ARBITRATION AWARD UPS SENTINEL PAY

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

- All minimum scales in the agreement were increased at least 15 per cent. All rates for employees who have been with the Sentinel two years or more were increased at least 25 per cent.

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 employee concerned on an incentive basis. These brackets were increased up to $10 per week.

Rates Increased

All employees 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 employees belong. These ranged from $1.75 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 Dr. John D. Hennig, president of the Sentinel, and Otto Jirikowic, Organizer for the Federated Trades Council of Milwaukee, who were representatives for the union, and Mr. Gray and Mr. Gronkevics, 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 employees of the Burnham Street office of the Milwaukee Gas Specialty Company, manufacturers of gas controls and accessories, voted to unionize under the 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 Schmitt, June Betts and Harold E. Boe, Business Representative for Local No. 9.

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 complaint or grievance 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 Unett and Christy Meier, meets with the company’s committee on Thursday mornings to discuss the grievance. The steward and the employee involved attends this meeting to hear the facts.

Final Steps

The company, after hearing the union’s presentation, investigates the grievance and gives a written answer within 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 competent and experienced representatives in the councils of top management. It’s a lot different than the old way of following the chain of command.

OEU 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 the first of a number of big offices where the workers are turning to OEIU to obtain the gains and benefits of unionization.
The Need For a Strong Union

The need for a strong union was never greater, President Hite says. On all sides workers are facing pressing problems which can only be satisfactorily met and overcome through strong union action.

This is not a day for part-time trade unionists and it is the duty of every union member to keep his shoulder to the wheel and make substantial contributions not only to the progress of his own local union and his International Union, but in the overall battle with the reactionary forces which are exerting untold efforts to manage 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 strength and developing our movement. This is a job requiring the attention and devotion of each of us, whether we be officers, committee men, 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 be built by the concentrated efforts of those men and women who are willing to give of their ability, organization, and strength to help build an organization through which we can collectively achieve decent living standards, good job security and our other legitimate goals.

Our union—yours and mine—can be stronger than ever before. Let's face it together. Selfishness, egotism and bickering are sappers of our strength. We know the principles of that fine organization: They are sound and workable. It is up to us to apply these principles every day in every way. We're fighting for our common welfare and best interests. Let's meet our problems together as good trade unionists, each will-

The Office Worker

Paul R. Hutchings, President
J. Howard Hicks, Sec.-Treas.

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Expand and Modernize Social Security System, Board Urges

Washington. — The Advisory Council on Social Security recommend the expansion of the present Social Security Law to provide ultimate protection for every person in the United States.

The council, composed of 17 prominent citizens including Nelson H. Cruikshank, the AFL's director of social insurance activities, met recently in Washington 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 are adopted unanimously, are very largely identical with AFL suggestions for changes in the social security system which it has made repeatedly in recent years.

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

Recommendations
1. Extend the coverage of the Insurance program to over 20 million workers and their families now not covered, including self-employed persons, farmers, and workers, domestics, government employees, members of the armed forces, and employees of nonprofit institutions.
2. Nearly double the average of the contributions which, it is proposed, program on the theory that the government "should make sure that all the workers of the community have a basic measure of protection against the major hazards of old age and death."
3. Raise the taxes on employers and employees for financing the program from 1 percent on each to 1 1/2 percent on each. As an added measure of benefit purposes, the first $4,200 instead of the first $3,000 of earnings would be covered, employers, including farmers, would pay 24 percent.
4. Make it easier for older workers, who retire after only a few years under the system, to qualify for benefits and to continue their coverage without further government assistance. The report stressed that one of the weaknesses of the present system is its "unduly restrictive requirements for older workers" which, because of limited coverage, resulted in only about 20 percent of the people over 65 being eligible beneficiaries 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 a minimum of $50 a month for those who retire, including the family on the roll, instead of the present range of $10 to $44.80.

In a 90-day period, under the proposed levels, retired male workers who are single, would average $55 per month, retired workers and their wives would average $86; totaling to do his part and carry his share of the load.

Paul R. Hutchings, International President.

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, with the result of increased earnings during that period.

Support for the AFL position was revealed in a recent report of the President's Council of Economic Advisers which declared that consumer purchasing power is now lower than it was in the first three months of the year 1946.

Climbing prices in the first 3 months of 1946 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 to enable them to 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 monthly earnings from their "current assets," leaving the amount of money and other wealth they own free for spending. From $24.5 billion in 1939, the "net working capital" went up to $29 billion and after the war, to $60.4 billion. But in January 1947, the last data for which figures are available.

