

THE OFFICE WORKER

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

No. 41

WASHINGTON, D. C., MAY, 1948

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ARBITRATION AWARD UPS SENTINEL PAY

Milwaukee.—As the result of an arbitration award handed down by Dr. Edwin E. Witte, Professor of Economics at the University of Wisconsin, the Milwaukee Sentinel employes covered by an agreement with OEIU Local No. 9 have been granted wage increases retroactive to January 1, 1948, as follows:

All minimum scales in the agreement were increased at least 10 per cent. All rates for employes who have been with the Sentinel two years or more were increased at least \$5 per week.

The largest increases made in the minimum wage scales are in the classifications of telephone solicitors and classified outside salesmen, to serve as a protection to the employes compensated on an incentive basis. These brackets were increased up to \$10 per week.

Rates Increased

All employes, other than those compensated on an incentive basis, received increases in their present wage rates equal to the increase in the minimum wage scales for the classification and experience group to which these employes belong. These ranged from \$2.50 to \$8 per week.

The sole issue involved in the arbitration case was the union's demand for a wage increase. Both parties submitted briefs in support of their positions as well as oral arguments. Saul Cooper, the union's legal counsel, and Business Representative Harold Beck drew up the union's brief and presented the union's case before the arbitration board.

Members of Board

In addition to Dr. Witte, who acted as the chairman, the Board consisted of Carl Bender, union steward at the Sentinel, and Otto Jirikowic, Organizer for the Federated Trades Council of Milwaukee, who were representatives for the union, and Mr. Gray and Mr. Gronkiewicz, who represented the company. The Sentinel case was presented by W. N. Thomson, business manager and assistant publisher of the paper.

OEIU SELECTED AT GAS SPECIALTY CO.

Milwaukee.—By a vote of 25 to 2, the office employes of the Burnham Street office of the Milwaukee Gas Specialty Company, manufacturers of gas controls and accessories, voted OEIU Local No. 9 as their bargaining agent in a recent election conducted by the Wisconsin Employment Relations Board.

Negotiations are now in progress for the first contract. The bargaining committee consists of John Zinos, Arthur Zunker, Robert Schmidt, June Bietow and Harold E. Beck, Business Representative for Local No. 9.

OEIU GREET'S UNION-INDUSTRIES SHOW

We extend our most cordial greetings to all of the participants at the Union-Industries Show being held in Milwaukee, Wisconsin, May 12th through 16th at the Municipal Auditorium. The Office Employees International Union is proud of its membership in the Union Label Trades Department of the AFL, which is sponsoring this enlightening show of union-management cooperation.

The sincere greetings of our International Union are extended to the citizens of the City of Milwaukee and we are pleased to advise them of the fact that we have a strong active functioning local union of office employes servicing the Milwaukee Area. A large portion of this issue of THE OFFICE WORKER is being devoted to news stories and articles outlining the growth and gains of our Milwaukee Local No. 9 which we feel will be particularly interesting to the many hundreds of thousands of Milwaukeeans who will be attending the Union-Industries Show.

J. Howard Hicks,
Secretary-Treasurer



Paul R. Hutchings,
President

Story of Milwaukee Local Reflects Progress of OEIU

Milwaukee.—About thirty years ago in Milwaukee a small group of white-collar workers formed the first office workers union in the state of Wisconsin. This little band of far-sighted workers realized that they personally and immediately could not benefit from unionization but they visioned the tremendous need for such organization among the rapidly increasing numbers of office and clerical employes.

So with little experience, little strength, but imbued with great determination and foresight they requested a charter from the American Federation of Labor and thus laid the cornerstone for the office employes union in Milwaukee and one of the first in the United States. This organization became known as the Stenographers, Bookkeepers and Typewriters Union No. 16456.

