

THE OFFICE WORKER

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

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7

PACT NEGOTIATED WITH ARDEN FARMS

Portland, Ore.—An agreement has been negotiated with the Arden Farms Co. at Portland, by Local 11, bringing substantial gains to the office and clerical workers employed by this dairy, according to Local Secretary-Treasurer Irving Enna, who is handling these negotiations.

The contract establishes classified wage schedules resulting in substantial wage improvements for the workers involved. Automatic six month increases were obtained for six classifications to apply after the first six months of employment and upon the completion of one year's employment to persons employed in these classifications.

The agreement provides for the full union shop with preferential hiring. It establishes the 8-hour day and 40-hour week, Monday through Friday inclusive, with time and one-half provided for all work performed on Saturday and double time for all Sunday work. Six legal holidays are granted with full pay and, in addition, time and one-half is provided for all work performed on such days.

All employees are assured two 15-minute rest periods each day without loss of pay, and four hours is established as the minimum reporting time pay. Other features of the agreement include paid vacations of one to two weeks, continuation of the present sick leave policies, equal pay for equal work regardless of sex, a seniority clause and provision for the settlement of grievances through arbitration procedure.

Water Service Co. Contract Signed

Massillon, O.—A general wage increase of 8 cents per hour for all office and clerical workers highlights the gains made in an agreement entered into between Local 72 and the Ohio Water Service Co., according to reports received from International Union Vice President R. M. Daugherty, who assisted the local union in these negotiations.

The agreement establishes the union shop and requires that all overtime in excess of 8 hours per day and 40 hours per week should be required for at the rate of time and one-half. Time and one-half is also required for all work performed on six legal holidays and on Sunday. All employees of one year or more service are entitled to two weeks vacation with pay each year.

The agreement establishes classified wage schedules, which rates are effective retroactive to June 1. It also establishes the principle of seniority in connection with layoffs, rehiring and promotions, and assures employees temporarily transferred to higher rated jobs of receiving the rate for such jobs if such transfer lasts for 4 hours or longer.

Agreement Completed With Aluminum Corp. of America

Massena, N. Y.—The first agreement between Local 180 and the Aluminum Corp. of America covering close to 500 office and clerical workers employed at its Massena operations has now been completed, according to reports received from International Union Vice President George F. Firth and Organizer Frank Morton who assisted the local union in bringing these negotiations to a conclusion this month.

The agreement, which is the first of its kind between our organization and the Aluminum Corp., established many worthwhile gains. Union security is assured through a maintenance of union membership clause and provision is made for the voluntary checkoff of initiation fees and dues.

Overtime Provided

Overtime at the rate of time and one-half is prescribed for all work in excess of 40 hours a week and for all time worked on Sundays and six legal holidays, as well as for all work performed on the sixth consecutive day in any regularly scheduled work week and for all Sunday work. Double time is provided for the seventh consecutive day worked in any scheduled work week and hourly paid employees will receive time and one-half for all daily hours worked in excess of eight.

In the event that any employe is required to work one hour or more overtime, the company shall pay for the meal period of one-half hour or furnish a meal for such employe. A minimum call in pay of four hours is established, but if an employe is put to work he is assured a minimum of eight hours' pay.

All employees are assured two weeks' vacation after one year of service and those with less than one year of service are to receive one day's vacation for each month worked. Six legal holidays are recognized and all employees are granted such days off with no loss of pay. Employees cannot be required to take time off to equalize their time or to off-set off-schedule work which they may have performed.

Recognize Seniority

The agreement recognizes the

NLRB ELECTION WON

Tiffin, O.—The office and clerical force of the Sterling Grinding Wheel division of the Cleveland Quarries Co. has overwhelmingly voted in favor of representation through Local 155, thus establishing our exclusive bargaining rights in this office, according to reports of International Vice President R. M. Daugherty who assisted the local in organizing and obtaining the election held among this group. More than 80 percent of the office and clerical workers voted in favor of representation through the local union.

employees' full seniority rights with regard to promotions, layoffs and re-hiring. A comprehensive seniority program is provided, including lines of advancement, bidding on jobs and covering the reduction and restoration of forces.

The wage rates may be reopened for general increases on 30 days' notice and similar re-opening may be made by the union in connection with clauses governing sickness, accident and life insurance, holidays with pay and additional overtime benefits. The present wage rates are made subject to joint union and management review and in addition provision is made for automatic increases of \$1.50 per week every four months to each employe until he reaches the mid-point in his wage range.

