Sweeping Victory at Alcoa

OEIU Secures Bargaining Rights by Huge Majority

Masena, N.Y.—In a sweeping victory, OEIU Local 180 has won exclusive bargaining rights for the 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 that unit, 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 searching the offices and rows of machines of 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 184 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 184, it is anticipated that contract negotiations will shortly get underway and that substantial employing worker gains can be made for this group, through collective bargaining.

OEIU Wins Case Against The Ingalls Iron Works

Birmingham, Ala.—Trial Examiner Martin S. Benett of the NLRB in his intermediate report filed in the unfair labor practice case 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 the company's complex, the Trial Examiner recommended that the Ingalls Iron Works cease and desist from discouraging membership in Local 18 by discharging or refusing to hire any employee, or by discrimination in any other manner in regard to their hiring or tenure of employment.

He also recommended that the company cease and desist from 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 employ, 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.

Further Gains Secured in New Gas Light Pact

Minneapolis, Minn.—Employees of the Minneapolis Gas Light Co. who have benefited through the several years of representation by the exclusive bargaining agency, have received additional gains through exclusive bargaining achieved by the Local 12 for the past ten years received an average monthly increase of $3.18, according to Business Representative A. J. Fritz. For the first time the company has also agreed to include 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, those with the most seniority are selected for the position has been made, such position is posted for a period of time on the bulletin board. If the position is not filled from an employee in the unit, outside people are considered. Increases in the company's salaries are made about once a year and with those over five years of service receive a 19 per cent increase and those with over five years of service receive 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.
THE OFFICE WORKER

Official organ of
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INTERNATIONAL UNION

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EDUCATIONAL NOTES

WHEATLY PROGRESS AN AMERICAN LABOR MOVEMENT MAKES

EDUCATIONAL BASIS

The logic of this statement by the labor movement as evidenced by the restricted

unemployment of workers, the unrestricted

progress of an early day result in the discarding of the

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unions, Hicks pointed out that the new system would be more satisfactory to the entire OEU

benefit than is the present system and that it would result in more

Representative programs are developing in such widely separated sections of the country as Montana, and Texas. The climbing of the labor movement in some respects most comprehensive

state-wide program has been set within the past few months in Kentucky. Here the state

legislature has set up a Department of Labor and Education with a full-time staff of three, to conduct a program of shop stewards' and officers' training, labor relations and management, research and guidance in governmental agencies and union contract negotiations.

Local Programs

Educational activities of city boards have taken many varied forms. In Madison, Wis., a "grass roots" Workers' Education Board was set up which is to be as comprehensive as any city-wide program and may be a good example of what can be done. Courses cover such subjects as public speaking, labor legislation, current events in the labor world. Lecture forum series and workshops have been conducted by labor and community groups, workers' libraries, and research and educational committees.

State Programs

For many years state federations of labor have been founded on educational

principles and have cooperated with state universities in the bureau's projects. The labor institutes, long years ago that they have begun to develop continuous statewide programs of education.

Washington, D.C.—The installation of an improved and more efficient dues collection system by the OEU has been announced by Secretary-Treasurer J. Howard Hicks. The new system, which is now placed in operation among a small number of local unions each month, concerns employers in an early day result in the discarding of the stamp system currently being used in the State of Ohio, dues payment and reinstatement of OEU members.

In a letter to the secretary-treasurer of an OEU local union which more formerly federated labor unions, Hicks pointed out that the new system would be more satisfactory to the entire OEU benefit than is the present system and that it would result in more

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 to the worker's home regularly not only labor news and information but also educational material which constitutes of these a fairly complete course of education.

To coordinate these and the many other labor education activities existing in our country, Hicks has included in this brief survey the task of the Workers Education Bureau during the quarter-century. Since 1921 it has served as a national clearing house of information on the labor movement, and is, in the words of President Green, "the strong educational arm of the American Federation of Labor."
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 food concerns of the Associated Food Distributors, Inc., at Portland, Ore., by Local 11, according to an agreement signed by the president 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 workers have been increased proportionately, with the rate for junior accountant being raised to $1.125 per hour.

The contract preserves all previous gains, including the union shop. Seven non-salaried employees have been granted full pay. The agreement provides a maximum of 8 hours and 10 minutes 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.

Women's Work Conditions

Washington, D. C.—Working conditions for women throughout the country are improving steadily, the Women's Bureau of the Labor Department reported after a study of the same conditions at the same point in 1940 when it found that the difference 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 "utopian 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 business practice as a point of view, i.e., they are a good business proposition."