All through the ensuing waves of prosperity and depression with the reflecting changes of attitude of the office workers, this small local hammered away at its gigantic task of organizing office workers. The major task was convincing the office worker that individually he had little chance of economic improvement but that he needed to act collectively through a union if he was to achieve the benefits that

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MAY DANCE

Milwaukee.—In conjunction with the gala festivities of the Union-Industries Show, OEIU Local No. 9 is sponsoring a May dance, Saturday, May 15, in Engelman Hall of the Milwaukee Auditorium.

A popular band will furnish the music and the public is invited. Admission is \$1 per person.

GRIEVANCE SETUP PROVES EFFECTIVE

Milwaukee.—When a member of OEIU Local No. 9 has a complaint or grievance at the International Harvester Company he knows that it will receive prompt attention.

The union stewards who are familiar with the contract are ready at all times to assist the members in presenting the complaints or grievances to the department heads. If the grievance is not adjusted to the satisfaction of the member, the steward submits the grievance in writing to the grievance committee. This committee, consisting of Chairman Kenneth Clark, Sam Untreff and Christy Meier, meets with the company's committee on Thursday morning to discuss the grievance. The steward and sometimes the employe involved attends this meeting to help present the facts.

Final Steps

The company, after hearing the union's presentation, investigates the grievance and gives a written answer in one week. If the grievance is not then settled an appeal may be made to the works manager who after hearing both sides gives his answer in writing to the union.

If the grievance is still not disposed of to the union's satisfaction, it may be submitted to a board of arbitration whose ruling is final and binding on the company and the union.

Members of Local No. 9 at Harvester know what it means to have their case presented by their own representatives in the councils of top management. It's a lot different than the old way of following the chain of command.

TRANSPORT OFFICES RETAIN UNION SHOP

Milwaukee.—By a vote of 96 to 7, members of Local No. 9 of the OEIU, employes of the Transport Company, voted to retain the all-union shop provision in an election held by the National Labor Relations Board. The poll was held in compliance with the Taft-Hartley Act.

This is the second time the employes have overwhelmingly expressed themselves in favor of an all-union agreement, the first election being conducted in May, 1945, by the Wisconsin Employment Relations Board as required by Wisconsin law.

Prior to the enactment of the Taft-Hartley law, the proponents of the act and the newspapers contended that workers were forced to work under union shop provisions, and if given free voice to choose, the majority of workers would vote against a union shop.

Contention Disproved

Just the reverse has happened. Workers, given the right through National Labor Relations Board elections, freely express their desire to work under union shop conditions. The March issue of "Labor Information Bulletin" of the U. S. Department of Labor, substantiates the prediction of labor leaders that workers do want union shop conditions. The Bulletin points out that 9 of each 10 employes voted in favor of union shops, or 95.4 per cent of the workers who voted answered in the affirmative. Further, that from August 22 to December 31, 1947, 660 of the 664 union shop authorization elections were in favor of this authorization.

The above results ought to convince even the most "doubting Thomas" that all-union shops are not imposed upon the workers, but that the workers themselves desire the union security protection, and that we might have avoided piles of red tape and saved valuable time and government money.

OEIU WINNER AT GENERAL ELECTRIC

Toronto, Ont.—The big office of Canadian General Electric is now under the banner of the Office Employees International Union, according to Canadian Representative Russell Harvey.

Office and clerical workers voted by a big majority for Local 131 as their exclusive bargaining representative, rejecting the UE-CIO by about three to one.

This is one of a number of big offices where the workers are turning to OEIU to obtain the security and benefits of unionization.

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OFFICE EMPLOYEES
INTERNATIONAL UNION



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The Need For a Strong Union

The need for a strong union was never greater than now. On all sides workers are faced by pressing problems which can only be satisfactorily met and overcome through strong united action.

This is not a day for part-time trade unionists and it is the duty of each union member to put and keep his shoulder to the wheel and make substantial contributions not only to the progress and forward march of his own local union and his International Union, but in the overall battle with the reactionary forces which are exerting untold efforts to manacle our entire trade union movement and render collective bargaining impotent and ineffective.

This is no time for petty bickering among ourselves. Every ounce of our energy and strength should be devoted to the task of building, strengthening and defending our movement. This is a job requiring the attention and devotion of each of us, whether we be officers, committeemen, stewards, or rank and file members.