Other interesting features of the contract include provision for the company to furnish the local union with information on all changes of position or changes of rates and of

(Continued on page 4)

WAGE INCREASE WON AT CARBONIC CORP.

Boston, Mass.—In a renewal agreement recently negotiated with the Liquid Carbonic Corp. Local 6 has obtained increases ranging up to \$5.50 per week for its members employed in this office, according to A. F. of L. Organizer Aaron Velleman who represented the local in its negotiations.

In addition to these substantial wage adjustments the union succeeded in obtaining improvements in its paid vacation clause so as to provide for three weeks' paid vacation for employes of 15 years or more service. Over 40 percent of the employes covered benefit by this clause.

The agreement also retains all of the gains of previous contracts, including the union shop, the 8-hour day, 40-hour week with the regular work week Monday through Friday and time and one-half for all work performed in excess of 8 hours a day or 40 hours a week. Seven legal holidays are granted with full pay, and double time is paid for all work performed on holidays and on Sundays. The agreement assures observance of seniority at all times and provides for any settlement of grievances by submitting to final and binding arbitration.

NLRB Fears Slash In Operating Fund

Washington, D. C.—The National Labor Relations Board warned Congress in a report that the "deep cut" in board appropriations for the fiscal year ending June 30 threatens to cause strikes over issues which the board can settle peacefully.

Making its annual report, it said that it handled a record number of cases in the last fiscal year and started the current year with 4,605, greatest backlog in its history.

"The board frankly is disturbed by the possible repercussions of such a backlog on labor relations at the plant level," the report said. "A matter of grave concern to the board is the deep cut made in its appropriation for the current fiscal year which necessitated the separation of over 20 percent of its personnel."

It said the current intake of cases with fewer personnel may mean the doubling of the amount of time normally required to process cases.

BLOODWORTH HONORED

Tampa, Fla.—J. O. Bloodworth, Jr., business manager of Local 46 and a vice president of our International Union, was this month elected president of the Central Trades and Labor Assembly of Tampa. Brother Bloodworth had been serving as secretary of the Trades and Labor Assembly prior to his election as its president.

Chesterfield Pact Brings Gains

Richmond, Va.—Salary increases averaging more than \$8.50 per week, retroactive to October 1, 1946, were obtained as a result of contract negotiations with Liggett & Myers Tobacco Co., manufacturers of Chesterfield cigarettes, according to International Union Vice President A. R. Carson, who assisted Local 189's negotiating committee, consisting of local President Ernest F. Moss, Jr., Secretary-Treasurer D. H. O'Brien, Jr., and Mrs. Annie Bass.

The agreement, effective as of November 29, will remain in effect until October 1, 1947. Local 189 is recognized as the exclusive bargaining agency for the office and clerical workers employed in the operations of the company in this city. The agreement assures an 8-hour day Monday through Friday, with time and one-half for all work performed in excess of 8 hours per day or 40 hours per week and for all Saturday work. Double time is paid for all Sunday work. Six legal holidays are granted with full pay, and double time is prescribed for work performed on such days.

The agreement further assures that employes called to work outside of regular working hours shall receive a minimum of four hours reporting time for such work. Paid vacations of two weeks are assured, as is also the continuance of the Blue Cross hospital and surgical plan.

All covered employees are on an annual salary basis and the increases resulting from the negotiations have established an increase in annual salaries ranging from \$200 to \$750 per year, or an average of \$443 per year, or \$8.50 per week.

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OFFICE EMPLOYEES
INTERNATIONAL UNION



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UNIONS RALLYING TO BATTLE CALL

Washington, D. C.—Organized
labor throughout the nation is
building up a campaign of strong
resistance to national and state
legislative proposals for punitive
labor measures.

Labor leaders throughout the
country have appealed to the rank
and file to register vigorous op-
position with their legislative rep-
resentatives against proposals to
"crucify labor" on the built-up
theory that recent labor-manage-
ment disputes have been caused by
unjustified demands of workers.

AFL President William Green, in
a letter to all international, na-
tional and local AFL affiliates, ad-
vised all members to be on constant
guard against approval of meas-
ures in federal and state legisla-
tures which would impose undue
burdens and uncalled-for limita-
tions upon organized workers in
the United States.

