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 Zemke, who is handling these negotiations.

The contract establishes classifica tion wage schedules, which rates are effective retroactive to June 1. It also establishes a system of seniority in connection with layoffs, rehiring and promotions, and assures employees temporary transfer to an annual vacation system receiving the rate for such jobs if such transfer lasts for 4 hours or longer.

Chesterfield Pact Brings Gains

Richmond, Va.—Salary increases averaging more than $6.50 per week, retroactive to October 1, 1947, were announced as a result of contract negotiations with Liggett & Myers Tobacco Co., manufacturers of Chesterfield cigarettes, according to International Union Vice President R. M. Daugherty, 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 25, 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 Liggett & Myers Tobacco Co. in this city. The agreement assures an 8-hour day Monday through Friday, with paid one-half for all work performed in excess of eight 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 pay, and additional overtime provisions are made in connection with clauses governing sickness, accident and life insurance, holidays with pay and additional overtime benefits. The agreement also includes a paid vacation clause and a comprehensive seniority program, providing 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 employees lights 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 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 be paid at the rate of one 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 pay each year.

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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 District 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 benefits. All work up to full union security is assured through a maintenance of union membership clause and provisions in the contract requiring a 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, for all time worked on Sundays and six legal holidays, as well as for all work performed on the second 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 for all Saturday work. Time and one-half for all daily hours worked in excess of eight.

In addition to the above, employees are paid for such days as they work 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. They are also assured of a 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.

CHESTERFIELD PACT BRINGS GAINS

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(Continued on page 4)
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 press opposition to their legislative representatives against proposals to "crucify labor" on the built-up theory that recent labor-management disputes have been caused by unjustified demands of workers.

AFL President William Green, in a letter to all international, national and local officials, asked members to be on constant guard against approval of measures in federal and state legislatures which would impose undue burdens and uncalled-for limitations upon organized workers in the United States.

Study Labor Bills

"It is highly important at this time that every worker in America who wishes to study with gravest concern the labor legislation which is being presented not only to the national Congress but to his State Legislature," Mr. Green said in his message. "There has never been a period of more extreme danger to the welfare of the American worker than right now, and his best insurance against unfair legislation is a thorough understanding of the measures confronting our legislatures."

Mr. Green pointed out that bills have been brought before the House and Senate which would completely wipe out the benefits gained by labor in the last decade and would shackle workers to the post to which they have 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 swimming Congress and State Legislatures.

As these developments were 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 to handle the disputes brought to the attention of President Truman, a plan which, he said, would enable the Government to determine just what unfair practices were being complained of 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.

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 labor, self-employed, domestic servants, employees 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 65 instead of 66; increasing taxable wages from $3,600 to $3,600; increasing from $14,60 to about $30 the monthly amount a beneficiary is permitted to earn without having benefits stopped.

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

1. Extension of unemployment insurance coverage to such employees 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 patterns were set, will be at least $25. The SSA said only seven States have this maximum.

3. Allowing payments for as much as 52 weeks for all eligible workers whose unemployment extends for that long.

4. Relaxation of disqualification provisions so that "voluntary leaving without due cause," discharge for misconduct, or refusal of suitable work shall 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, establish time limits for instituting benefits, increase public understanding and cut administrative expenses."

This figure will be reduced considerably in the final settlement, after deductions are made for the expenses expected to be incurred by the agents in other jobs during the time they would have been off the company's payroll. The amount involved is believed to be one of the largest awards ordered by a NLRB board.

The men involved in the strike numbered 225 agents who were employed by 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 employees of the Grinnell Co. of the Pacific, according to a report from 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, 1947. All votes cast favored representation by the OEU local, thus establishing our exclusive bargaining rights in the office of this company, which is engaged in the wholesale plumbing supplies business, and 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. Collective bargaining can be pursued to establish wage increases without raising prices and if living costs can be reduced, was declared in the AFL Monthly Labor Survey for January.

Emphasis on a chief task of American workers this year is to raise "real" wages, the report said. Current stage of labor is one in which it makes unusual demands upon management. It declared flatly that workers could not 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 a year of promise and of danger for American workers. Promise: because wise policies can raise workers' living standards to a level not yet reached. Danger: because industry has a difficult adjustment to make this year in the face of the major action by unions or employers which might bring about a depression with widespread loss of jobs and incomes of workers. Hasty action by Congress could destroy workers' freedom and limit collective bargaining. If 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 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 40 percent of American workers received wage increases of as much as 18 percent during this period. The President's 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 were won in negotiations for the office and clerical employees of the Denver-Chicago Trucking Co. According to local Secretary-Treasurer Joyce Esagor, the agreement negotiated with the Denver-Chicago Trucking Co., is the first contract of its kind with the company and covers approximately 100 employees employed in its Denver operations.

A general wage increase of 20 cents per hour high-water mark, which also provides for a full union shop. The agreement establishes a 50-hour work week and requires that all work in excess of such hours and any overtime performed in excess of 10 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 the following holidays: New Year's Day, January 1; Martin Luther King Day, January 21; Washington's Birthday, February 19; Easter Monday, April 9; Memorial Day, May 30; and Independence Day, July 4. The agreement also provides that employees who work on the last three 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 reinstatements. Also, it establishes a new agreement for a full day's work for any employee who works into the second half of his shift, unless he leaves his job or is laid off prior to quitting time. All employees are also assured one-half hour meal time at regular 50 cents per hour rate and one half hour required to work more than two hours beyond the normal work day.

