UNION SHOP WINS
Trenton, N. J.—One of the first union security elections conducted by the National Labor Relations Board under the Taft-Hartley law was won by OBU Local 70 on October 23.

It involved the office and clerical employees of the R. L. Polk & Co., publishers of the Union, and the Trenton Daily Times.

The union shop was adopted by an overwhelming majority of the ballots cast.

Local 70 was chosen collective bargaining representative by the workers in an NLRB election last July. The two sides in the dispute were given three weeks' time required to ratify the union shop clause before it could be included in the working agreement.

UNION SHOP WINS

Trenton, N. J.—-Approximately 130 office and clerical workers employed by R. L. Polk & Co., direct mail division, Trenton, N. J., will enjoy substantial benefits under the terms of the new agreement recently signed between OEU Local 70 and the company, according to International Representative George P. Firth, who assisted in the organization of this office and in the contract negotiations.

Highlights of the agreement with this nationwide directory concern included substantial wage rate adjustments obtained with the adoption of a classified wage scale providing for automatic progressions on time step intervals. Bonuses were also paid to employees exceeding standard production rates.

The agreement provides for a 40-hour work week, 8-hour day Monday through Friday, with two and one-half for daily and weekly overtime, and double time for Saturday's work and holiday work. Annual paid vacations of one week after one year's employment and two weeks after two year's employment were also obtained. Also gained were six holidays which are granted to all employees with full pay.

The rates in the new agreement become effective as of October 20, 1947, with additional increases due being made retroactively to August 25. The agreement provides for the full union shop which was overwhelmingly desired by the employees, as indicated by the results of the NLRB union shop election held last month.

The negotiating committee included Louis Perlman, Paul Clayton, Catherine Wollmer, Agnes Hanauer, Bertha Marat, Joseph Jant, and Stephen Tashuk. They were assisted by George P. Firth, International Representative.

The company was represented by Julian Wolfner, Vice President-Fred H. Miller, Secretary-C. A. Wolfson, Jr., Personnel Director, E. L. Jant, Plant Manager, and Mrs. A. M. Coven, local Personnel Director.

OFFICERS OF OEU
MEET WITH LOCAL 11

Portland, Ore.—International President Paul R. Hutchings, Secretary-Treasurer J. Howard Hicks paid a visit to Local 11 and addressed the membership of the local on October 22.

President Hutchings discussed plans of the OEU to organize office and clerical workers wherever they are employed. The union, he declared, has only "scratched the surface" and the big job remaining can be done only as we form a union and work together.

He further stressed the importance of collective bargaining free from governmental interference and the necessity to resist the "march of the bureaucrats into labor-management relations."

Secretary-Treasurer Hicks, who expressed pleasure at being back in his old city, complimented the Portland office for its vigilance and militancy in carrying out responsibilities, particularly with regard to the question of collective bargaining.

It was the first time President Hutchings had met with the members of Local 11.

The two international leaders were featured on a radio program broadcast in Portland.

All such elections conducted to date in A. F. of L. unions have resulted in the workers registering strong approval of the union shop.

Bond Clerks Merged With OEU Wall Street Local

New York City—New impetus was given the OEU in Wall Street by the merger of the Independent Bond Clerks into the UFE Local 265, OEU.

David Keefe, president of Local 265, stated that "this merger unites the forces of the only successful unions ever formed in the Street."

"The enlarged organization," he pointed out, "covers by its contracts employees of all metropolitan exchanges, their affiliated companies and a substantial number of member employers. In addition several significant representation elections are pending, notably in Bache & Co. office over forty persons."

"The Association was the oldest union in Wall Street. It pioneered the way for the election at Bache & Co. and the NLRB is expected to set an early date."

FURTHER BENEFITS AT TAMPA ELECTRIC

Tampa, Fla.—Further benefits for office and clerical employees of Tampa Electric Company were secured as a result of the agreement negotiated by OEU Local 46.

One of the highlights is the vacation clause under which all workers with 10 or more years of service shall receive three-week vacations with pay, according to J. O. Bloodworth, business representative of Local 46 and a vice president of the International Union. The agreement was provided for those with one or more years of service and one week for those in service six months or more.