Study Labor Bills

"It is highly important at this
time that every worker in America
should study with gravest concern
the labor legislation which is being
presented not only to the national
Congress but to his State Legisla-
ture," Mr. Green said in his mes-
sage. "There has never been a pe-
riod of more extreme danger to the
welfare of the American worker
than right now, and his best insur-
ance against unfair legislation is a
sharp intelligence regarding the
measures confronting our legisla-
tures."

Mr. Green pointed out that bills
have been presented in Congress
which would completely wipe out
the benefits gained by labor in the
last decade and would shackle work-
ers to the post to which they had
been tied for a long number of
years.

Meanwhile, overflow meetings
were being held throughout the
country to protest vigorously
against anti-labor bills which had
been swamping Congress and State
Legislatures.

As these developments were



Is He Really Self-Sufficient?

Anyone living in our present-day world who thinks he is self-sufficient is due for a sad awakening. Our friend should just ponder a bit. Where did his nice clothes come from? Did he make them? His cigar, his glass, his furniture, the light in the lamp behind him? The shade of his caveman ancestor seems to doubt his statement. The caveman had little, but he made all he had. He was as self-sufficient as it is possible to be. Our friend must come to the realization that he is living in a world completely dependent upon close cooperation and organization. Without cooperation and organization of human beings in striving to bring improvements to themselves we would still be living in the world of our cavemen ancestors. Think it over!

being reported from various sections of the country Senators of opposing political faiths were presenting widely different views on the solution of labor-management strife. They were in agreement, however, against granting the Government compulsory power in labor disputes.

"Go Slow" Approach

Senator James E. Murray, Democrat, of Montana, appearing before the opening session of the newly constituted Senate Labor and Welfare Committee, proposed a "go-slow" approach. He suggested creation of a temporary labor relations commission along the lines frequently advocated by President Truman, a plan which, he said, he believed would eschew compulsion and at the same time preserve freedom and democracy.

Senator Joseph H. Ball, Republican, of Minnesota, author of a bill bearing his name, a measure closely following the pattern laid down in the vetoed Case Bill, dealt with the proposed creation of a federal mediation board, a 60-day waiting period in certain disputes, the outlawing of jurisdictional strikes and those resulting from secondary boycotts, the banning of the Wagner Act protection to foremen, etc.

COURT UPHOLDS NLRB REINSTATEMENT ORDER

Washington, D. C.—A. F. of L. insurance agents, members of the Industrial and Ordinary Insurance Agents' Council, have climaxed a two-year battle with complete victory over the Home Beneficial Life Insurance Co. under the National Labor Relations Act.

The struggle began in 1944 when the insurance company discharged agents who had participated in a strike, and following the refusal of the company to reinstate these agents the Insurance Agent Council (AFL) filed charges of unfair labor practices against the company with the NLRB. The board ruled that the company had been guilty of unfair labor practices and ordered the discharged men reinstated with full back pay.

The Beneficial company refused to accept the decision of the NLRB and appealed the case to the U. S. Circuit Court of Appeals, which now has handed down a decision upholding the NLRB ruling.

Under the court's decision, in addition to receiving reinstatement in their former or comparable jobs, the agents involved are entitled to receive an estimated half million dollars in gross income as back pay.

PROPOSE FURTHER SECURITY BENEFITS

Washington, D. C.—Broad expansion of the nation's Social Security program, along lines long advocated by the A. F. of L., was urged upon congress in the 11th annual report of the Social Security Board.

Major proposals are: 1. Extension of Social Security to farm bor, self-employed, domestic servants, employes in non-profit organizations and government employment. 2. Increased benefits, particularly in view of the pyramided living costs. 3. Extension of benefits to cover periods of permanent total disability.

Other recommendations include: retirement benefits for women at age 60 instead of 65; increasing taxable wages from \$3,000 to \$3,600; increasing from \$14.99 to about \$30 the monthly amount a beneficiary is permitted to earn without having benefits suspended.

Proposals for more adequate unemployment insurance have also been made to the states, which have accumulated about \$7,000,000,000 in unemployment funds. These call for:

1. Extension of unemployment insurance coverage to such employes as those in small firms, State and local governments, agriculture, nonprofit institutions and domestic jobs.

2. Additional benefits to workers with dependents so that maximum weekly payments, for workers whose past earnings entitle them to it, will be at least \$25. The SSA said only seven States have this maximum.

