The Office Worker

WASHINGTON, D.C., FEBRUARY, 1948

No. 38

Vote Union Shop In Wall Street

COMPLETE AGREEMENT WITH PAPER CONCERN

Marathon, Ont.—The first agreement between recently chartered OEU Local 219 and the Mill Division of the Marathon Paper Mill of Canada, Ltd., has recently been bro- ken and renewed, according to OEU Canadian Representative G. Russell Harvey. The contract establishes union security through the modified union shop and assures against discrimination because of union membership or activity.

Wage schedules were gained which are substantially beneficial to the employees involved, with ten salary grades established running to a maximum of $385 per month. In addition, the local union obtained full rights to sit in management on merit rating of all employees within the established rate ranges. In addition to such merit review to take place after the signing of the contract, provision is also made for similar merit reviews every six months thereafter.

The contract provides for the posting of job vacancies and assures a substantial measure of seniority protection in layoffs and rehiring.

The employees are assured of two full weeks paid vacation each year, and sick or emergency time off with pay amounting to one day for each month worked each year. Six legal holidays are included with full pay in addition to two one-half holidays and any other general holidays proclaimed by the Dominion or Provincial Governments. Time worked on such statutory holidays or regular off-days is classed as overtime work.

The bargaining committee of the local union consisted of E. W. Smith, R. E. Blais, S. E. Backay and W. H. Cameron.

YELLOW CAB OFFICE WORKERS ORGANIZE

San Francisco—OEU Local 36 has established its exclusive bargaining rights for the office and clerical workers of the Yellow Cab Co. through a cross-check worked out by agreement with the company, according to local Secretary-Treasurer Eleanor D. Murphy.

The organization of the Yellow Cab office and clerical force was made possible through the assistance of the A. F. of L. Strategy Committee under the direction of Joe Roberts, with the direct assistance of Beatrice Levens.

The establishment of exclusive bargaining rights was brought about through negotiations with President Jack Shelley of the San Francisco Labor Council rendering sensational assistance. A union shop clause has already been agreed to, subject to the requirements of the

Dice Loaded Against Workers By T-H Law, Declares Morse

Washington, D.C.—Senator Wayne L. Morse of Oregon, in an article appearing in “Everybody’s Digest,” a widely read monthly magazine, declared the Taft-Hartley law “loads the dice against our working people,” and called for its repeal.

Senator Morse’s presentation of labor’s viewpoint stands out like a shining light in a maze of articles widely publicized by leading magazines in which so-called impartial authors over-excerpted themselves to show the many “blessings” accorded labor by the Taft-Hartley law. The Oregon Senator started his article by pointing out that “throughout the long history of the labor movement in this country every demand made by the nation’s workers has met with consistent and often violent opposition.”

“Then after each pain had been won historians and people generally looked back and agreed that labor’s so-called ‘demands’ were just and necessary,” he said.

“Go back as far as you like, the story is always the same. Even labor’s long fight for free education law, and it is anticipated that a full working agreement will shortly be negotiated.

NEOTATIONS GET BOOST FROM POLLS

New York, N.Y.—Overwhelming victories were won by OEU Local No. 205 in union shop elections conducted by the National Labor Relations Board under the Taft-Hartley Act for the Stock Exchange, the Curb Exchange and the Cotton Exchange.

Stock Exchange workers gave smashing demonstrations of their desires for the union shop clause in their renewal contracts with a vote of 901 to 67.

The vote by the Cotton Exchange workers was 74 for union security to only 6 against, while the Curb employees voted for union security by vote of 178 to 12.

The elections gave a boost to the negotiations which Local 205 is now conducting with all three of the big exchanges for renewal of their agreements with substantial improvement in the Taft-Hartley Act.

“This overwhelming majority is a sign that points down a one-way street to higher wages and union security,” declared David Keefe, president of Local 205.