It is always easy enough to find excuses for not doing the things which are necessary for the growth and development of our unions. Excuses and good intentions will not build a union. Paying dues will not, by itself, build a union. It will only build a treasury. A union can only be built by the concentrated efforts of those men and women who are willing to give of their ability, time and strength to help build an organization through which we can collectively achieve decent living standards, job security and our other legitimate goals.

Our union—yours and mine—can be just as strong as we make it together. Selfishness, egotism and bickering are sappers of our strength. We know the principles of trade union organization are sound and workable. It is up to us to apply these principles every day, in every way, in promoting our common welfare and best interests. Let's meet our problems together as good trade unionists, each will-

Expand and Modernize Social Security System, Board Urges

Washington. — The Advisory Council on Social Security recommended the expansion and modernization of the nation's Social Security Law to provide ultimate protection and greater benefits for virtually everybody in the United States.

The council, composed of 17 prominent citizens including Nelson H. Cruikshank, the AFL's director of social insurance activities, submitted a 22-point proposal to the Senate Finance Committee.

Mr. Cruikshank, commenting upon the report, expressed great satisfaction over the fact that the council's 22 recommendations, 20 of which were adopted unanimously, are very largely identical with AFL suggestions for changes in the social security system which it has made repeatedly in recent years.

The report of the council, made public by Senator Eugene D. Millikan, contains recommendations which would:

Recommendations

1. Expand the coverage of the insurance program to over 20 million workers and their families not now covered, including self-employed persons, farmers and farm workers, domestics, government employees, members of the armed forces, and employees of nonprofit institutions.

2. Nearly double the average benefits paid under the insurance program on the theory that the government "should make sure that all members of the community have at least a basic measure of protection against the major hazards of old age and death."

3. Raise the taxes on employers and employes for financing the program from 1 percent on each to 1½ percent. For both contribution and benefit purposes, the first \$4,200 instead of the first \$3,000 of earnings would be counted. Self-employed, including farmers, would pay 2¼ percent.

4. Make it easier for older workers, who retire after only a few years under the system, to qualify for benefits and to obtain benefits that would support them without further government assistance. The report stressed that one of the weaknesses of the present law was its "unduly restrictive requirements for older workers" which, together with limited coverage, resulted in only about 20 percent of the people over 65 being eligible for benefits although the system has been in operation now for 11 years.

Higher Benefits

Stressing the need for higher benefits, the council recommended immediate payments running from \$20 a month to \$78.75 for those who retire, including those already on the rolls, instead of the present range of \$10 to \$44.80.

In a few years, under the proposed levels, retired male workers who are single, would average \$55 a month; retired workers and their wives would average about \$85;

and widows with two children would average about \$110 a month. The inadequacy of present benefits is "self-evident," the council said.

Recommending expansion of the coverage of the old-age and survivors insurance program to cover virtually everybody, the council said if the insurance benefits under such a system are reasonable in amount then "public assistance will be necessary in the long run only for those aged persons and survivors with unusual needs and for the few who, for one reason or another, have been unable to earn insurance rights through work."

The only employes left out of the compulsory system, under the council's recommendations, would be clergymen and members of religious orders, and temporarily, federal workers now covered by civil service retirement and railroad employes covered by the railroad retirement system.

The report of the council, made public by Senator Eugene D. Millikan, contains recommendations which would:

1. The president of the firm called the employes into his office in groups of 20 to 25 to read them what the board described as an "intemperate antiunion address" the day before the election.

CORPORATIONS MORE THAN DOUBLE WEALTH

Washington.—Corporations have increased their wealth two and one-half times since 1939, according to figures published by the Securities and Exchange Commission.

To measure the wealth, the commission uses the best "yardstick"—the corporations' "net working capital."

NLRB Voids Election Because of Employer's Raw Campaign

Washington.—The National Labor Relations Board took it upon itself to protect a union from an employer's vigorous antiunion conduct, even though the Taft-Hartley law's unfair labor practices section was not violated by that employer.

