classes for new members through officers' qualification courses up to week-end seminars for the Union's top ranking officials. Provision is also made for their cultural and recreational needs. Space does not permit an adequate description of this or of the excellent national programs carried on by the educational departments of many other unions.

State Programs

For many years state federations have carried on educational activities and have cooperated with state universities in the Bureau's program of labor institutes. But it is only recently that they have begun to develop continuous statewide programs of education.

whip over free American workers.

"The second suggested amendment would give employers the right to ask the National Labor Relations Board to conduct elections among their employees. They have this right now. But the board reserves the right not to call an election at the request of an employer before the union has a fair chance to organize the workers. The purpose of this amendment is to force the hand of the National Labor Relations Board and to permit employers to freeze out unionization of their workers by calling premature elections.

"You may remember that when the National Labor Relations Act was passed more than a decade ago it was called the magna carta of labor, guaranteeing industrial democracy and freedom of American workers. It is still that. The real purpose of those behind the campaign to amend the law now is not to improve it, but to render it a mere, ineffectual scrap of paper."

New Dues Collection System

Washington, D. C.—The installation of an improved and more efficient dues collection system by the OEIU has been announced by Secretary-Treasurer J. Howard Hicks. The new system, which will be placed in operation among a small number of local unions each month, commencing at an early date, will result in the discarding of the stamp system currently being used in the initiation, dues payment and reinstatement of OEIU members.

In a letter to the secretary-treasurers of all OEIU local unions, which were formerly federal labor unions, Hicks pointed out that the new system would be much more acceptable to the entire OEIU membership than is the present system and that it would result in more

efficiency and a saving of time for local union secretary-treasurers.

The new system will utilize a three-section card upon each section of which will be placed the name, social security number, method and date of the individual member's last entrance into the local union and the city in which the local union is chartered and its number. One of the three-section cards will be prepared for each member of each local union well in advance of the month for which the dues card is to be used and will be sent to the local union secretary-treasurer.

Upon each member's payment of monthly dues, one section of the card will be given to the member as a receipt while a second section remains with the local union and the third is returned to OEIU headquarters, together with per capita tax from the dues payment made by each member. Provision is being made for the ready issuance of dues cards for members who pay union dues several months in advance.

Each local union will be billed for the per capita tax represented by the cards sent to it each month and it will be necessary that per capita tax be paid to the OEIU for each of the cards received by a local union or that the entire card be returned intact so that proper credit can be given to the local union.

The installation of the new system will result in all local unions utilizing a uniform receipt book, although such receipt book will be used only to record payments of initiation, reinstatement, work permit and other fees. It will also be necessary that a slight change be made in the present method of issuing withdrawal, transfer and inactive membership cards so as to provide for a copy of each such card issued to be sent to OEIU headquarters. Hicks has asserted that every effort will be made to school local union secretary-treasurers in the proper operation of the new system prior to its installation.

community groups. Some of these have facilities for resident study, while others conduct evening classes in union centers.

Labor Press

Any discussion of the agencies carrying on workers' education would be incomplete without paying tribute to the invaluable service which the labor press has performed over the years. Many unionists have received their first labor education through the regular reading of their union's monthly journal or the weekly labor paper. Such periodicals bring into the worker's home regularly not only labor news and information but charts, cartoons, and inspirational material which constitute of themselves a fairly complete course of education.

To coordinate these and the many other labor education activities which I have been unable to include in this brief survey has been the task of the Workers Education Bureau during the past quarter-century. Since 1921 it has served as a national clearing house of information and guidance in this field and is, in the words of President Green, "the strong educational arm of the American Federation of Labor."

Representative programs are developing in such widely separated sections of the country as Montana, Indiana, Georgia. The newest and in some respects most comprehensive state-wide program has been developed within the past year in Kentucky. Here the state federation has set up a Department of Research and Education with a full-time staff of three, to conduct a program of shop stewards' and officers' training, public relations activities, and research and guidance in governmental agency procedures and union contract negotiations.

Local Programs

Educational activities of city central bodies have taken many and varied forms. In Madison, Wis., a "grass roots" Workers' Education Bureau has been set up which is as comprehensive as any city-wide program and may be taken as a composite picture of what is being done. Courses cover such subjects as public speaking, labor legislation, current events in the labor world. Lecture forum series and workshops have been conducted on full employment, labor and government, collective bargaining, consumers' problems, farmer-labor understanding. A speakers' bureau furnishes speakers for regular meetings of local unions.