However, in the view of the Women's Bureau, "it is one of the states which are comprehensive enough. It recommended for all women workers the goal of overtime beyond that to a maximum of 48 hours in a week.

The streamlining of the disorderly work periods which is the first step in the reduction of a 32-week work period to a 32-week period.

It is anticipated that as a result of this clear-cut victory for Local 11, the conditions and clerical workers in this establishment have thus been given the opportunity to legal rights to join Local 18 and be guaranteed freedom from discrimination or other interference

Manitowoc, Wis.—Joint negotiations, conducted by OEU Local 77, in the National Labor Relations Board, which is the organization of the local who negotiated the new contract, are nearing completion.

While the agreement was on a joint basis, negotiations took place under the agreement of Labor Department. The agreement, which was signed by the OEU, Boilermakers, Pattern Makers, Operating Engineers, Electric Workers and Painters. They are similar in form and represent a distinct improvement in working and content over the previous agreements which were negotiated separately by these unions, according to Vice President L. G. Nygren, who represented the OEU.

The wage increases retroactive to March 10, 1946, a general increase of 11 cents an hour was secured, which would result in a general increase of five cents an hour every three months between the wages, and a maximum increase of $1.125 per hour. The automatic features represent a gain of 31 cents over and above previous guaranteed wages.

Other important gains in the OEU contract are a premium of 50 cents an hour for special types of work, pay for six holidays worked; an eight-day and five-day week, one-day work on Saturdays; double time on Sundays and holidays, which formerly were paid for at time and one-half; combination seven and one-half time and one-half, and a premium of five cents an hour on any further proceeding before the Board in this regard.

It is anticipated that as a result of this clear-cut victory for Local 11, the conditions and clerical workers in this establishment have thus been given the opportunity to legal rights to join Local 18 and be guaranteed freedom from discrimination or other interference

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.

Representation of 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. Representation of the company is being conducted by San Douglas, who is assisting the workers in this company in developing their majority representation.

19c INCREASE GAINED FOR GROCERY STAFFS

Jointly Negotiated Pact
Brings Further Benefits

Pittsburgh, Pa.—In a renewal agreement with Rieck-McLunny Dairy Co., substantial wage gains were won for all covered employees, according to John Magnotti, OEU President, and Local 83, who negotiated the contract.

The contract, covering all employees engaged in butter-making duties, establishes wage increases ranging from $25 to $3.50 per month through the application of a wage scale procedure 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 work performed on 7 recognized holidays. Employees receive two weeks vacation with full pay after one year's service. A lay notice of lay-off or pay in lieu of notice is required in the event of termination of the work.

Seniority is recognized in layoffs and rehiring and provision is made for the adjustment of grievances with arbitration being provided if no satisfactory adjustment is otherwise attained.

ELECTION VICTORY AT REVERSE COPPER

Baltimore, Md.—Rolling up an impressive vote of almost 5 to 1 in favor of the OEU, employees in the Cantor Plant of the Copper and Brass, Incorporated, in a National Labor Relations Board election held for representation by Local 77, 22, according to Frances A. Davis, secretary-treasurer of the local union. The results culminated activities conducted by the local union among employees of the company and assisted by J. Howard Hicks, secretary-treasurer of the OEU.

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 election and are eyeing other fields where a need for unionization is evidenced.

Renew Ice Agreement

The local union is also preparing to negotiate for the renewal of its agreement with the American Ice Company. The agreement as renewed is expected to result in an increased wage increase in salaries and working conditions for office workers employed in the local operation. A statement was made at the time as to the result of gains which have been won from the company by Local 5, Washington, and a renewal to Philadelphia, subsequent to the signing of the last agreement between Local 5 and the company 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 an action instituted before the National Labor Relations Board, local 8 obtained $76,940 in back salary for an employee of the Olympic Telephone Company, for the period of five years because of union activities, according to Mildred Erickson, business representative of the local union and an OEU vice president. Sidney Given, the discharged worker, filed a grievance in 1943 for remuneration of 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.

Organized Erickson has also announced the successful unionization of office workers employed by St. Luke's Hospital.