The agreement also provides a 10 per cent overall increase and continues such benefits as paid holidays, seniority, union security, two-week sick leave and group insurance.

WIN WAGE INCREASE AT FOOD MACHINERY

Middleport, N. Y.—An across-the-board increase of $1.80 per month was won by Local 394 in a renewal agreement negotiated with Food Machinery Corporation. Rate increases are retroactive to July 1.

The negotiations were conducted by OEU Local 112 representative George P. Firth, Wallace T. Coss and a committee of the local composed of Joseph Green, Stephen Takach, Ronald R. Green and F. Voeller, Thomas C. Montgomery and Nord W. Patton.

WAGES BOOSTED

Pittsburgh, Pa.—Wage increases ranging from 12½ to 35¢ per hour highlight the gains made in a recent agreement between Heidt & Murphy (a division of Consolidated Grocers Association) by Business Representative Frank W. Rett who handled the negotiations.

AFL Union Leaders To Map Political Campaign

San Francisco.—Carrying out the mandate of the 6th annual AFL Convention, the Executive Council announced that a meeting of all national and international union leaders has been scheduled for December 5 and 6 in Washington for the purpose of organization and planning of an Education and Political League.

Establishment of the league was voted unanimously by the convention as a means of combating the Taft-Hartley law. Its purpose is three-fold:

1. To see that union members go to the polls in 1948.

2. To make known to union members the meaning of the economic and political policies of the American Federation of Labor and the evil effects of the various Taft-Hartley measures.

3. To bring about the defeat at the polls of labor's foes in Congress and the various state legislatures.

The convention left such details to the union officials and merely authorized the establishment of the league as a weapon to be used by the AFL in the coming crucial political battles of 1948.

"The council was of the opinion," he said, "that AFL funds could be used within the meaning of the Taft-Hartley law for the purpose of educational and political campaigns." This embraces the task of acquainting the workers with AFL policies and explaining how the provisions of the law adversely affect union activities.

In regard to the political phase, the council decided that necessary contributions on the part of union members and friends of the labor movement.

Convention Closes

After having given the officers of the AFL a unanimous mandate to carry on an all-out political and educational campaign for the repeal of the Taft-Hartley law, the historic convention came to a close.

Accepting re-election as AFL president for the 24th consecutive term, Green outlined to the delegates this program for the future: "We must forget petty bickering among ourselves, I plead for unity, for solidarity, and for the complete cooperation of the 1,547 AFL local unions in the coming fight."

"If we do, we will win the economic and political battles that we face in 1948."
OEIU President Emphasizes Need For Working Partnership In Talk To Management

Berkley, Calif.—At the invitation of the California Tobacco Management Association, International President Paul R. Hutchings spoke at the annual Management Conference at the Claremont Hotel October 21.

"As we approach the Era Ahead," Hutchings declared that there is no greater problem facing labor and management today than the development of a sound working partnership.

"The very existence of our system, with its emphasis on free enterprise, labor and our rising standard of living depend on finding the way for management and labor to work together for their own and the public benefit," he pointed out.

"The development of a sound working partnership rests on two fundamentals: First, management must recognize labor as a full partner in the enterprise. Second, labor must accept a partner's responsibility.

"Success of this recognition of labor as a full partner comes with the whole-hearted recognition by the workers of the positive instrument of dealing with management, their trade union organization.

"We do not question the duly selected corporate representatives nor do we try to deal directly with the individual stockholders. Such a situation would be impotent and untenable.

"The only hope of extending the duly selected representatives of management to extend to the union, the duly selected representatives of the workers, the step degree of recognition. Any management attempts to by-pass the chosen spokesmen of the workers and deal directly with the individual workers who have selected such spokesmen can only lead to splitting the confidence and mutual trust which are so basic to any successful partnership.

"Wholehearted recognition requires full assurance of union security and of management security. Labor-management is not entering into a partnership with them through a false pretense, but in order to stay for their member of the partnership team in an attempt to dissolve it. Management will be met head on against strike and work stoppage, and that its partner will be a responsible member of the free enterprise team.

