BACK UNION SHOP IN 3 BIG STORES

Pittsburgh, Pa.—In three sweeping victories the office employees of Gimbel Brothers, Kaufman's department store and Joseph Horne department stores have voted overwhelmingly for the union shop in recent NLRB elections, according to Frank W. Ritt, business representative of OEU Local 33, which holds bargaining rights in these establishments.

At Gimbel Brothers the office force voted for the union shop by a vote of 416 “Yes” and 8 “No.” At Kaufman’s department store 208 votes in favor of the union shop by 11 against, and in Joseph Horne 143 were favorable and only 15 opposed. The local union is presently completing negotiations of a renewal agreement with these department stores.

Representative Ritt also reports a unanimous victory in a recent union shop election conducted among the office employees covered by the local’s agreement with the Rieck-McDunkin Dairy Company. Every member employed under the union shop agreement with this company voted for the continuation of the union shop clause.

Negotiate Contract

Newburgh, N. Y.—Negotiation of a first contract between OEU Local 112 and the Sweet-Orr Co. have been providing to George P. Firth, International Representative, who assisted the local committee in the negotiations.

Outstanding among the gains made are wage increases which average more than 15c per hour, three additional paid holidays and a 20-minute daily rest period for all employees.

An additional week’s vacation was also won for the newer employees.

Other gains include the formalizing of a sick leave policy and the establishment of overtime pay for work performed after 8 hours per day and 40 per week, and time and one-half for Saturday work and double time for all work performed on Sundays and holidays.

Unions Win Out in 73% Of Bargaining Elections

Washington.—Seventy-three per cent of all collective bargaining elections held under the National Labor Relations Board during the three-month period ended September 30 were won by unions, it was revealed in a recently report issued by the board.

In 1,493 elections conducted, results were as follows: Won by an AFL union, 350; won by a CIO union, 245; won by an unaffiliated union, 270; no union, 410; and indeterminate, 18.

Your International Officers take this opportunity to wish you and the members of your family

A Merry Christmas

and

A Happy New Year

Paul R. Hutchings
President

L. F. Amell
J. O. Blockforth, Jr.
A. R. Carson
R. M. Daugherty
Alice Holz

J. Howard Hicks
Secretary-Treasurer

Sarah E. Keenan
C. C. Newell
L. G. Nygren
Frank F. Randall
C. A. Stafford

FURTHER BENEFITS WON AT REFINERIES

Port Arthur, Tex.—During the past few months substantial further benefits have been negotiated on behalf of the office employees of the various oil refineries in the Texas district, according to International Union Vice President C. A. Stafford. Hundreds of office employees employed by the Texas Company, the Gulf Oil Corp., and Cities Service Corp. have again proved in their recent negotiations that through OEU collective bargaining large employment benefits can be won.

Gulf Oil

The 1948 negotiations with the Gulf Oil Corp., covering the office employees at its Port Arthur Refinery, who are members of OEU Local 65, resulted in substantial new benefits for this group. Effective May 1 of this year, a revised salary schedule was instituted, which provides for length of service increases. The prior agreement provided only for a rate range for the various job classifications.

Under the new salary schedule the basic rates run from a minimum of $160 up to $400 per month. In addition, a special bonus payment of $17.50 per month or above the basic monthly salary is maintained and continues in effect until April 30, 1949.

During the past year the office employees at the Port Arthur Refinery of this company have won wage benefits amounting on an average to $41.50 per month. The new contract between OEU Local 65 and the company also provides for seven paid holidays, with double time for work performed on such days. The seniority clause has been liberalized so as to insure the promotion of the oldest qualified employee. The contract provides for a check-off of union dues.

The negotiating committee of (Continued on page 3)

ORGANIZING AT ANHEUSER-BUSCH

St. Louis, Mo.—The more than 600 office workers employed by the large Anheuser-Busch Brewery are rapidly responding to an organizational drive currently underway by OEU Local 13. Authorization cards are rapidly being signed according to Margaret Ritch, Vice President of the Local, who also indicates that the local anticipates no difficulty in eventually getting a satisfactory agreement signed, since all other crafts at this well-known brewery are unionized and cordial relations prevail.

APE/UEU Representative Frank Morton is actively assisting Local President Leonard Amrhein in this organizational drive.

RETROACTIVE WAGE INCREASE SECURED

Newark, N. J.—A general wage increase of 10c per hour retroactive to October 10, 1948 highlights the renewal agreement entered into between OEU Local 32 and the Newark Division of Nicholson & Robbins, Inc., according to Nicholas Juliano, business representative of the local union.