Washington, D.C.—Every union shop election in which OEU local unions have participated up to date have been won by substantial margins, it was reported at OEU headquarters.

This is typical of the election results reported by the National Labor Relations Board. Its latest report shows that there were 552 polls in December and in 518 the vote was “yes” by 93 per cent.

VOTE UNION SHOP

Cornell, Wis.—The office and clerical force of the Cornell Wood Products Co., members of Local 74, voted unanimously in a recent NLRB election for the continuation of the union shop clause in their agreement. All eligible employees, except one member ill with pneumonia, voted in favor of the union shop clause.

Organizer Odinet of the Wisconsin State Federation of Labor has been rendering worthwhile assistance to the local union in its new contract negotiations with the company.

GAS LIGHT PACT

Washington, D.C.—The agreement between OEU Local 2 and the Washington Gas Light Company, which has been opened for negotiations according to W. E. Probey, business representative of the local union, and office and clerical workers are covered by the terms of the agreement. G. South-
WASHINGTON, D.C.—Views and recommendations of the Office Em-
ployee International Union on pro-
posed changes in wage-hour regula-
tions were presented by Interna-
tional President Paul R. Hutchings
at hearings conducted by the Wage-
Hour Division of the Department of
Labor.

Hutchings stressed that his sugges-
tions were in the interest of recog-
nizing the economic changes that
have occurred since the present
law was enacted and of strengthening
the regulations in the interest of
both workers and employers.

He urged the administrator to ex-
cercite great caution in considering
changes in order that the exemption
provisions of the statute may not
become an avenue for destroying
the purpose of the act, to wit, the
protection of the nation's workers.

Wage and hour inspectors, he said,
were generally opposed to any reason-
able and fair in their appli-
cation of the regulations and there
was little confusion in the meaning of
the provisions. However, some realistic
changes must be made to make the regulations
more meaningful today, he pointed
out.

"We are unalterably opposed to
any removal of the salary test for
bona fide executive, administrative
and professional employees," the admin-
istrator declared, adding that the union
is in full accord with the position of
the General Labor Relations Board, whose
economist, Boris Shishkin, presented
justification for a minimum salary of
not less than $400 per month.

"We wholeheartedly join with the
American Federation of Labor in
urging that the administrator
increase the minimum salary test
for all exemptions to at least $450
per month. Such changes are neces-
sary in order to give the salary
a test a measure of reality which it
now lacks.

"We propose that such $400 sal-
ary test be applied not only in con-
nection with administrative
and professional exemptions, but
that it also be applied to executive
exemptions, removing the present dis-
criminatory test from such group.

The present differential between
the salary test for an executive and
administrative or professional
exempt employees is so great that
one may be tempted to believe that
the former group enjoys privileges
and benefits not enjoyed by the admin-
istrative or professional exempt
groups, but, he pointed out, there
actually exists little such advantage.

"We endorse and concur in the
position taken by the American
office of all officers of a local
union must also be executed in the
presence of an officer of the
National Labor Relations Board and
take all other required actions within
90 days of the close of the Interna-
tional Union's last fiscal period which
was December 31, 1947.

THE OFFICE WORKER

OFFICE EMPLOYEES
INTERNATIONAL UNION

PUBLISHED MONTHLY
Entire membership of the Office Em-
ployee International Union, Wash-
gton, D.C., as second-class mail
matter

Subscription Price, $1 a Year

90 DAYS ALLOWED TO FILE INFORMATION

WASHINGTON, D.C.—In a letter
addressed to Labor Board officials, the
National Labor Relations Board,
has been issued under the National
Labor Relations Act.

The regulation, which is in
force since the filing of a complaint
in the United States, Alaska and
Hawaii, provides for the filing of an
affidavit by the acceptor and
accepting the conditions, and any
affidavit must be filed within 90
days of the filing of the complaint.

The affidavit must be filed by the
person who performed the work,
and any other person who had any
interest in the work or the
person who performed it.