3. Allowing payments for as much as 26 weeks for all eligible workers whose unemployment extends for that long.

4. Relaxation of disqualification provisions so that "voluntary leaving without good cause, discharge for misconduct, or refusal of suitable work should entail merely postponement of benefits for not more than four or five weeks, and not cancellation of benefit rights or reduction of benefits."

5. Expansion of social insurance protection by providing for a system of cash benefits to individuals when they are sick or temporarily disabled.

6. Definition of good cause for voluntary leaving or for refusing suitable work to include personal reasons, not merely causes attributable to the job or the employer. Other recommendations dealt with improvement of administration to "reduce reporting burdens on employers, expedite payments of benefits, increase public understanding and cut administrative expenses."

This figure will be reduced considerably in the final settlement, after deductions of amounts earned by the agents in other jobs during the time they had been off the company's payroll. However, the amount involved is believed to be one of the largest awards ordered by a NLRB ruling.

The men involved in the strike numbered 228 agents who were employed in the offices of the company in Baltimore, Md.; Washington, D. C.; Norfolk, Portsmouth, Petersburg, Lynchburg, Staunton, Va.; and Knoxville, Tenn.

ELECTION WON BY A LANDSLIDE VOTE

Seattle, Wash.—By a landslide vote, Local 8 has established its exclusive bargaining rights for the office and clerical employes of the Grinnell Co. of the Pacific, according to Business Representative Mildred Erickson, who is also a vice president of the International Union.

The election which was conducted by order of the NLRB at the request of Local 8, was held on January 16 and over 76 percent of all votes cast favored representation by the OEIU local, thus establishing our exclusive bargaining rights in the office of this company, which is engaged in the wholesale plumbing and pipe supply business and in the installation of fire protection sprinkler systems in the Seattle area.

EXPERTS SEE 1947 AS PROMISING YEAR

Washington, D. C.—The current year should be a period of high promise for American workers if collective bargaining can be pursued to establish wage increases without raising prices and if living costs can be reduced, it was declared in the AFL Monthly Labor Survey for January.

Emphasizing the chief task of American workers this year is to raise "real wages", the report saw grave danger to American labor if it makes unusual demands upon management. It declared flatly that that industry cannot afford a 25 percent wage increase this year and asserted such a proposal by the CIO "is a most irresponsible policy."

Reviewing the outlook for 1947 the report said in part:

"This is to be a year of promise and of danger for American workers. Promise: because wise policies can raise workers' living standards to the highest level ever reached. Danger: because industry has a difficult adjustment to make this year. Hasty and irresponsible action by unions or employers could bring about a depression with widespread loss of jobs and incomes for workers. Hasty action by Congress could destroy workers' freedom and limit collective bargaining. If ever there was a year which called for good judgment and economic statesmanship on the part of unions, employers and Congressmen, it is 1947."

Pointing out that the worst result of the wage price formula of 1946 was that most workers did not even get a 18-cent increase, the report declared:

"From V-J Day to December, 1946, cost of living rose slightly more than 18 percent, but it is safe to estimate that no more than 40 percent of American workers received wage increases of as much as 18 cents during this period. The President's economic report sums it all up by showing that the 'real' per capita income or buying power of the American people as a whole dropped 5 percent from 1945 to 1946 due to price increases, and

Big Improvements Won in Two Denver Agreements

Denver, Colo.—Substantial basic wage increases and improvements in other employment conditions have been gained for the members of Local 5 employed in the offices of the Denver-Chicago Trucking Co. and the General Iron Works Co., according to local Secretary-Treasurer Joyce Esgar.

The agreement negotiated with the Denver-Chicago Trucking Co. is the first contract of this local with the company and covers approximately 40 members employed in its Denver operations.

A general wage increase of 20 cents per hour highlights the agreement, which also provides for a full union shop. The agreement establishes an 8-hour day and a 5-day week and requires that all time worked in excess of such hours and all work performed in excess of 40 hours per week on Saturday shall be paid for at the rate of time and one-half.

Double Time

Six holidays are granted with full pay and double time is prescribed for all work performed on such days. All employes are allowed two 15-minute rest periods each day on the employer's time. Employes of two years or more of service receive two weeks paid vacation each year based on 46 straight-time hours per week. Employes of one year service receive a similar one week's paid vacation. Five days of paid sick leave are allowed all employes each year after 3 months of service and sick leave may be accumulated up to 10 days.