The pact is for two years and provides for an automatic 2c increase on October 1, 1949 and a wage renegotiation on the cost of living index figure of September 15, 1948. Final settlement, according to Representative Juliano, also included complete reinstatement of Local Union President Frank Leonard with pay for time lost and with uninterrupted seniority and length of service.

In addition to Business Representative Juliano, the three-man contract committee consisted of Frank Leonard, local president, Nicholas Caruso, steward and John Miele and Mrs. Virginia McMinn, International Representative George P. Firth assisted in the matter.

Business Representative Juliano also reports that members of Local 32 employed at the N. J. Wholesale Drug Company recorded a unanimous ballot in its recent union security election and followed that up by negotiating a $4 per week increase retroactive to May 1, 1948 while at the same time increasing the accumulative rate of sick benefit allowances.

Elections Won at Automatic Electric

Chicago, Ill.—OEU Local 28 has recently by substantial margins won its NLRB elections for bargaining rights and union shop among the office and clerical employees of the Automatic Electric Co., according to Sarah E. Keenan, business representative of the local and a vice president of OEU.

Sister Keenan also advises that negotiations proceeded on a new agreement covering those in the bargaining unit, which now consists of some 475 employees.

XMAS FOOD PACKAGE ANNOUNCED BY CARE

New York—A traditional "turkey Christmas dinner" food package for hungry families of Europe is available for overseas delivery at a cost of $15, according to an announcement by CARE, the overseas relief organization.

The nonprofit, government-approved service of the Cooperative for American Remittances to Europe, Inc., pledged holiday delivery on orders received up to December 15.
THE NAM HAS A ‘NEW LOOK’

For some time now the National Association of Manufacturers’ staff has been talking about the Association’s ‘New Look’—one which was called the “New Deal” but which they were careful to say was not—perhaps incidentally, quite a different deal. (They deliberately said “deal” instead of “structure.”)

The average citizen—not aware of the subtleties of the NAM mind—would probably assume that the NAM was confessing that something was wrong with its old look. If that was actually the NAM’s “deal” it would certainly be in order.

Social Security called “Socialism”

We remember the old look all too well. It has been exposed to the public through the NAM’s past utterances. (Speech, you know, is supposed to mirror the soul.) During the period in which the NAM spoke for and against practically every piece of progressive legislation considered important.

It opposed the Wagner Act, the Securities Exchange Act, the Fair Labor Standards Act, the Anti-Strike-Breaking Act. It opposed every emergency legislation and denounced the Public Utilities Holding Co. Act. It fought against reciprocal trade agreements and denounced the railroad law and denounced Social Security as a socialistic measure.

The New Look

This was the old look of the NAM: a pose, patterned after the hatred of unionism, hands grasping for ever bigger profits, a back turned on progress; and the entire corrupant mass was sheathed in medieval armor—of burned gold, of course. That is what the NAM has been making of the NAM as the most reactionary force in America.

In the NAM’s “New Look” different. According to a recent article it is a result of a 1945 study of the NAM public relations activities. An attempt to improve what was made by NAM president Ira Mosher. He announced that a decision had been made to move from a defensive to an offensive position. “Henceforth,” he said, “the NAM’s representation of management will be at its proper place—on the offensive—with a direct, positive, constructive approach to every problem that arises.”

The chief structural changes undergone by the NAM consisted in the expansion of public relations activities. The importance of these activities more directly into the NAM program. The latter object was accomplished by making its public relations man an NAM vice president. (The extent of its public relations activities is shown by the fact that approximately half of the $4.1 million spent in 1945 went for that purpose.)

The NAM Bureaucracy

Appropriately the NAM did not undertake any of the structural change. It remains a tight bureaucracy controlled from the top. (The Press notes parenthetically that the NAM can match its bureaucratic life with Washington’s any day in the week.) Contrasts in the powerful 10-man Board of Directors which even elects the president, 111 members of the Board are elected by the membership—however, they are elected from a group of candidates nominated by a committee controlled by the Board.

A study of the NAM by Alfred Cleveland, which appeared in Harvard Business Review, shows that actual control of the NAM has long remained in the hands of large corporations. From 1933 to 1946, a group of 125 large corporations—which constituted from 1 per cent to 4 per cent of the total membership—held 63 per cent of the Directors, 88 per cent of the executive committee memberships and 52 per cent of the major executive offices. At the present time this group of corporations represents less than 1 per cent of the NAM membership but nonetheless retains control.