The affidavit must be filed in
the presence of an officer of the
Local Labor Relations Board and
shall be completed within 90
days of the close of the Interna-
tional Union's last fiscal period
which was December 31, 1947.

A TRIBUTE

Millinocket, Me.—At its last reg-
ular meeting OEU Local 102
spread on its records a resolution in
tribute to the memory of Law-
rence E. Shepperd, Recording
Secretary Ouellette of the local
union. The resolution adopted by the local union stated in part as
follows:

"In his sudden and untimely de-
ath, Lawrence E. Shepperd lost
a kindly man and dear friend. With
his magnetic personality, his rare gift of
humor expression, and his wide
acquaintance at the local level, he
was a dominant figure among his
fellow workers. It is fitting that
his personal qualities as they were
revealed to his fellow workers in
our local's structure, should be as a
character. Its genuineness was re-
flected in his gentlemanly demeanor
at all times."

The local extended its sincere
sympathy to Mrs. Wood.

HOYT PASSES ON

Miami, Fla.—Organized labor in
Florida mourned the passing of
Daniel Hoyt, former secretary-treas-
urer of the State Federation and a
member and trustee of OEU Local No.
102. He devoted his entire life to
union activities.

any powers and in order to
make proper use of them...the
employee brought under executive
exemption is in fact a bona fide executive
the regulations must limit the appli-
cation of the exemptions to
tions to persons who do not work
a reasonable percentage of the
functions described in the app-
clicable subsection of the regu-
lations.

"With regard to the substitution
of 8 hours for the 20 percent test
as proposed by the Administrator,
we should like to comment that...the
Proposal made by the American
Federation of Labor to replace the
8-hour test clause in these sub-
sections meets with our full
approval and accord, and we believe
that the Administrator inaugurated as
outside salesmen which gives
him to the Administrator the right to
determine in the regulations which
he establishes, to do...not extend a license to him
to make these contemplated exemp-
tions...without the payment of overtime
therefor.

"The proposal made by the Amer-
ican Federation of Labor to re-
place the 8-hour test clause in these
 subsections meets with our full
approval and accord, and we believe
that the Administrator inaugurated as
outside salesmen which gives
him to the Administrator the right to
determine in the regulations which
he establishes, to do...not extend a license to him
to make these contemplated exemp-
tions...without the payment of overtime
therefor.

"The proposal made by the Amer-
ican Federation of Labor to re-
place the 8-hour test clause in these
 subsections meets with our full
approval and accord, and we believe
that the Administrator inaugurated as
outside salesmen which gives
him to the Administrator the right to
determine in the regulations which
he establishes, to do...not extend a license to him
Pittsburgh—Basic wage adjustments of $3.75 to $5.56 per week highlighted the gains made in the recent negotiations with Gimble Brothers, Joseph Horne Company, and Kaufmann Department Stores, Inc., by OEIU Local No. 33 on behalf of its office workers membership in these stores according to Frank W. Blott, business representative of the local, who handled the negotiations.

In addition to such basic general wage adjustments, additional increases of one and two dollars per week were obtained in several departments.

The vacation clauses were improved so as to provide three weeks of paid vacation for employees of twenty years or more service at Gimbles and Joseph Horne, and four weeks after twenty years at Kaufmanns. A sixty-day probationary clause was established and the provision that employees may be re-hired after lay-offs in accordance with seniority provisions.

In all these agreements the employees are guaranteed six paid holidays each year.

New York City—Matthew Woll, a member of the AFL Executive Council, declared that virtually none of the labor relations legislation enacted by the various states "is soundly conceived with the best interest of labor, management, and the public in mind."

Mr. Woll's charge was contained in the first of a series of six articles on the general topic, Labor Law and the Law," to be published monthly by the Workers Educational Bureau of America.