"The benefits to management, labor, and the public which result only come as a result of a mutual relationship of labor and management in our free enterprise system are manifest.

"Where such relationships have grown we find that among labor's somewhat lower prices also were rejected for commercial truck crops.

"As wheat at Chicago and other big milling centers are continuing the northern trend, there was another increase in bakery flour prices at Minneapolis, moving 10 cents higher per hundredweight to 1,000 pounds to $6.20. The market in California, with a smaller inventory, was weak. The uptrend in markets were rubber, scrap steel, cocoa, butter, bacon, corn, and cotton. In the livestock markets prices of hogs, cattle and oats declined.

"Among management's benefits as expressed by the President of one midwestern company after six years of cooperation, is the fact that efficiency improves, and a growing sense of partnership in the joint interest of workers and management.

"Management's relationship has been a great asset. In that company, the workers have been able to threefold, supervision has been reduced 80%, lateness and loafing, have been reduced, morale is greatly increased, and pride in craftsmanship on the part of the workers, and we find that plant have already increased more than 100% during this six year period, which was 38% more than the average during such period in American factories generally.

"The task of building mutual trust and cooperation requires the careful attention of both management and labor. Management should in practice, often, but always, treat each individual worker with the respect and understanding which goes with a justly earned responsibility for their job. A family relationship.

"The responsible clear thinking leaders of American Labor have no use for totalitarianism regardless of its present name or advocates.

"We know that in America are probably the highest living standards in the world and that these standards have been achieved by the laborer and management cooperation for our free enterprise competitive system.

"We do not want to destroy it, we have never tried to do that. We want to make it work. We have knowledge that experience that we shall be able to maintain the broad standard of living for all the people and give hope, inspiration and a new spirit to the troubled world.

"We ask that every clear thinking business leaders think similarly.

"We urge an adequate responsibility for the democratic world today. The democratic world looks to us today only for material help but for that spiritual leadership which can point the way forward. We must supply true economic statesmanmanship today. We must hold our government to be the true servant of the whole people and vigorously demand of our elected leaders that: our legislative and executive leaders in Congress reflect sound economic statesmanship.

"We recognize that the interdependence of free enterprise and free labor, rather than short-term selfish service to individual labor groups, who, perhaps, we hope unscintically would use our government to destroy our opportunity to build for the future and to believe in the dignity and worth of each individual.

"Hutchings blasted the Communist sitting back waiting for us to go into an economic tailspin. Their emissaries are even now pushing and prodding in their nefarious ways to destroy the democratic government controls, he said.

"Contrasting the American standard of living with that of Russia, he said it is estimated that in 1946 nine hours of work was required to buy the postwar period, 100 hours to buy milk powder, 1,000 hours to buy a woman's coat and 8 hours to buy one bottle of beer.

"Hutchings then discussed the free enterprise system which has made as basis publicized standards of American workers that far surpass those existing for kindred workers the world over.

"It is not a one-horse affair," he pointed out. "Labor cannot be hobbled and still give the unified cooperation and teamwork necessary to a constant increase in production and the unfolding of the yet unseen benefits of our way of life.

"Any step toward the destruction of free labor is a certain step toward the destruction of free enterprise just as surely as any step toward the nationalization of industry would be.

"If we are to keep our free enterprise system which can and which must take responsibility," Hutchings went on. "If full employment is to continue, then the entire product of those who work must be bought and taken off the market day by day."

"The $84 question in the months ahead is whether prices will come down so that consumer buying can expand, according to the Department of Labor, the average factory worker in June was worse off in terms of buying power than he was in 1941. Stackled against these facts are the cost figures on which indicate that labor's real profits this year have been higher than the all-time peak reached in the depression days.

"These high figures are unquestionably due to the fact that prices rose much more than necessary to offset increases in costs.

"Gentlemen, our destiny is inseparable. We are playing on the same team. We are fighting for the same goals. We are both recipients of the results of the free enterprise system which we believe here in America have learned to operate better than any other country in the world.