The board ordered the results of an election set aside on the ground that the employer's pre-election campaign was so vicious that it created an atmosphere in which it was doubtful that the employes were really free to express their preference for a collective bargaining agent.

The case grew out of the defeat of the AFL's Boot and Shoe Workers' Union in an NLRB election conducted among employes of the General Shoe Corporation at Pulaski, Tenn., on July 31, 1946.

The NLRB based its decision upon the following antiunion tactics of the employer:

1. The president of the firm called the employes into his office in groups of 20 to 25 to read them what the board described as an "intemperate antiunion address" the day before the election.

2. Foremen were sent to the homes of employes after working hours to propagandize against the union.

In its decision, the NLRB majority declared:

"This case discloses no mere campaign speech by an employer official to a large assemblage of em-

Buying Power Near 1942 Low

Washington. — The American Federation of Labor has repeatedly demonstrated with facts and figures that the buying power of the average American worker has been declining steadily since the war, despite wage increases earned during that period.

Support for the AFL position came from a recent report of the President's Council of Economic Advisers which declared that consumer purchasing power is now less than at any time since 1942.

Climbing prices in the first 3 months of 1948 not only wiped out an actual gain in per capita income after taxes, but sent the purchasing power of that income reeling backward, the report said.

The council also warned of signs that the rate of spending and savings by the consumers is slowing down. This is another indication that incomes will not stretch far enough for people to buy what they want to buy. It is apparent that the bulk of wage earners' income must go to purchase only the necessities of life.

That is figured by subtracting their "current liabilities" from their "current assets," leaving the amount of money and other wealth they own free of debt.

From \$24.5 billion in 1939, the "net working capital" went up steadily during and after the war, to \$60.4 billion on September 30, 1947, the last date for which figures are available.

ployes. Nor do we rely upon the fact that the speech was delivered on company premises.

"The significant element is the method selected by this company's president to express his antiunion views to the employes on the day before the election. He had them brought to his own office in some 25 groups of 20 or 25 individuals, and there, in the very room in which each employe must have regarded as the locus of final authority in the plant, read every small group the same intemperate anti-union address.

"In our opinion, this conduct, and the employer's instructions to its foremen to propagandize employes in their homes, went so far beyond the presently accepted custom of campaigns directed at employes' reasoning faculties that we are not justified in assuming that the election results represented the employes' own true wishes."

The majority held that the provisions of the Taft-Hartley law which seek to guarantee employers complete freedom of speech do not operate in an election case, because Congress applied them only to unfair labor practices. The "free speech" section of the law provides that the NLRB shall not use "the expression of views, argument or opinion" as evidence of an unfair labor practice unless it contains a "threat of reprisal or force or promise of benefit."

STOCK EXCHANGE STRIKE IS ENDED

New York City—The clerical employes of the New York Stock Exchange and members of OEIU Local 205 who have been on strike since March 29 for improved conditions in their renewal agreement, have returned to work upon the request of Mayor William O'Dwyer, with guaranteed wage adjustments ranging from \$3 to \$5 per week and with the Mayor conducting an investigation of the wage issue, at the conclusion of which further conferences on wages will be held. Mayor O'Dwyer appointed William J. McCormack, President of the Penn Stevedore Company to investigate the wage matter and report back to him. The members of the local union voted at a special meeting to return to work on such basis. In addition to wage increases, further improvements were obtained in the vacation provisions.

The strike against the New York Curb Exchange was terminated about the middle of April when the Curb Exchange agreed to grant a general 10 percent increase in wage rates and to include the volume bonus within the scope of the union's collective bargaining agreement.

The settlement of the Stock Exchange controversy does not include settlement of the local's strike against the member firm brokerage houses of A. M. Kidder & Co., Bache & Co., E. F. Hutton & Co., and Shields & Co. No settlement of the union's controversies with these firms is in sight.

The union security issue in the Stock Exchange controversy was compromised, with the union accepting the maintenance of membership clause similar to that incorporated in its New York Curb Exchange agreement.