Asserting that the "rash of labor relations bills that appeared in state legislatures" was part of the NAM's campaign "to throttle organized labor at the local and state as well as at the national level," Mr. Woll stressed the importance of the state legislation and the need for action by labor organizations to combat it. He said:

"It is important to recognize the relation of state labor relations legislation to the national problem. In the light of the present relations problems, however, emphasis should be placed on the need for improved workers' compensation laws, minimum wage and hour regulations, safety legislation, liberalization of unemployment compensation laws, and proper child labor standards."

It is significant that at the fourteenth annual Conference on Labor Legislation in Washington on December 8 and 9, 1947, labor representatives and state commissioners of labor declared that state legislation had wiped out the collective bargaining relationships that had been established for years. Regardless of their political affiliation those attending the conference declared that in many states government by injunction had been restored to employers through various state enactments aimed at wage-earners and labor organizations.

Mr. Woll reviewed briefly the extent to which union activities have been curbed by state action.

Woll Hits State Measures as Part of NAM Attack on Labor

"Most of the industrial relations legislation places restrictions on union activities. Missouri, Pennsylvania, and Texas each enacted five types of laws, and four and four restrictive measures were passed in each of the following states: Delaware, Michigan, and North Dakota. Two laws of this type were passed in each of 11 states: Arizona, California, Georgia, Idaho, Iowa, Massachusetts, Nebraska, New Hampshire, North Carolina, Dakota, Utah, and Wisconsin."

"Anti-closed-shop laws were enacted by 14 states; laws restricting picketing and other strike activities were enacted by 12 states, and secondary boycotts were prohibited in 11 states. Six states placed restrictions on jurisdictional disputes; 11 states enacted special laws relating to labor relations in public utilities, and 6 states prohibited strikes by public employees, while 8 states require registration of labor unions."

"In most cases the anti-closed-shop laws prohibit not only closed-shop agreements, but also union-security agreements, such as the union shop and maintenance of membership." "Union members and workers generally will recognize that much of the legislation referred to above is bad, and some of it is decidedy questionable. Virtually none of it is soundly conceived with the best interests of labor, management, and the public in mind."

Educational Programs

Started in California

San Francisco—The California State Federation of Labor reported that, as a result of the collaboration between the University of California, educational programs for labor are being developed in San Francisco, Los Angeles, and San Diego.

In Oakland, where the program has been under way for several weeks, gratifying results are reported.

The educational programs are directed by professionally qualified experts in the various fields, including labor law, contract negotiation, workforce organization, economics, and other subjects of vital interest to labor.
Food Cost For Family of 3
At $670 Record High in 47

Washington, D. C.—The yearly cost of food for a worker's family of three hit a new all-time high of $670 late last year. The cost, which includes prices prevailing in December, the Bureau of Agricultural Economics estimated.

This figure compares with $540.47 in the five years, 1935-39, and $552.28 in 1946, the bureau said.

Each month for more than 40 years, the bureau has figured the cost of feeding an average family of three.

The so-called "market basket" includes the quantities of food an average family of three consumed in the five years, 1935-39.

Thus the $670 cost last month may be less than actually is being spent, because BAE has reported several times that the average food basket last year was considerably higher than prewar.

These foods fall into six classes.

1. Meat products (three items, beef, lamb and pork).
2. Dairy products (four items, milk, buttermilk, fluid milk and evaporated milk).
3. Poultry and eggs.
4. Cereals, including bakery products (four items) and "other cereal" products (eight items).
5. Fruits and vegetables (25 items, including fresh fruits and vegetables and canned fruits and vegetables).
6. Miscellaneous products (seven items, such as sirup, margarine, cooking oils, sugar, peanut butter, and shortening).

Since November 1946, soon after

W R E N E W A R G R E E N T M E N T
WO B T A C O N C E R N

New London, Conn.—After eleven weeks of almost continuous negation, the renewal of the agreement by the Louden Meat Traders Council and the Electric Boat Company was "achieved," according to a report by the secretary-treasurer of Local 106. The local union is affiliated with the council, and the council and the company covers its members.