This intelligence brings up the interesting problem of whom the NAM represents. Cleveland shows that the organization is controlled by a relatively small group of very large corporations. He also proves that the membership itself is anything but representative of the American manufacturers. The NAM has approximately 17,000 member firms—which means practically all of the manufacturing establishments in the United States. However, these NAM firms produce more than 50 per cent of the total U.S. output and employ a majority of the production workers. In other words, the NAM composition is representative only of the large manufacturers, and its control is centered in the large.

The NAM Poll

Cleveland also suggests that the NAM pronouncements do not represent the opinions of American manufacturers. He points to a poll conducted by the NAM during the postwar OPA period. The poll merely asked the membership whether they believed that price controls hampered production and removal of controls would increase production. A majority naturally replied Yes to both questions. On the basis of these replies the NAM fought price controls—despite the fact that the membership had not been consulted on the overall necessity or desirability of price controls.

At about the same time the Commerce and Industrial Association of New York conducted a more honest poll which showed that 90 per cent of 326 industrial firms favored the continuation of price controls in a modified form. It would appear from this contradiction that the NAM leaders wanted to get rid of controls but they knew that the average manufacturer did not. Consequently they deliberately doctor up a poll which proved what they wanted it to prove.

The NAM is not without opposition in the manufacturing community. Tacit opposition to it is expressed by the 92 per cent of the manufacturers who do not join the Association. More vocal opposition has come from a number of well-known industrialists. (For example, Cyrus Eaton, the Cleveland banker and industrialist, penned an all-out attack in the dignified University of Chicago Law Review.) By whose authority has the manufacturing community remains silent—apparently feeling that it, too, profits from the NAM policies.

(Continued on page 4)

Let’s Organize

A hornet’s nest hung on a limb nearby. But the stage driver passed that carefully by. “What the matter,” the passenger cried, surprised. “Why,” was answered, “they hornets is organized.”

The horsely, the butterfly, the grasshopper, too—And there was a lesson in them. You will flutter and fall with the hoppers and flies. Unless, like the hornets, you’re organized.

—Anonymous.
WILL RIGHT WRONGS OF 80TH CONGRESS

Cincinnati.—Secretary of Labor Maurice J. Tobin pledged the aid of the Truman administration in carrying out the election mandate of the people for the “positive unequivocal repeal of the Taft-Hartley law.”

In a fighting speech delivered before the 80th AFL convention in session here, the 35-year-old Cabinet member predicted that the 81st Congress will “right the wrongs” of the 80th Congress.

A thunderous ovation was accorded Mr. Tobin when he pledged that as Secretary of Labor he would try to carry out the platform of the Democratic party, which called for outright repeal of the vicious anti-labor legislation, and work for the following programs:

1. To restore the Labor Department to its rightful and full strength as the voice of the wage earners in the government, and as the centralized agency of government and labor and manpower functions.

2. To consult the leaders of organized labor on all major policy issues, both legislative and administrative.

3. To continue to develop in the department a program to foster and improve free collective bargaining and to protect and advance the rights and the welfare of the millions of American men and women who work for a wage.

In addition to the repeal of the Taft-Hartley law, Mr. Tobin declared that the election results gave President Truman and the new Congress a clear, unmistakable mandate from the people for enactment of progressive legislation, designed to make America a better place in which to live and to work, free of racial and religious discrimination, which legislative program would include, he said, lifting of the minimum wage to at least 75 cents an hour, extension of the Social Security system; improvement of public health measures; strengthening of the Labor Department and in all man-made crises on the scoring cost of living.

As a result of the election of November 2, 1948, Mr. Tobin declared, “the aim and ideals of organized labor become generally recognized and embraced by the great masses of American people as common aims and ideals for the benefit of the entire nation.”

He added: “Today, after a rank appeal to the people to disregard the issues on the grounds that they would be taken by the world as signs of disunity in foreign and domestic affairs, the American people are once more united for labor’s welfare. These are united in a resolve that democracy and the rights and welfare of the individual shall not suffer from want of an aggressive, active program to them living, growing realities.”

The American people, through the efforts of organized labor, have recognized the tragedy and ineptness of the Taft-Hartley law and the dangerous philosophy behind it. “They have placed themselves on the side of free collective bargaining, free unions, free men, and a free, competitive society.”