The Seafarers International Union and the Sailors Union of the Pacific, AFL, rendered outstanding service to Local 205 during the conduct of its strike controversy with the two exchanges. Hundreds of members of the SIU and SUP each day joined the striking members of OEIU Local 205 on their picket lines during the entire month of the strike. The officials of the Seafarers International Union, and its Atlantic and Gulf District including Paul Hall, Secretary-Treasurer of the Atlantic and Gulf Coast District, and Morris Weisberg, International Vice President, rendered all-out support to Local 205 and its members involved in the controversy.

In commenting on the settlement reached with the Stock Exchange, OEIU President Paul R. Hutchings stated: "While the settlement was far from what had been desired by our local union and its members involved, it must be borne in mind that for a solid month our membership, with the able and all-out brotherly assistance of the Seafarers International Union and the Sailors Union of the Pacific, waged a full scale strike against the most powerful financial exchange in the country. Not only were we faced with the adamant and uncompromising position of the Stock Exchange in resisting every attempt to bring about a workable settlement, but in addition our members

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If You Aren't Registered, You Can't Vote

Strikebreaking Tactics of N.Y. Police Hit by Dubinsky

New York.—Labor unions and civic groups joined in criticism of the night-stick swinging tactics used by New York police against union pickets stationed around the Stock Exchange here where members of Local 205 of the AFL's Office Employees International Union were on strike.

David Dubinsky, president of the International Ladies Garment Workers Union, said the situation revealed a "shocking state of affairs" and requested the New York Police Commissioner not to allow the use of the police as a strike-breaking agency.

The ILGWU president announced at the same time that he was sending \$5,000 in contributions as strike support to M. David Keefe, president of Local 205. Of that sum \$2,500 was given by the ILGWU General Office and \$2,500 by the New York Joint Board of the Cloakmakers Union, ILGWU.

"The strike deserves the full support of the entire labor movement," Mr. Dubinsky said. "At a time when industrial workers are enjoying the benefits in decent wages and job security coming from collective bargaining and union protection, white

collar workers at the financial heart of America and the world have a just cause. Their claims come from real need. The position taken by the Wall Street leaders in forcing their workers to strike for minimum protection cannot be too strongly condemned."

FURTHER INCREASES AT ANOTHER UTILITY

Lincoln, Illinois.—OEIU Local No. 167 has recently negotiated a renewal agreement retroactive to March 1, 1947 at the Central Illinois Electric and Gas Co., resulting in increases ranging from \$15 to \$42.50 per month according to International Vice-President L. G. Nygren who assisted the local union in these negotiations.

VICTORY FOR OEIU

Portland, Ore.—A smashing two to one victory in a National Labor Relations Board representation election among employes of Tracey and Company, a wholesale auto parts firm, by Local 11 has been announced by Secretary-Treasurer T. M. Kincaid of the union.

Kincaid said that the union will seek immediate bargaining conferences with the management of the firm. He anticipates a cordial relationship and has expressed keen appreciation of the loyalty displayed by the members of the newly organized group employed by the company.

"This is an important win for the union and marks the entrance of this local union into a new industry," Kincaid said.

SAVAGE ARMS DIV. OFFICE ORGANIZES

Chicopee Falls, Mass.—All but a few of the more than 100 office and clerical employes of the Stevens Arms Division of the Savage Arms Corp. have organized a new local of the OEIU, according to reports of AFL-OEIU Organizer Frank Morton and AFL Organizer Wm. Malone, who have assisted in the organization of the new local which is known as Local No. 228.

The local union's charter was officially installed by International Secretary-Treasurer Hicks at an installation ceremony last month and the local union has elected its officers and is presently at work on the drafting of contract proposals which will be submitted to the company.

The full support and cooperation of the federal labor union which holds bargaining rights in the plant was in no small measure responsible for the rapid organization of this office force into OEIU.

New Agreement With Power Co.