In addition, the agreement also establishes recognition of the principle of seniority in all layoffs and rehiring and gives consideration to seniority in all promotions. It also sets a minimum 4-hour day for reporting for work and requires payment for a full day's work hours for any employe who works into the second half of his shift, unless he leaves of his own accord before quitting time. All employes are also assured one-half hour meal time at the overtime rate if they are required to work more than two hours beyond the normal work day.

The agreement provides for the handling of grievances and recog-

that workers took the heaviest losses."

Asserting the low income groups had lost "billions in buying power of savings," the report continued:

"One serious feature of a price rise is that it cuts away the buying power of people's savings, war bonds and insurance. A family who had \$150 in a savings account in 1939 can get no more with it today than they could buy for \$100 when they invested. Workers want to see prices come down in 1947 to restore the buying power of their savings."

"The outlook for increased productivity and maintenance of profits in 1947 suggests that industry in general can raise workers' pay without increasing prices. AFL unions have recently been winning, without strike, wage increases which vary from 10 to 37½ cents per hour."

tion of union stewards and representatives, and also that grievances not otherwise satisfactorily settled shall be referred to an Arbitration Board for a final and binding decision.

Rudolph B. Cook, secretary of the Denver Trades and Labor Assembly, handled the negotiations in conjunction with the local union committee and officers.

Iron Works Gains Made

Secretary-Treasurer Esgar also reports that the local union has completed negotiations on its second contract with the General Iron Works Co., bringing additional gains to the approximate 50 members there employed. A general wage increase of 12 cents per hour highlights the improvements won. Additional gains include further wage adjustments based on length of service and reclassification. A night shift differential of 7½ cents per hour for the second shift and 12½ cents per hour for the third shift was also obtained. Six paid holidays were won with time and one-half to prevail for all time worked on such days.

Union Security

Other outstanding features of the contract include a union security clause requiring maintenance of union membership, coupled with a preferential hiring clause for new employes. Time and one-half prevails for all work performed in excess of 8 hours per day and 40 hours per week, and for Saturday work where the employe has worked all hours during the week when work has been available. One-half hour meal period on employer's time to be paid for at the overtime rate is provided for all employes who work two hours or more beyond the normal work day.

A two weeks paid vacation after one year of service is provided with pay for such period to be based on one-half of the regular monthly salary. The agreement also provides for seniority recognition in lay-offs, rehiring and in the filling of vacancies. Provision is also made for the handling of grievances.

This agreement was negotiated for the local by Secretary-Treasurer Rudolph B. Cook of the Denver Trades and Labor Assembly, together with the committee of members and the officers of Local 5.

ONLY 2 STRIKE NOTICES REQUIRED AFTER FEB. 24

Washington, D. C.—After February 24, when the National Wage Stabilization Board expires, trade unions subject to the War Labor Disputes Act will be required to file only two 30-day strike notices, one with the Secretary of Labor, and one with the National Labor Relations Board.

Previously, the law required the filing of three 30-day strike notices, but under Executive Order 9809 issued December 12, 1946, the functions of the National Wage Stabilization Board were transferred to the Secretary of Labor.

The War Labor Disputes Act terminates on June 30, 1947. Until

CRISTIE-BROWN CO. WORKERS ORGANIZE

Toronto, Can.—A substantial majority of the office and clerical workers employed by the Cristie-Brown Co., a subsidiary of the National Biscuit Co., have signed up for membership in OEIU, according to AFL Organizer Russel Harvey, who is handling the organization of this group. Organizer Harvey is requesting formal certification by the Canadian Labor Board, which will result in the establishment of our exclusive bargaining rights for the office workers in this establishment.

Organization of this group is the first step in a concerted organizational drive among the workers of our trade in the Toronto area. Other office groups are evidencing interest in the benefits to be gained through organization according to Organizer Harvey, who indicates that substantial interest is being shown by the office force employed by the Robert Simpson Co. Ltd. department store.

A local union charter has been applied for and, in accordance with request of Organizer Harvey, the new local has been assigned Local No. 131, which local number was previously held by the office force of a war plant in Toronto which has now been out of existence for more than a year.

AFL MAN PICKED TO HEAD NEW LABOR DEPT. SETUP

Washington, D. C.—Secretary of Labor Lewis Schwellenbach has set up a labor education service to "improve and broaden" the department. Arthur A. Elder, president of the Michigan Teachers Federation (AFL), will head this new service. Mr. Elder will continue his work as director of the University of Michigan's workers' education service, a position he has held for the past three years.