In addition to conducting radio programs, many central labor unions devote part of each meeting to some educational activity, such as talks by outside speakers, round table discussions, dramatic skits, or film forums. Also, public libraries have cooperated in many instances with educational committees by installing loan libraries in central union halls or by setting up labor sections in the libraries themselves. Many central bodies, too, have established their own trade union libraries.

The programs of education in local unions are very similar to those described above, but some activities are developed better by local unions because of the common interests of their members. For instance, many local unions have developed outstanding programs for training shop stewards and have prepared excellent manuals for their use. Institutes or week-end schools are often set up by local unions to consider their specific problems.

Labor Schools

Many of our present labor leaders are products of labor schools sponsored and controlled by organized labor or maintained independently by religious or other com-

19c INCREASE GAINED FOR GROCERY STAFFS

Portland, Ore.—An across-the-board increase of 18 and 19 cents per hour was obtained for all office and clerical workers employed by the six firms constituting the Associated Food Distributors, Inc., at Portland, Ore., by Local 11, according to Irving Enna, Secretary of the local who negotiated the new contract.

The new rates are effective retroactive to June 1, 1946, the expiration date of the old contract, and cover all members employed at Wadhams & Co., United Grocers, Inc., Safeway Stores, Inc., General Grocery Co., Hudson-Duncan Co. and the Northwest Grocery Co.

Under the new agreement the lowest minimum rate for mail room clerk and file clerk has been raised to 73 cents per hour, and rates for all other classifications adjusted proportionately, with the rate for junior accountant being raised to \$1.12½ per hour.

The contract preserves all previous gains, including the union shop. Seven legal holidays are granted with full pay. The agreement provides a maximum of 8 hours work per day and 40 hours per week. All overtime work and work performed on Sundays and holidays is paid for at the rate of time and one-half. Provision is made for sick leave, as well as for paid vacations. Any disputes arising under the agreement which cannot be settled through the grievance procedure may be arbitrated, with the findings of the arbitration board being binding on both parties.

Jointly Negotiated Pact Brings Further Benefits

Manitowoc, Wis.—Joint negotiations conducted by OEIU Local 77, seven other AFL unions and the Wisconsin State Federation of Labor have brought substantial improvements in wages and working conditions to the office and clerical workers and workers of other trades employed at the Manitowoc Shipbuilding Company.

While the parley was on a joint basis, individual agreements were signed by the OEIU, Boilermakers, Pattern Makers, Operating Engineers, Teamsters, Carpenters, Electrical Workers and Painters. They are similar in form and represent a distinct improvement in wording and content over the previous agreements which were negotiated separately by these unions, according to Vice President L. G. Nygren, who represented the OEIU.

Wage Increases

Retroactive to March 10, 1946, a general increase of 11 cents an hour was secured, plus automatic increases of five cents an hour every three months between the minimum and maximum ranges in place of the merit increases which were at the discretion of the company. The general increase with the automatic features represents a gain of 31 cents over and above previous guaranteed salaries.

Other important gains in the OEIU contract are a premium of 50 cents an hour for special types of work; pay for six holidays not worked; an eight-hour day and five-day week Monday through Friday; time and one-half on Saturdays; double time on Sundays and holi-

days, which formerly were paid for at time and one-half; combination departmental and plant-wide seniority; four-hour reporting and call back guarantees; 48-hour lay-off notice.

All office supervisory employees below department head are to be members of Local 77 and receive not less than 12 cents an hour more than the highest paid classification under their supervision.

Retain Previous Gains

The agreement continues previous gains, including the union shop; one week vacation after six months and two weeks after one year; access to the plant by union representatives; grievance procedure and other usual contract provisions.

Special credit is due the members of Local 77 committee—F. R. Budnik, Carl Meisnest and Al Leight. OEIU Vice President Alice Holz also assisted in the early phases of negotiations, which were ably led by Arthur E. Olsen, representing the state federation, which arranged the joint negotiations.

Vice President Nygren expressed the hope and belief that these unions will continue to work together in the future as they have on these negotiations to the end that all of their members will benefit from such continued collective action.

WIN IMPROVEMENTS IN DAIRY CONTRACT

Pittsburgh, Pa.—In a renewal agreement with Rieck-McJunkin Dairy Co., substantial wage gains were obtained for all covered employees according to John Magnotti, business representative of Local 33, who negotiated the contract.

The contract, covering all employees performing cashiering duties, establishes wage increases ranging from \$25 to \$32.50 per month through the application of a classified wage schedule providing for rates ranging from \$105 to \$280 per month with automatic adjustments based on years of service.