Meridian, Miss.—A renewal agreement has been entered into between OEIU Local 54 and the Mississippi Power Company, bringing further improvements in working conditions to the members of the local employes in the company's offices, according to reports received from Local President Wilson D. Mobley and Secretary Wm. E. White.

Improvements were made in the rate ranges of all job classifications ranging up to \$24 per month. Employes progress through their rate ranges on six-month steps.

Election Slated At Busch-Sulzer

Washington.—Granting the petition of OEIU Local No. 13, the National Labor Relations Board has ordered an election at the Busch-Sulzer Diesel Engine division of Nordberg Manufacturing Company in St. Louis to determine the collective bargaining representative of the production clerks.

AFL-OEIU Organizer Frank Morton assisted Local 13 at the hearing on its petition.

ELECTION WON

Baltimore, Md.—By an overwhelming vote the office employes of the Revere Copper and Brass Co., Inc., Canton plant, have voted for the union shop in an election conducted by the NLRB, according to Elayne Cohen, recording secretary of OEIU Local 22 which holds bargaining rights for this group. AF of L Organizer Joseph Gillis assisted the union in the election campaign. The local union is presently in renewal negotiations with the company for a new agreement.

LOCAL ORGANIZES AT FRAZER PAPER

Madawaska, Maine.—An overwhelming majority of the office and clerical employees of the Frazer Paper Company, Ltd., offices in this city have signed for membership in OEIU and a charter for this group as OEIU Local 232 is being installed, according to International Representative George P. Firth, who is assisting in the organization of this group.

The active cooperation and support of the Maine Federation of Labor and its President Benjamin Dorsky has been responsible for organizing this group. Steps are presently being taken to obtain exclusive bargaining rights through the NLRB.

Petition Granted For Gale Election

Washington.—An election to select the collective bargaining representative of office and clerical employees at the Gale Products Corporation plant in Galesburg, Ill., has been ordered by the National Labor Relations Board.

OEIU Local 221 requested the election. It was represented at the hearing on the petition by L. G. Nygren, OEIU international vice president. The corporation, which has an agreement with an "independent union" attempted to block the election on a technicality, but was overruled by the NLRB.

Further Gains At Olympic Press Co.

Oakland, Calif.—A renewal agreement negotiated with Olympic Press Co. brought further gains to office and clerical employees of the firm, according to John Kinnick, business agent of OEIU Local No. 29.

Wage increase of \$30 a month, an additional six days of sick leave and further improvement in the vacation clause were secured.

Strike is Ended

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were faced with the pressure of maintaining picket lines which were ringed constantly by hundreds of New York policemen and mounted police.

During the entire period of the strike controversy solid shoulder-to-shoulder wedges of police prevented our picket lines from marching in front of the main entrance of the New York Stock Exchange and within such restricted area the union was allowed to have only four pickets who were encircled by the police within a circular area which just allowed for the four pickets to walk without stepping on each other's toes. Despite all the difficulties encountered, it is most significant to note that our ranks remained firm during the entire month of the strike controversy. Considering all of the facts involved, this is a remarkable achievement and clearly shows the overwhelming desire of the members involved to courageously, and against terrific odds, attempt to achieve for themselves necessary improvements in their job security, union security and their other conditions of employment."

Democracy At Work In OEIU



Above is pictured the regular April meeting of Milwaukee OEIU Local No. 9 where the members transact general business of the local in the democratic tradition. Kenneth Clark, local president, is standing and seated is Xan Papachristou, recording secretary.

Story of Milwaukee Local

(Continued from page 1)

were being enjoyed by his fellow worker in the plant or shop.

Little by little the office workers reluctance to join unions was overcome. Efforts of this pioneering work began to show results in 1937 with the passage of the National Labor Relations Act. A wave of organization swept the country and office employes began to realize that unless they organized they could not keep pace with the tremendous gains which were being secured for other workers organized by the American Federation of Labor unions. At this time the Miller Brewing Company and the Milwaukee Sentinel Company were among the firms organized.