The agreement provides for the handling of grievances and recognizes that workers took the heaviest losses.

Assuring 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. War bonds and insurance had 150 in a savings account in 1939 can get no more with it today than they could buy for $100 when the bond was purchased. Workers need to see prices come down in 1947 to restore the buying power of their income accounts.

"The outlook for increased productivity and maintenance of profit suggests that industry in general can raise workers' pay without increasing prices. AFL unions have recently been winning, without strikes, wage increases which vary from 10 to 37 1/2 cents per hour."

CRISTIE-BROWN CO.

WORKERS ORGANIZE

Toronto, Can.—A substantial majority of the office and clerical workers employed at Cristie-Brown Co., a subsidiary of the National Biscuit Co., have signed up for membership in OEU, 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 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 the same 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 group, known as 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's Arthur A. Elder, president of the Michigan Teachers Federation (AFL), will head this new service. Mr. Elder was 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 of labor. In a two-year educational 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 and Industrial Relations; Director of Social Insurance Activities Nelson H. Croukshank; Research Director Marion Hodges, International Brotherhood of Electrical Workers; and Secretary-Treasurer James Brownlow, Metal Trade Department.

ONLY 2 STRIKE NOTICES

REQUIRED AFTER FEB. 24

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

Only recently, the law required the filing of three 30-day strike notices, but under Executive Order 9809 issued December 12, 1945, provisions of the National Wage Stabilization Board were transferred to the Secretary of Labor and one with the National Labor Relations Board.

The War Labor Disputes Act terminates on June 30, 1947. Until that date, however, Section 8 of the Act requires that unions notify the Secretary of Labor and the National Labor Board of any possible work stoppages which would interrupt work contributing to the production of war materials; and interfere with the effective transition to a peace-time economy.
WAGES BOOSTED BY DRUG COMPANY PACT

Fresno, Calif.—Wage increases ranging from 4 to 10 cents an hour, retroactive to last November, were secured by OEIU Local 69 in an agreement just signed with Merck, Sharp & Dohme, 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 were a union shop clause; 40-hour work week with time and one-half for overtime; eight-day weeks in prevacation 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, negotiating committee, represented Local 69.

62 1/2 Million Jobs Forecast for 1950

Washington, D. C.—The prospect of a working week of 36 hours in the United States of 62,500,000 in 1950, which would be capable of producing 89 percent more goods and services than in prevacation 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 at present high levels of employment would require output in many industries well above 1946 levels.

The BLS articles for both February and March were not unconditional forecasts for 1950, the analysts 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 existing high levels of production. Noting that the proportion of income saved by a family with an income of $100 to $250 per month (1935-39 dollars) declined from 20 percent in 1931 and 1932 to 6 percent in 1941, the Review concluded that higher levels of saving may require the application of a greater proportion of consumer income to current spending.

Achievement of the implied high levels of production and output per man-hour, the analysis indicates, will make sustained 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 employees 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 T. 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 employees which, together with the 7½-cent increase granted previously, brings them up to 12½ cents per hour above their rates existing prior to organization.

All employees who work 40 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 otherwise satisfactorily disposed of.

The contract establishes an 8-hour day and 40-hour week, with overtime to be paid at the rate of time and one-half and double time for all Sunday work. Double time is also provided for work on or after the 4th of July, and work performed on six recognized legal holidays. The contract establishes seniority rights to appeal to a grievance committee of three, including one from the local, one from the company, and one appointed by the state labor board or its representatives. Overtime arrangements, promotions, etc.

Paid vacations ranging from one to two weeks based on length of service are provided and all employees are assured of 12 days paid time off each year. Rest periods of 15 minutes on company time are provided, and provisions for a check-off of union dues.

The local union negotiating committee worked with Breuer Sam Douglas on these negotiations included Marjorie J. Barlow, James H. Harris and William W. Sites. Valuable assistance during negotiations was rendered by both the United Machinists local union, of which members employed in this establishment, and by A. P. F. Local 13, Elliot Estes, general secretary-treasurer.

Gains were also made in promotions, including those for persons with seniority or a corresponding reduction in the length of time before transfers.

Order Election at Diamond Match Co.

Springfield, Mass.—The National Labor Relations Board has ordered an election in the OEIU Local 205, to determine the collective bargaining representative of the office and clerical workers of the local branch of the Diamond Match Co. The ballotting will be conducted on March 14.

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

DISLOYAL OUSTED

Washington, D. C.—Formal report of the Civil Service Commission revealed that 365 persons were ruled “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 365 persons were ruled off the Federal payroll in 1944, 144 more in 1945 and 81 last year on grounds of disloyalty.

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 division, and Local 191 negotiated the other with St. Anne Paper Company, Ltd., and St. Anne Power Company, subsidiaries of Abitibi.

Substantial improvements in wages and working conditions were secured in both locals.

The agreements are practically identical with those granted 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 36 hours. Paid vacations of one week per year after six months’ service and two weeks after one year are provided, provided with six days of emergency leave with pay. Provision is also made for over-run 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. L. Bruenou and John L. Moore. W. H. Quinn, president and I. Werzun represented Local 161.