In discussing the agreement, Mr. Frank Hicks said that possibly the hourly wage increase was the outstanding achievement, stating that the new rate would be $1.40 per hour fixed rate, whereas in the past the fixed rate was on an "escalator basis." In addition, three weeks' paid vacation was gained for employees who have been with the company for 25 years or more.

The renewed agreement is not yet completely satisfactory, Mr. Frank Hicks states that the local union membership is "determined to secure even further gains.

President Joseph F. Fitzpatrick of the local union served on the Meat Council形成了 negotiating committee and was one of the signers of the agreement which runs through 1948.

ORGANIZING
Boise, Idaho.—Local 196 is planning organizational activities among office and clerical workers employed by the local transfer and drayage concerns, according to Recording Secretary Joe Downey of the local union, AFL. Organized by Charles R. Smith, who organized this new local union several months ago, the workers are working with its officers in this activity.

F IN A N C I A L R E P OR T
Washington, D. C.—Detailed statements on receipts and disbursements for the three months ending Oct. 29, fourth quarter of 1947 have been mailed to all local unions, according to Secretary-Treasurer J. How and Hieck of the International Union. The OEU constitution provides that the statements are to be sent to all local unions and officers of the International Union.

Women Playing Greater Part In World Affairs
Washington, D. C.—The Women's Bureau of the Labor Department released a report showing the growing part women are playing in international conferences and organizations.

F R B S A Y S C U R B N E E D E D
TO STOP PRICE HIKE
Washington, D. C.—The Federal Reserve Board predicted that further inflation and higher prices are inevitable unless strong steps are taken to counteract the trend.

The board's monthly bulletin said that "the basic essential" of the situation is joining forces to solve the troubled and inflationary trend, as increased demands for home needs and new production requirements are taking their toll.

G A S L I G H T P A C T
(Continued from page 1)

WASHINGTON, D. C.—Industrial production failed to maintain the postwar record level attained in November and declined slightly during December, the Federal Reserve Board reported.

In another feature of its report, the board said that department store sales for the last 3 months of 1947 were 9 percent greater than for the corresponding period in 1946, but that for the first half of January store sales "showed somewhat more than the usual seasonal decline."

Output of the nation's factories and mines was listed on its production index at 91 percent above the 1935-39 average in December against 92 percent in November and 90 in October.

Despite the general decline, activity in different industries continued to advance in December to a new postwar peak. The board said the hopeful trend played an important part:

1. Iron and steel industry was boosted to a new peak by action in the near future.

2. Assembly of passenger cars and trucks increased further in December and production for the year was about 80,000 more than in 1944 and 4,000,000 in 1944. Output of trucks in 1947 was the highest on record.

3. Production of freight cars in December reached 9,000 units "which virtually met the goal established for the industry last spring."

Prices in durable goods were offset, the board said, by a "slight decline" in nondurable goods output and reduced holiday influence reduced production in a few lines.

AFL Pilots Sign New Pact
New York City.—The AFL's Air Lines Association and the United Air Lines agreed on a new contract governing pay and working conditions for some 1,000 pilots.

The contract provides that a senior officer flying 80 hours a month, half day or night, in a DC-3 will receive $436, and if flying a DC-7 in over-water operations will receive $1,266 a month. The rate for the same officer on a DC-9 in the United States will be $1,186.

G A S L I G H T P A C T
(Continued from page 1)

well Brown, chief steward and chairman of the OEU negotiating committee, reported that a substantial majority of office employees have signed union shop authorization cards and that it is anticipated that a union shop election will be held in the near future. It is quite apparent that the election recognizes the value of its present union security provisions and will vote in support of the continuing integrity of the coming NLRB poll. The members have shown great interest in the many contract improvements arising from their representation by the Union unanimously approved by the membership at a recent meeting. It is anticipated that contract negotiations will get under way shortly.