Promises Forgotten

During World War II the salaried employes suffered more than any other group of workers. They were frozen to their jobs. They did not receive the take-home pay based upon the hours of overtime that their brothers and sisters in the factories received. But because of the bright future—the brave new world which was to follow the war they were content to endure this suffering. The glorious promises made to them by their employers would more than offset their war time plight. But by V-J Day these promises were soon forgotten.

When government restrictions

were lifted the employers found other excuses to keep them in their low economic status. They then began to realize that their individual bargaining was futile, that they too needed a strong militant labor union to improve their conditions and pay.

With the wide-spread growth of organization, the American Federation of Labor in 1945 chartered the Office Employes International Union and the Milwaukee local of office workers officially became Local No. 9 of the Office Employes International Union.

Again Local No. 9 came to the assistance of the office employes and embarked upon a vigorous campaign with the aid of its International Union and organized and secured contracts covering the office employes of the International Harvester Company, Koehring Company and Square-D Company.

Bargains for Many Offices

Today Local No. 9 bargains for many hundreds of office employes employed in the following offices: Dairy Distributors, Inc. Eagles Club International Harvester Company, Milwaukee Works Koehring Company Miller Brewing Company Milwaukee Gas Specialty Company Milwaukee Sentinel

Favor Union Shop By Huge Majority

Wisconsin Rapids, Wis.—By a vote of 75 to 12, in an NLRB election held April 15, the office employes employed at the Consolidated Water Power and Paper Company endorsed a union shop policy requiring membership in OEIU Local No. 95 as a condition of continued employment.

Ballots were cast by 87 of the 92 employes eligible to participate, the other five being absent due to illness.

The result of the election confirms the union shop policy which has been in effect for Consolidated office employes since organization of Local No. 95 of the OEIU four years ago, according to Harry Klappa, President of Local No. 95.

Padway, Goldberg and Previant Law Firm Shadbolt and Boyd Company Square-D Company Transport Company United Parcel Service 50 Trade Union Offices

The contracts negotiated by Local No. 9 with these companies provide for seniority, job promotion and transfer provisions, vacation benefits running up to three weeks, sick leave, wage reopening clauses, severance pay and overtime provisions. In each instance the union has secured for its members substantial wage increases so that the present wages paid to its members employed by the above firms rate among the highest in the community. In addition to securing substantial wage increases, the local has conducted job evaluations and has succeeded in placing the employe in classifications commensurate with the skills required and the responsibility of the duties performed.

Local No. 9 is a democratic union holding regular membership meetings once a month at which time general business is handled. In order to effectively service the members at the various companies, however, unit meetings are held where grievance, contract proposals and company proposals are acted upon by the members involved. In addition to conducting the affairs of the union at the general meeting, interesting educational and recreational programs are arranged.

Retains Militant Spirit

Officers of the union are: Kenneth Clark, president; Alice Holz, vice president; Xan Papachristou, recording secretary; Thomas Arnold, secretary-treasurer; Fred Schmitz, Wanda Bilinski, Harold E. Beck, board members. Harold Beck is the business representative.

During its years of existence Local No. 9 has established a record of achievement not only for those who are listed on the membership rolls but to all office employes in this community who have received benefits because of the mere existence of the union. The union, however, is not content to rest upon its past successful record but still retains that early militant spirit of trade unionism dedicated to actively organizing all office employes so that in the years to come they too can reap the benefits and security they so rightfully deserve.

OFFICE EMPLOYES INTERNATIONAL UNION

(Affiliated with the American Federation of Labor)

APPLICATION FOR MEMBERSHIP

Desiring to become a member of a Local Union chartered by the Office Employes International Union, affiliated with the American Federation of Labor, I hereby make application for admission to membership and authorize such organization to be my exclusive collective bargaining representative.

Name _____ (Print) Social Security No. _____
Street Address _____ Telephone _____
City _____ (Zone) _____ State or Province _____ Age _____
Occupation _____
Name of company where now employed _____
Clock No. _____ Date _____, 194____
Badge No. _____ Signature of Applicant _____