OEIU Delegates at AFL Meet

Washington.—The following analysis of final election results confirms the astounding success won by Labor’s League for Political Education in its campaign to turn out of office all the foes of labor who supported the Taft-Hartley law.

The Senate of the 81st Congress will have a sizable Democratic majority as shown in the following recapitulation:

Democrats
Republicans
Democratic majority
In the Senate races, a total of 32 seats were at stake. Of these only 4 were held by pro-labor incumbents who supported the Taft-Hartley law. All were reelected.

Of the remaining 28 seats at stake, 27 were previously held by anti-labor Senators. Seventeen of these 27 will not return to the Senate. The following sums up the results of LLPE campaigns in the Senate races:

Total seats at stake
Pro-labor incumbents retained
New friends of labor elected
Composition of the House is as follows:

Democrats
Republicans
American-Labor
Democratic majority
A total of 172 candidates backed by LLPE were elected.

On the Taft-Hartley law issue, 106 Representatives who supported the measure will not return to the House in the 81st Congress. They were not returned for the following reasons:

Defeated at the polls
Defeated in primary elections
Did not run for reelection

Mr. Tobin pointed out that labor-management relations can never be treated purely as a legal problem. He said: “The attempt to settle differences between labor and management by legal hair-splitting increases rather than relieves tensions where they already exist. It induces tensions and antagonisms where they did not exist before.”

“Friendly, stable and mutually satisfactory cooperation between unions and management, as you well know, cannot survive where the relationship between the parties is perpetually one of plaintiff and defendant.”

“Such cooperation can result only from 2-way, across-the-table discussion and negotiation. This is the way of free collective bargaining, agreements freely arrived at by the parties.”

CHOOSE OEIU

Oakland, Calif.—By a substantial majority vote, OEIU Local No. 29 was selected by the office and clerical employees of Consolidated Freightways in a recent NLRA election, according to Raymond C. Collier, secretary-treasurer of the local union.

Ball’s Defeat One Of Biggest Gains

Washington.—Of all the triumphs witnessed in the elections, the defeat of Senator Joseph H. Ball of Minnesota is perhaps the most outstanding and the most rewarding.

Senator Ball’s 100 per cent anti-labor record set him up as the Number 1 target for the Minnesota branch of Labor’s League for Political Education.

Following an active campaign in support of Ball’s opponent, Hubert Humphrey, the 37-year-old popular mayor of Minneapolis and a friend of labor, workers flocked to the polls on election day and knocked Senator Ball right out of his Senate seat.

Why labor was so opposed to Senator Ball is apparent from a glance at his record on issues of vital interest to labor. He was a staunch supporter of the Taft-Hartley law and would have made it a tougher measure if it had been left exclusively to him. Since the passage of that anti-labor measure, he has advocated changes to strengthen it in favor of employers. He was the father of the suggestion that the Taft-Hartley law be an industry-wide bargaining contracts.

In addition to the Taft-Hartley law issue, Ball voted against labor’s interest on the Cigar Bill, railroad retirement law improvements, the postal-to-portal legislation, anti-inflation programs, the European Recovery Program and social security legislation.

Other notable victories in the Senate were by labor in successfully eliminating six other Senators who voted for the Taft-Hartley law. These were dumped by the avalanche of labor votes were: C. Douglas Buck of Delaware; C. T. Weygand of Illinois; A. W. Anderson of Iowa; Chapman Revercomb of West Virginia; Edward V. Robertson of Wyoming and Henry C. Dovershank of Idaho.
FURTHER BENEFITS WON AT REFINERIES

(Continued from page 1)

The Gulf group included H. E. Parker, chairman, assisted by Mars. Penoleas and A. W. Matley, with the Texas Council, together with Local Union President J. L. Lemaire.

Texas Company

The office employees of the Port Arthur Works and Terminal of the Texas Company also obtained a salary schedule in this year's negotiations. The office employees have received a $5 per month raise, plus $15 per month for each additional year of service, which provides for increases based on length of service. The previous agreement only provided a rate range for each classification. Monthly salary rates for the various classifications under the new agreement range from $108 to $415.50 per month. These rates do not include a living bonus paid monthly to each of these office employees, which presently amounts to $50 and increases in effect until June 1949.

The new agreement with the Port Arthur Works and Terminal is the first one of these which provides for a step-rate salary schedule, with increases based on length of service.