The new bureau will offer personal consultative service to any union, university, labor school or civic group to develop a labor-education program, serve as a clearing house on labor education matters, and prepare and distribute lesson plans and pamphlets containing study material.

Five members of this 10-man advisory committee are from the American Federation of Labor. They are Director of Research Florence C. Thorne; Director of Organization Frank Fenton; Director of Social Insurance Activities Nelson H. Cruikshank; Research Director Marion Hedges, International Brotherhood of Electrical Workers, and Secretary-Treasurer James Brownlow, Metal Trades Department.

that time, however, Section 8 of the Act requires that unions notify the Secretary of Labor and the National Labor Relations Board of possible work stoppages which would interrupt work contributing to the production of military supplies or interfere with the effective transition to a peacetime economy.

WAGES BOOSTED BY DRUG COMPANY PACT

Fresno, Calif.—Wage increases ranging from \$20 to \$45 a month, retroactive to last November, were secured by OEIU Local 69 in an agreement just signed with McKesson & Robbins for office and clerical workers who selected the local as their exclusive bargaining representative in an NLRB election.

According to Johanna Bos, secretary-treasurer of the local, some of the other highlights of the pact are a union shop clause; 40-hour week with time and one-half for overtime; eight holidays with pay; paid vacations; recognition of seniority rights in promotions and lay-offs.

The negotiations were conducted jointly with the Teamsters union. W. T. O'Rear, business agent, and Donald Hicks and Cecilia Kohman, members of the negotiating committee, represented Local 69.

62½ Million Jobs Forecast for 1950

Washington, D. C.—The prospect of a work force in the United States of 62,500,000 in 1950, which would be capable of producing 90 percent more goods than in prewar days, was held out in the latest Monthly Review of the U. S. Labor Department, official organ of the Bureau of Labor Statistics.

The Review expressed belief that if this forecast should prove correct, the following would be the picture in comparison with the situation in 1946:

1. Wages could be raised.
2. Prices could be reduced.
3. Taxes could be cut, while the Treasury would be richer.
4. Investors could receive a greater return on their money.

Under the title "Full Employment Patterns, 1950," the Review said that even maintenance of present high levels of employment would require output in many industries well above any previous peaks.

The BLS articles for both February and March were not unconditional forecasts for 1950, the analysis declared, but were based on a series of specific assumptions, which, although seemingly reasonable, could not be regarded as certain. As an example cited by the compilers of the report, a reduction in the present scheduled work week would bring a corresponding reduction in the levels of production required in maintaining the labor force.

High levels of demand are essential to the maintenance of the estimated high levels of production. Noting that the proportion of income saved by a family with an income of \$2,000 (measured in 1935-39 dollars) declined from 20 percent in 1901 to 3.5 in 1941, the articles indicate that sustained demand may require the application of a greater proportion of consumer income to current purchases.

Achievement of the implied high levels of production and output per man-hour, the analysis indicates, will make possible wage rates and investment returns above the 1946 level with prices lower than those now prevailing.

Foundry Contract Signed; Substantial Gains Won

Holt, Ala.—The office and clerical employes of the Central Foundry Co., organized into recently chartered Local 199 in Tuscaloosa, have obtained substantial gains under the terms of an agreement concluded between their local union and the company, according to Sam S. Douglas, business manager of Local 18, who assisted in the negotiations.

Under the terms of the contract a general increase of 5 cents an hour was obtained for all employes which, together with the 7½-cent increase granted during organization of the employes, brings them up to 12½ cents per hour above their rates existing prior to organization. All employes who work 8 hours on Saturday and who have worked the first five days of the week will receive, in addition to the overtime rate prescribed for such work, an attendance bonus of \$3.

The agreement provides for a modified union shop and assures against discrimination for union activity. Procedures are established for the settlement of grievances and for the arbitration of grievances not otherwise satisfactorily disposed of.

The contract establishes an 8-hour day and 40-hour week, with overtime to be paid for at the rate

of time and one-half and double time for all Sunday work. Double time is also provided for work performed on six recognized legal holidays. The contract establishes seniority procedures to apply in cases of layoffs, re-hiring, promotions, etc.