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

Current organizing activities which are being led by the local union and announced by Erickson, include the local operation of the Fisher Foundry Company and the First National Bank of Seattle.
MOORE BUSINESS FORMS ORGANIZE

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

In an eleven hour move apparent acceptance of the organization, the company announced a 5 per cent increase and a working hours from 40 to 37 1/2 and indicated that merit increases would soon be forthcoming. The Niagara Falls plant sales book division, however, have recognized that there are more the first gains achieved through organization and they are bending every effort to obtain union status for the several divisions of the company in this city. It is anticipated that organized office and clerical workers in all divisions of the company in this city will shortly be holding elections to determine whether 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 the printing of eligible office and clerical workers participated, Local 267 of the OREU established its exclusive bargaining rights for the office force of Moore Business Forms, Inc., in this city.

The election, held on August 20, resulted in a 79 per cent favorable vote, thereby establishing the exclusive bargaining rights for the office force of Moore Business Forms, Inc., and staff members of the A. F. of L.

The high light of this meeting was the report made by OREU Vice President George F. Firth, who assisted the local in its organizing drive with the help of 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.

The action of the office staff of the Elmira plant in overwhelmingly choosing OREU as their bargaining agency will arouse considerable interest for collective bargaining among the office force in the other operating plants on the country.

BANK ORGANIZING

Grand Junction, Colo.—In response to requests for assistance in unionization, officers of the Colorado State Federation of Labor are working with eligible office and clerical workers 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 working conditions recently obtained in a renewal agreement entered into by Local 40 and the Kansas City Board of Education, according to Organizer E. B. James of the A. F. of L., who assisted the company.

Wages increases of from 7% to 10 cents per hour were obtained for clerical workers and the minimum rate for inexperienced workers was increased to 25 cents per hour with an automatic increase for the first two 3-month employment periods. Automatic increases based on new classifications are provided for in all classifications.

Fifteen Day Week

Another significant gain was the establishment of a five-day week, Monday through Friday, inclusive, and the elimination of any holiday 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 the gains achieved in previous contracts, including a full union shop, time and one-half for all overtime work and double time for Saturdays and holidays. Provisions were made for ten working days of paid vacation for workers who left with the paid sick leave of seven days for employees of one to three years’ service, and fourteen days for employees 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 layout and grading of all skilled and as well as in promotions. Full grievance handling procedure is provided and all differences and all grievances are satisfactorily 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 Dienier.

ELECTION WON

Denver, Colo.—By a margin of more than 90 per cent favorable vote Local 89 has obtained exclusive bargaining rights for the clerical workers employed in the Denver-Cherry Creek Truck Co. as a result of an NLRB consent election, according to local organizers, nineteen and a half years of experience in the transportation industry, according to Bill Mack of the Great Lakes Paper Company, as the result of efforts of the Denver-Cherry Creek Truck Co. and Local 89 of the OUEU.

This sweeping victory Local 89 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 Act. According to Organizer Harrison, negotiations on wages and other conditions will commence immediately.

CANDIAN PAPER COMPANY ORGANIZED

Fort William, Ont.—Successful unionization of the office and clerical workers employed by Canadian Paper Company in the operation of the Great Lakes Paper Company, as the result of efforts of Local 81 of the OUEU.

L. J. Currie, 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 that this organizational drive will succeed and that the union will act quickly with these groups.

NLRB ELECTION WON

In Rock-Ola Office

Chicago, Ill.—In a sweeping victory and won by only a handful of votes, Local 28 established its exclusive bargaining rights in a recent NLRB election of office and clerical workers employed by the Rock-Ola Corp. in this city, according to W. H. Shell, a representative of the International Association of Machinists and 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 contract will provide machinists' and electricians' work and will include a 26 day holiday plan and a 36 hour work week which will be increased to 40 hours in the future.

CHESTERFIELD WORKERS VOTE OEU

Richmond, Va.—By vote of 3 to 1 office workers employed in the local office of the Liggett and Myers Tobacco Company, representing the Chesterfield line, have designated OEU as their bargaining agent by vote of the local office of the Liggett and Myers Tobacco Company, representing the Chesterfield line, has designated OEU as their bargaining agent on a recent consent election conducted by the National Labor Relations Board.

The election was the culmination of an organizational drive conducted by the group with the assistance of OEU Secretary-Treasurer J. Howard Hicks. Interest in this election and unionization has been evidenced by office workers employed in other plants of the company at St. Louis, Chicago, Baltimore, Canton, and Durham, N. C., and similar workers employed by other tobacco firms throughout the country.

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