Many other minor improvements were obtained in the current contract, including a check-off of union dues and an extra day's vacation if a holiday falls within the vacation period.

The negotiating committee was composed of E. F. Letulle, chairman, with president of Local 66 J. L. Farrow, and A. W. Matley with Claude Bourque, W. T. Anderson, J. O. Walker, and A. H. Hightower, representing the union.

Case & Package Division

The office employees of the Port Arthur Case & Package Division of the Texas Company, who are also members of OUIU Local 66, have made further marked improvements in their working conditions in their recent contract negotiations. Office employees in this division of the company have received increases of approximately $15 per month in order to correct inequities existing between the Port Arthur Works and Terminal of the company. The range of salary rates for this group varies according to classification and length of service, from $150 to $215 per month, which rates also do not include the cost of living bonus presently amounting to $17.50 per month per employee.

This is the first agreement for this group which provides a step-rate salary schedule with increases based on length of service. Many other minor improvements were obtained, including a check-off of union dues and an extra day's vacation if a holiday falls within the employee's vacation period.

The negotiating committee for this group consisted of J. W. Reat, chairman, with A. F. Dalton, J. A. Moore, and G. Bell as the union's representatives, and President J. L. Lemaire, assisting.

Cities Service

The office employees of the Cities Service Refinery at Lake Charles, La., who are members of OUIU Local 87 of that city, have also made rapid forward strides in their recent contract negotiations.

SCHOLARSHIP PUT UP BY OUIU LOCAL

Millinocket, Me.—Presentation of a scholarship to Stearns High School highlighted the second annual banquet of OUIU Local 191 held recently.

The presentation was accepted on behalf of Stearns by Roy M. Hayes, superintendent of the Great Northern Paper Company mill, and Mrs. Bume. In his address, Mr. Hayes spoke of the necessity of encouragement to the youth of the country, to offset subversive tendencies. He congratulated Local 191 for its foresight in assisting the scholarship. Mr. Simpson brought good wishes from other Millinocket locals, and Mr. Wheeler brought thanks from the Maine State Federation of Labor.

Mrs. Hume, Miss Evans, chief speaker, from the splendid work done by the Employment Union in the September meeting by Mrs. Elizabeth Levesque, a former vice president of the local and last year's banquet chairman, voiced encouragement and congratulations on the success of the evening.

A particularly pleasant feature of the evening was an expression of congratulations and good wishes. In the form of a floral offering, from Robert M. Bume, superintendent of the Great Northern Paper Company mill, and Mrs. Hume.

Mrs. Hume, Miss Evans, chief speaker, from the splendid work done by the Employment Union in the September meeting by Mrs. Elizabeth Levesque, a former vice president of the local and last year's banquet chairman, voiced encouragement and congratulations on the success of the evening.

NAM HAS 'NEW LOOK'

(Continued from page 2)

At any rate, it is evident that the NAM's New Look did not involve a change in its essential structure. But what about its purposes? Has its approach to national problems been "constructive" as well as its words? And was the whole concept of the "New Look" as a Mosher's promise? Let's look at the record.

Recent negotiations resulted in boosts in salary schedules, effective July 1, by from $46 to $69 per month over the salary schedules previously in effect. In addition to the basic salary schedule, each employee receives a cost of living adjustment which presently amounts to $15 per month. The present actual hiring-in rate at this refinery office is $171 per month plus $15 cost of living adjustment, or $184 per month. The maximum guarantee rate in now $405 per month plus $70 cost of living adjustment, or $475 per month. The maximum guarantee rate in now $405 per month plus $70 cost of living adjustment, or $475 per month. The maximum guarantee rate is now $405 per month plus $70 cost of living adjustment, or $475 per month. The maximum guarantee rate in now $405 per month plus $70 cost of living adjustment, or $475 per month. The maximum guarantee rate in now $405 per month plus $70 cost of living adjustment, or $475 per month. The maximum guarantee rate in now $405 per month plus $70 cost of living adjustment, or $475 per month.

Postwar Program

In 1946, the NAM's sole contribution to postwar rehabilitation was to loudly demand three actions on the part of the federal government. These were: the immediate removal of price controls, a revision of the national labor policy, and the reduction of taxes on big business. By mid-1946 it had succeeded in persuading the OPA. By mid-1947 it had managed to shake labor with the Taft-Hartley Act and to have Congress pass an income tax revision bill which contained large tax cuts for the wealthy, small ones