VOTE FOR UNION SHOP

San Francisco.—On October 31, OEIU Local 38 participated in the first non-preemptive election to be conducted in the San Francisco region, which was held among the office employees of the Globe Sugar and Flour Milling Co. About 80 percent of all employees voted for the union shop, thus assuring a union shop clause in the renewal agreement according to Local Secretary-Treasurer Ebaner D. Murphy.
LEADERS OF UNIONS TO MAP CAMPAIGN

(Continued from page 1)

those who left us to come back to the American Federation of Labor and join in united fight to carry our great fight to victory.

"We face other major problems. We must fight the vicious spiral of inflation radio programs, news- paper advertisements, and motion pictures to inform the American people, and to impress upon them how dangerous the law is to the nation."

(An active political campaign, to be waged by the newly created "Labor's Educational and Political League," to get American labor to go to the polls and bring about the defeat of reactionary, anti-labor candidates for Congress and to elect those Representatives who will favor repeal of the Taft-Hartley law.

2.—Adopted a clear, strong, and unequivocal foreign policy declaration which embodies the principle that American policy should be based on the European aid and which assures unequivocally the aggressive and expansionist policies of Soviet Russia.

3.—Drafted a positive legislative program, which will provide for the passage of a long-range and effective national housing program, broadening of social security coverage and an increase in benefits paid, in- surance of national health insurance, and the limiting of the minimum wage level to at least $1.00 an hour.

4.—Protected the rising tide of inflation and called upon the Gov- ernment to take action to lower prices.

5.—Ratified the per capita tax paid by the affiliated unions to the American Federation of Labor from a net of $300 per member per month to a new flat rate of 3 cents.

The increase is expected to result in a net increase of $1,000,000 in additional yearly in- come.

6.—Amended the AFL's constitu- tion to permit directly affiliated federal labor unions to sign non- communistic affidavits, and the filing of affidavits of complaint cases if they so desire.

7.—Voted to intensify the AFL's southern organizing campaign and arising over the application or interpretation of an existing collective bargaining agreement, except for it is anticipated that in the termination of disputes involving modification or in- clusive bargaining contracts.

Mr. Ching said the service would put major emphasis on keeping out of as many industrial disputes as it can, with major disputes and interstate disputes will get first attention, he declared.

Ching said selection and screening of disputes which the service will enter is necessary because of the "great case-load burden" placed on it by the Taft-Hartley Act.

The law requires that wherever a strike or lockout or truce or renewal of an old one in an industry affecting interstate commerce the mediator shall be notified 30 days in advance of a threatened strike or lockout. Labor officials said this would be directed to 50,000 firms and 15,000,000 members of organized labor—the same groups covered under the Wage-Hour and Labor Relations Act.

Ching said he would shortly issue a form to be used by companies and unions in notifying the service of disputes involving modification or interpretation of existing agree- ments.

This form will elicit information which will enable the service in determining whether in a par- ticular case it has statutory legal authority to intervene in the dispute, and whether such intervention will be in accordance with the principles and poli- cies expressed in this statement," Ching said.

"The cooperation of all employ- ees and all affiliated unions in the employment of these forms as soon as they are available is essential if the funds are to be used to the full advantage of the service, the international union and employer associations.

"Negotiation and unions that the Taft-Hartley Act "makes a statutory duty to participate fully and promptly in conciliation and mediation meet- nes called by the service."

Ching said he would follow these general rules:

1. Employers and unions will be encouraged to resolve industrial differences by themselves.

2. Labor disputes, primarily lo- cal and having but a minor effect on interstate commerce, should be conciliated and mediated, if need be, by agencies of state or local governments.

3. The test of whether the Federal service intercedes will be whether there is any such significant interven- tion of commerce is threatened by the dispute as to clearly require the intervention of the Federal Government.

4. The service will refrain from interfering in grievances disputes extend it ultimately into a nation-wide membership drive.

5.—Lifted greatly expanded federal aid for radio programs, institu- tions of the nation and for the welfare of the children attending the country's schools.

further increase in wages secured

Trenton, N. J.—Renewal negotiations with H. D. Lee & Co. have resulted in an across-the-board in- crease of $1.50 for all office and clerical workers, according to International Representative George Meany.