The contract is a union shop contract assuring union membership to all employees covered. The work week is limited to 40 hours and time and one-half is provided for all work performed on 7 recognized legal holidays. Employees receive two weeks vacation with full pay after one year's service. A 15 day notice of lay-off or pay in lieu of notice is required in the event of curtailment of the working force. Seniority is recognized in lay-offs and rehiring and provision is made for the adjustment of grievances with arbitration being provided if no satisfactory adjustment is otherwise attained.

by the company, the local union will shortly obtain sufficient representation in this office to allow for the establishment of its exclusive bargaining rights in this company. Local Business Representative Sam Douglas is assisting the workers in this company in developing their majority representation.

ELECTION VICTORY AT REVERE COPPER

Baltimore, Md.—Rolling up an impressive vote of almost 5 to 1 in favor of the OEIU, employees in the Canton Plant of Revere Copper and Brass, Incorporated, in a National Labor Relations Board election voted for representation by Local 22, according to Frances A. Davis, secretary-treasurer of the local union. The successful election culminated activities conducted by the local union among employees of the company and in which it was assisted by J. Howard Hicks, secretary-treasurer of the OEIU.

Action has been taken to formulate a proposed agreement and it is expected that such agreement will be submitted to company management at an early date. Officers and members of the local union are enthusiastic over the outcome of the recent election and are eyeing other fields where a need for unionization is evidenced.

Renew Ice Agreement

The local union is also preparing to enter negotiations on the renewal of its agreement with the American Ice Company. The agreement as renewed is expected to result in a considerable improvement in salaries and working conditions for office workers employed in the local operation of the company as the result of gains which have been won from the company by Local 2, Washington, and Local 14, Philadelphia, subsequent to the signing of the last agreement between Local 22 and the company. Hicks is working with local union officials in preparing the agreement to be submitted to the company.

COLLECT BACK PAY

Seattle, Wash.—As the result of action instituted before the National Labor Relations Board, Local 8 obtained \$676.40 in back salary for an employee of the Olympic Stove Company who was discharged because of union activities, according to Mildred Erickson, business representative of the local union and an OEIU vice president.

Sidney Given, the discharged worker, was released from his employment the day following receipt by the company of notification of representation rights from the union. NLRB held that Given was discharged unfairly and for union activity and ordered his reinstatement to his former position and payment of back salary.

Hospital Organized

Erickson has also announced the successful unionization of office workers employed by St. Lukes Hospital.

In recent renewals of agreements between the union and the Medical Security Clinic and the Bridge Clinic, a 16% per cent wage increase was obtained, according to Erickson. The local union is presently negotiating the renewal of its agreements covering time-keeping department workers in local ship repair yards.

Current organizing activities which are being carried on by the local union and announced by Erickson, include the local operation of the Fisher Flour Milling Company and the First National Bank of Seattle.

Women's Work Conditions

Reported Improving Steadily

Washington, D. C.—Working conditions for women throughout the Nation are being improved steadily, the Women's Bureau of the Labor Department reported after a survey, but at the same time pointed out that it found shortcomings in State laws which should be corrected now that the war is ended.

No state is now without some legislation regulating women's employment, the report stated, and history has established that these laws, based originally on "altruistic principles," have come to be respected for practical and economic reasons.

"Studies and experiments carried on for the most part during and since the first World War," the report said, "have demonstrated that a reasonable hour schedule and desirable working conditions are sound from a business or financial point of view, i.e., they are 'a good business proposition.'"

However, in the view of the Women's Bureau, laws in many of the states are not comprehensive enough. It recommended for all women workers a basic 40-hour week with overtime beyond that to a maximum of 48 hours in a week.

It recommended also the following: A maximum 8-hour day, one day of rest in every seven consecutive days, a minimum 30-minute lunch period where food is available on the premises and a longer period elsewhere, and a rest period of at

least 10 minutes in each four-hour or half-day work period without extension of daily work hours.

"Establishment of legal hour standards which would allow time not merely for recovery from fatigue but for mental and spiritual growth would be highly beneficial to workers themselves and to society as a whole," it said.

The report stated that only about a third of the State hour laws limit hours of women in some occupations to eight a day. No state law sets a maximum workday shorter than eight hours and only three states have a legal maximum hour work week of less than 48 hours for manufacturing plants in peacetime.