Paid vacations ranging from one to two weeks based on length of service are provided and all employes are assured of 12 days' paid sick leave each year. Rest periods of 15 minutes on company time are provided each morning and afternoon. The agreement also contains various other features, including safety and health clauses, bulletin boards for union notices and provision for a check-off of union dues.

The local union negotiating committee working with Brother Sam Douglas on these negotiations included Marjorie I. Barrett, James L. Harris and William W. Sikes. Valuable assistance during negotiations was rendered by both the Molders and Machinists local unions with members employed in this establishment, and by A. F. of L. Organizer Elliott Estes and President G. S. Elkins of the Alabama State Federation of Labor. Conciliator W. S. Pierce of the U. S. Conciliation Service was of substantial assistance in bringing about a peaceful satisfactory settlement.

INCREASES GAINED

Poughkeepsie, N. Y.—An increase of 7 percent has been negotiated for the office employes of the De Laval Separator Co., according to the report of John J. McNulty, secretary-treasurer of Local 112, which holds bargaining rights for this group.

Negotiations on certain other contract changes are scheduled to take place in March. Howard Coughlin, business manager of Local 153, is assisting the local in its negotiations.

Buy Union Label goods and put more money in your pay envelope!



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Union Label Trades Dept., AFL

ALUMINUM PACT

(Continued from page 1)

all transfers. A grievance procedure is provided and voluntary arbitration is established as the last step in such procedure.

The local union negotiating committee was composed of Alden Siltmer, President; Ernest Loucks, Vice President; June Concilio, Recording Secretary; Hilda Squires and Murland Hazel. Valuable assistance was also rendered to the committee by Secretary-Treasurer Wm. L. Cowley of the International Council of Aluminum Workers Union, and Huber E. Butts, Vice President of the International Council. In the final phases of the negotiations, Commissioner John A. Rooney of the U. S. Conciliation Service assisted.

PRICES RISE

Washington, D. C.—Price advances in most commodity groups raised average primary market prices by 1 percent during the week ended Feb. 8, according to the Bureau of Labor Statistics. The bureau's index of commodity prices in primary markets reached 141.7 percent of the 1926 average, 0.6 percent above the previous postwar peak in mid-January and 32.3 percent above early February, 1946.

Average prices of foods moved contrary to the downward trend of recent weeks with a rise of 1.7 percent, and farm products were up 0.4 percent. Average prices of other commodities continued their steady rise.

SECURE AGREEMENTS WITH PAPER MILLS

Toronto, Can.—Collective bargaining contracts with two more of the big Canadian paper companies have been secured by the OEIU, according to Russell Harvey, AFL organizer, who assisted in the negotiations.

Local 161 negotiated one of the pacts with Abitibi Power and Paper Company, Ltd., Smooth Rock Falls division, and Local 191 negotiated the other with Ste. Anne Paper Company, Ltd., and Ste. Anne Power Company, subsidiaries of Abitibi.

Substantial improvements in wages and working conditions accrued to the office and clerical workers involved.

The agreements are practically identical. Union security is provided through modified union shop clauses. The principle of seniority is recognized in transfers, promotions and increase or decrease of the working forces.

The work week is established at 37½ hours. Paid vacations of one week per year after six months' service and two weeks after one year are provided, together with six days of emergency leave with pay. Provision is also made for over-runs of the latter, ranging from six days after three years of service to 18 days after 9 years of service.

New Year's day, Dominion day, Labor day and Christmas day are designated as paid holidays.

Local 191 was represented by President L. A. Bruneau and John L. Moore. W. H. Quinn, president and I. Werzun represented Local 161.

Order Election at Diamond Match Co.

Springfield, Mass.—The National Labor Relations Board has ordered an election, requested by OEIU Local 203, to determine the collective bargaining representative of the office and clerical workers of the local branch of the Diamond Match Co. The balloting will be conducted on March 14.

AFL Organizer William F. Malone assisted in organizing this group and in securing the election.

The company attempted to exclude certain workers from the bargaining unit on the grounds that they are "supervisory" employes, but the board rejected this contention.

DISLOYAL OUSTED

Washington, D. C.—Formal report of the Civil Service Commission revealed that 317 of 580 persons rated as "ineligible on disloyalty grounds" for Government jobs were either members of the Communist Party or active followers of the Communist "party line." The commission disclosed that 355 persons were ruled off the Federal payroll in 1944, 144 more in 1945 and 81 last year on grounds of disloyalty.