The union shop election has been sched- uled, after which the renewal agree- ment will be signed.

Raise Per Capita On AFL Unions

San Francisco.—The AFL convention, by unanimous vote, increased the per capita tax paid by affiliated unions to the Federation of Labor and modified the Executive Council's power to levy assess- ments by providing an unusual case of time within which such assessments may be made.

Under the new amendment to the AFL's constitution the per capita tax is established at a flat 3 cents per member per month. This is an increase over the old base rate and is payable on a union's entire mem- bership. Under the old tax rate receive- ed the rate was increased 1 1/2 cents per month for all members of any union which failed a membership in excess of 20,000.

The convention action gave the Executive Council authority to make assessments on affiliated unions at the rate of 1 cent per member per week for a period not in ex- cess of one year in reaction to the "loss of revenue" "when the interests of the AFL re- quire it," and when per capita tax is levied the rate is increased to 1 1/2 cents per month for all members of any union which has failed a membership in excess of 20,000.

The increase in AFL income per year from the greater per capita tax was estimated at $1,000,000 by George Meany, secretary-treasurer of the AFL.

No figure can be set for the amount of the increase from filing affidavits and the assessment procedure since there is an emer- gency situation requiring an imme- diate assessment and the amount needed to meet the specific condition.

The per capita tax was originally recommended by the Ex- ecutive Council, which set forth no specific purpose for the use of the funds. It is expected revenue that some of the money will be utilized to expand the radio relations program, as well as in line with recommendations of the Executive Council on that subject.

In the discussion were Paul R. Hutchings, International Presi- dent of the OUE, Lewis G. Hines, Legislative Representative of the AFL and Philip Pearl, AFL Publicity Director.
NLRB Reverses Denham On His Affidavit Edict

Washington, D. C.—The National Labor Relations Board, in a 4-to-1 decision handed down in a test case in which the AFL and the CIO are not required to sign non-Communist affidavits unless a Tef-Harley law case is brought before the NLRB.

Denham originally issued a regulation requiring affidavits by all, but the board, reversing the new decision would apply in unfair practice complaint cases as well as in representation cases as brought before the NLRB.

Denham finally reversed his decision flatly reversed him.

In San Francisco, AFL President William Green heralded the NLRB decision, saying: "The board's decision sustains our position. The present state of AFL affiliated unions now has been fully recognized. Each union unionist must decide if it wishes to process cases before the board."

The NLRB's majority decision was signed by three members: Chairman Paul Herzog, and members John M. Houston and James J. Reynolds. A separate concurring opinion was filed by member Abe Murdock.

The only dissenter was member J. Arlan Copeland Gray. The majority opinion said the rule was "an attack on free speech and an attempt to deny the right to petition for redress of grievances".

UNSUAL CONTRACTS

Washington, D. C.—A large insurance company has a clause in its collective bargaining agreement with the AFL which provides that the company will pay its agents money lost while the employees were on a four-week strike.

And other unusual Labor contract clauses are reported by the U. S. Bureau of Labor Statistics.

A guarantee of pay for a 47-hour week is provided in another contract, whether employees work the full time or not.

Another contract employee not only receive hospitalization and medical care when required, but the company pays for the hospitalization and medical care for their families. This contract sets up a stabilization committee that guarantees that production changes will not in any way interfere with the employees receiving full pay.

A chemical plant contract provides for two 16-minute rest periods a day.

Another chemical plant contract provides for the pay of company doctors for those workers who need glasses and for half of the employees' prescription expenses for glasses.

Workers earned 45 percent as better than in 1939. It is the fact that the present savings of the great mass of the American people are disappearing in the so-called "savings of the day".

On the other hand, the said that prices are rising. It is the fact that they disappeared with equal speed and in 1939. It is the fact that the present savings of the great mass of the American people are in the same way. It is the fact that the present savings of the great mass of the American people are disappearing in the so-called "savings of the day".

The high cost of living is a factor that the American people are facing. The American people are facing the present high cost of living.

The high cost of living is a factor that the American people are facing. The American people are facing the present high cost of living.