WIN INGALLS CASE

(Continued from page 1)

OEIU Vice President A. R. Carson advises that the company has taken action to comply with the Trial Examiner's report and recommendations, which will eliminate the necessity of any further proceeding before the Board in this matter.

It is anticipated that as a result of this clear-cut victory for Local 18, the assurances which the office and clerical workers in this establishment have thus been given as to their freedom to exercise their legal rights to join Local 18 and to be guaranteed freedom from discrimination or other interference

MOORE BUSINESS FORMS ORGANIZE

Niagara Falls, N. Y.—An overwhelming majority of the office and clerical workers employed in the sales book division office of the Moore Business Forms, Inc., in this city have recently signed up for membership in OEIU following the lead of their fellow workers employed in the company's Elmira, N. Y., operations, according to Vice President George P. Firth who has been working with this group, together with A. F. of L. Regional Director Neil Cunningham.

In an eleventh hour move apparently designed to discourage organization, the company announced a 5 per cent increase and a reduction in the basic weekly working hours from 40 to 37½ and indicated that merit increases would soon be given. The workers at the Niagara Falls plant sales book division, however, have recognized that these adjustments are the first gains achieved through organization and they are bending every effort to complete organization of the several divisions of the company in this city. It is anticipated that an overall majority of the office and clerical workers in all divisions of the company in this city will shortly have signed up and that exclusive bargaining rights may be obtained for the entire group.

NLRB ELECTION WON

Elmira, N. Y.—In a landslide victory at the NLRB consent election in which practically all eligible office and clerical workers participated, Local 137 of the OEIU established its exclusive bargaining rights for the office force of Moore Business Forms, Inc., in this city. The election held on August 26, resulted in a 79 per cent favorable vote, thus establishing the exclusive rights of the local, according to OEIU Vice President George P. Firth, who assisted the local in its election campaign, together with A. F. of L. Organizer Bernard Webb working with the local union officers and the committee from this plant.

This company, formerly known as the American Sales Book Co., also operates plants in Niagara Falls, N. Y.; Minneapolis, Minn.; Dallas, Texas; Los Angeles and Emeryville, Calif., and four plants in the Dominion of Canada located at Toronto, Ontario; Montreal, Quebec; Winnipeg, Manitoba, and Vancouver, British Columbia.

It is anticipated that the action of the office staff of the Elmira plant in overwhelmingly choosing OEIU as their bargaining agency will arouse considerable interest for collective bargaining among the office force in the other operating plants of the company.

BANK ORGANIZING

Grand Junction, Col.—In response to requests for assistance in unionization, officers of the Colorado State Federation of Labor are working with office and clerical workers in local banks in what is expected to result in successful unionization of such workers.

Contract Renewal Brings Wage Boost, Other Gains

Kansas City, Mo.—Substantial improvements in wage rates were obtained in a renewal agreement recently entered into by Local 40 with the Columbian Electrical Co., according to Organizer R. E. James of the A. F. of L., who assisted the local committee in its negotiations.

Wage increases of from 7½ to 10 cents per hour were obtained for all employees. The minimum hiring rate for inexperienced workers was increased to 65 cents per hour with an automatic increase at the end of the first two 3-month employment periods. Automatic increases based on length of service are provided for in all classifications.

Five-Day Week

Another significant gain was the establishment of a five-day week, Monday through Friday, inclusive, and the elimination of Saturday morning work. The vacation clause was also tightened so as to provide an extra day in the event a holiday occurred during the vacation period.

In addition to the above gains, the renewal agreement maintained all of the gains achieved in the previous contracts, including a full union shop, time and one-half for all overtime in excess of 8 hours in any one day and 40 hours in any one week, full pay for six holidays not worked and double time for all Saturday and holiday work. Provision was made for ten working days of paid vacation each year, together with paid sick leave of seven

days for employes of one to three years' service and fourteen days for employes with more than three years' service. Sick leave may be accumulated up to a total of thirty days.

Recognize Seniority

Seniority is recognized in the lay-off and rehiring of all workers, as well as in promotions. Full grievance handling procedure is provided and all differences not satisfactorily adjusted are referred to arbitration, with the U. S. Conciliation Service appointing the third arbitrator.

The committee of Local 40 who handled these negotiations in conjunction with Organizer James included Edith Christner, Sallie D. Ward and Myrene Diemler.