To get a sense of the impact of these trends, consider the following facts:

- The weekly and hourly rates of wages in the manufacturing industry were $49.75 in April 1947 and $49.60 in April 1948.
- The average weekly earnings of production workers in manufacturing were $323,000,000 in April 1947 and $487,000,000 in April 1948.
- The average monthly earnings of production workers in manufacturing were $907,000,000 in April 1947 and $1,331,000,000 in April 1948.

The AFL victory was in large measure due to the efforts of American workers, a majority of whom are not affiliated with a union.

The present case represents the largest factor in the American people, whether they are within or without the organized labor groups.

One of the problems facing the United States at the present time is discussed by the secretary as the high cost of living. He said that for over two years the favorite vocation of those opposed to unionism has been to attack the prices of manufactured products as "unjustified" in the light of the increase in coal and fuel prices.

The increased cost of living has been caused by the increase in the cost of raw materials, the increase in the cost of transportation, and the increase in the cost of labor, which is due to the increase in the cost of fuel and electricity.

The present high cost of living is a factor that the American people are facing. It is the fact that the present savings of the great mass of the American people are disappearing in the so-called "savings of the day".

To get a sense of the impact of these trends, consider the following facts:

- The weekly and hourly rates of wages in the manufacturing industry were $49.75 in April 1947 and $49.60 in April 1948.
- The average weekly earnings of production workers in manufacturing were $323,000,000 in April 1947 and $487,000,000 in April 1948.
- The average monthly earnings of production workers in manufacturing were $907,000,000 in April 1947 and $1,331,000,000 in April 1948.

The AFL victory was in large measure due to the efforts of American workers, a majority of whom are not affiliated with a union.

The present case represents the largest factor in the American people, whether they are within or without the organized labor groups.

One of the problems facing the United States at the present time is discussed by the secretary as the high cost of living. He said that for over two years the favorite vocation of those opposed to unionism has been to attack the prices of manufactured products as "unjustified" in the light of the increase in coal and fuel prices.

The increased cost of living has been caused by the increase in the cost of raw materials, the increase in the cost of transportation, and the increase in the cost of labor, which is due to the increase in the cost of fuel and electricity.

The present high cost of living is a factor that the American people are facing. It is the fact that the present savings of the great mass of the American people are disappearing in the so-called "savings of the day".

To get a sense of the impact of these trends, consider the following facts:

- The weekly and hourly rates of wages in the manufacturing industry were $49.75 in April 1947 and $49.60 in April 1948.
- The average weekly earnings of production workers in manufacturing were $323,000,000 in April 1947 and $487,000,000 in April 1948.
- The average monthly earnings of production workers in manufacturing were $907,000,000 in April 1947 and $1,331,000,000 in April 1948.

The AFL victory was in large measure due to the efforts of American workers, a majority of whom are not affiliated with a union.

The present case represents the largest factor in the American people, whether they are within or without the organized labor groups.

One of the problems facing the United States at the present time is discussed by the secretary as the high cost of living. He said that for over two years the favorite vocation of those opposed to unionism has been to attack the prices of manufactured products as "unjustified" in the light of the increase in coal and fuel prices.

The increased cost of living has been caused by the increase in the cost of raw materials, the increase in the cost of transportation, and the increase in the cost of labor, which is due to the increase in the cost of fuel and electricity.

The present high cost of living is a factor that the American people are facing. It is the fact that the present savings of the great mass of the American people are disappearing in the so-called "savings of the day".

To get a sense of the impact of these trends, consider the following facts:

- The weekly and hourly rates of wages in the manufacturing industry were $49.75 in April 1947 and $49.60 in April 1948.
- The average weekly earnings of production workers in manufacturing were $323,000,000 in April 1947 and $487,000,000 in April 1948.
- The average monthly earnings of production workers in manufacturing were $907,000,000 in April 1947 and $1,331,000,000 in April 1948.

The AFL victory was in large measure due to the efforts of American workers, a majority of whom are not affiliated with a union.

The present case represents the largest factor in the American people, whether they are within or without the organized labor groups.