ELECTION WON

Denver, Colo.—By a more than 90 per cent favorable vote Local 5 has obtained exclusive bargaining rights for the office and clerical workers employed by the Denver-Chicago Trucking Co. as a result of an NLRB consent election, according to local organizer Willard Harrison. Through this sweeping victory Local 5 has obtained bargaining rights for the 40 eligible office and clerical workers employed by this company, a substantial percentage of whom are veterans working under the G. I. Training Bill. According to Organizer Harrison, negotiations on wages and other conditions will commence immediately.

ALCOA VICTORY

(Continued from page 1)

Temple, the production workers heard inspiring addresses from President Edward Stahl of the International Council of Aluminum Workers, as well as from other representatives of the International Council of Aluminum Workers and staff members of the A. F. of L.

The high light of this meeting was the report made by Paul R. Hutchings, President of OEIU, relative to the sweeping victory achieved by the office and clerical workers in their election held earlier the same day, and the production workers were urged to roll up an equally good showing for their A. F. of L. union.

The establishment of OEIU bargaining rights in the Aluminum Corp. plant at Massena represents the most substantial step to date in the organization of OEIU in the aluminum industry. For several years the OEIU local at Mobile, Ala., has held exclusive bargaining rights at the Aluminum Ore Company in that city, and more recently OEIU Local 68 has achieved bargaining rights and substantial employment improvements for the clerical workers in the Reynolds Metals Corp. plant at Longview, Wash. It is anticipated that the Massena victory will result in organizational drives in numerous of the other Aluminum Corp. of America plants, particularly in those plants where locals of the International Council of Aluminum Workers, A. F. of L., hold exclusive bargaining rights for the production and maintenance groups. The International Council of Aluminum Workers is working closely with the OEIU in its organizational endeavors in the aluminum industry.

CANADIAN PAPER COMPANY ORGANIZED

Fort William, Ont.—Successful unionization of the office and clerical workers employed in the local operation of the Great Lakes Paper Company, as the result of efforts of John Currie, secretary, Fort William Trades and Labor Council, has been announced by Irene Stokes, vice president, Local 81. Currie worked closely with officers of Local 81 in the unionization and placing of this group within the local union.

Local union officers are optimistic over future organizing prospects which they anticipate will stem from the successful unionization of the paper company.

CHESTERFIELD WORKERS VOTE OEIU

Richmond, Va.—By vote of 3 to 1 office workers employed in the local operation of the Liggett and Myers Tobacco Company voted for representation by the OEIU in a recent consent election conducted by the National Labor Relations Board.

The election was the culmination of organizing activities within the group with the assistance of OEIU Secretary-Treasurer J. Howard Hicks. Interest in this election and

PAPER, MACHINERY WORKERS VOTE OEIU

Portland, Ore.—Recent winning of elections conducted by the National Labor Relations Board among office workers employed by the Blake, Moffitt and Towne Paper Company, a wholesale paper distributor, and the Loggers and Contractors Machinery Company, has been announced by Irving Enna, secretary-treasurer of Local 11. Office workers employed by the former company voted by almost 4 to 1 for representation by Local 11 and a similarly imposing vote was recorded in the later election.

Negotiations on an agreement are already under way with the latter concern and Enna has indicated that negotiations with the former will begin soon. Equitable and satisfactory wage and salary adjustments are the prime objectives of the union.

Enna has indicated that he hopes the local union can soon announce a satisfactory settlement in current negotiations on the first agreement between the local union and the Portland Gas and Coke Company.

The membership of Local 11 is currently giving consideration to a recommendation of the Executive Board and Trustees of the local union which, if adopted, will result in an increase in monthly dues and amendments to several past practices of the local union and which would further result in a considerable strengthening of the activities of the local union.

NLRB ELECTION WON IN ROCK-OLA OFFICE

Chicago, Ill.—In a sweeping victory and with only two dissenting votes, Local 28 established its exclusive bargaining rights in a recent NLRB election for the office and clerical workers employed by the Rock-Ola Corp. in this city, according to Business Representative Sarah E. Keenan who handled the organizational drive for the local union.

There are approximately 60 workers employed in the bargaining unit and it is anticipated that as a result of the sweeping election victory, negotiations on a collective bargaining contract will shortly commence. This company manufactures juke boxes, radios and parking meters. The production workers are represented by the International Association of Machinists and have actively cooperated in the current office drive.

unionization has been evidenced by office workers employed in other plants of the company in St. Louis, San Francisco and Durham, North Carolina, and similar workers employed by other tobacco firms throughout the country.

A proposed agreement has been prepared by the local group and submitted to company management. Negotiations on the agreement are expected to commence at an early date.