NLRB Voils Election Because of Employer's Raw Campaign

Washington. — The National Labor Relations Board today declared itself to protect a union from an employer's vigorous antunion campaign.

The board ruled the elections of the AFL's Boot and Shoeworkers Union in an NLRB election in a matter brought before it by the General Shoe Company at Pulaski, Tenn., on July 31, 1946.

The board based its decision upon the following antiunion activities of the employer:

1. The president of the firm called upon his employees to sign a card used in a letter to all employees requesting them to sign a "Statement of Facts" indicating they were not members of the union and that they did not object to the union's soliciting their signatures.
2. Foremen were sent to the homes of employees after working hours to propagate against the union.

In its decision, the NLRB majority declared: "This case discloses no mere campaign speech by an employer official to a large assembly of employees. Nor do we rely upon the threat of reprisal or force or promises of benefit."

The majority held that the provisions of the Taft-Hartley Law which seek to guarantee employees freedom of choice do not operate in an election case, because Congress applied them only to unfair labor practice. The "free speech" section of the law provides that the NLRB shall not use "the suggestion, recommendation or opinion" as evidence of an unfair labor practice unless it contains a "threat of reprisal or force or promises of benefit."
STOCK EXCHANGE STRIKE IS ENDING

New York City—The clerical employees of the New York Stock Exchange and members of OEIU Local 205 who have been on strike since March 29 for improved conditions have returned to work upon the request of Mayore William O'Dwyer, with guarantees of 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. Mayore O'Dwyer appointed William J. McCormack, President of the Penn Slevedore 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 did not include settlement of the local's strike against the member firm brokerage house of A. M. Kidd & Co., F. Hutton & Co., and Shields & Co. No settlement of the 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 Pacific International Mail Line. The Seafarers of the SIU and STUP each day joined the striking members of OEIU Local 205 on picket lines during the entire month of the strike. The officials of the Seafarers International Union, and the Atlantic and Gulf Districts, 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 E. Futch, President of Busch-Sulzer, and its members involved in the controversy.

Favor Union Shop

Millinocket, Maine.—By a landslide vote of 85 to 1 OEIU Local 192 was victorious in its union shop ballot election held among the clerical workers of the Great Northern Paper Company in this city, according to Wm. M. Praught, President of the local union.

The local presently has a union shop agreement with the company and an election just held is further convincing evidence of the desire of the employees to continue such union shop relationship.

Savage Arms Div. Office Organizes

Chicopee Falls, Mass.—All but a few of the office and clerical employees of the Stevens Arms Division of the Savage Arms Corporation, which is local 228 of the OEIU, according to reports of AFL-OEIU Organizer Frank Malone, who has assisted in the organization of the local, has been organized 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 every 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 94 and the Mississippi Power Company, bringing further improvements in working conditions for the collective bargaining representatives of the local employees in the company's offices, according to reports received from Local President William 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 stops.

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 Bush-Sulzer Diesel Engine division of Nordberg Manufacturing Company in St. Louis to determine the collective bargaining representative of the production clerks. AFL-OEIU Organizer Joseph Gilis assisted local 13 at the hearing on its petition.

Election Won

Baltimore, Md.—By an overwhelming vote the office employees of the Baltimore Steam Packet Co., Inc., Canton plant, have voted for the union shop in an election conducted by the Board of Labor Relations of the State Board of Labor Relations, according to Ely Cohen, recording secretary of OEIU Local 22 which holds bargaining rights for this group. AFL-OEIU Organizer Joseph Gilis 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 in this city have signed for membership in OEU and a charter for this group is being installed, according to Interna-
tional 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, D.C. - An election to select the collective bargaining representative of office and clerical employees at the Gale Products Corpor-
aton in Lancaster, Ill., has been ordered by the National Labor Relations Board.
OEU Local 42C requested the election. It was represented at the hearing on the petition by L. G. Nyquist, president; Harold T. Miles, vice president. The corporation, which has an agreement with an "independent group," 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 the office and clerical employees of the firm, according to John Kinnick, business agent of OEU Local No. 29.
A wage increase of $30 a month, an additional six weeks holiday leave, and further improvement in the vacation clause were secured.

Strike is Ended
(Continued from page 3)
were faced with the pressure of maintaining picket lines which were ringed constantly by the 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 the usual manner and in accordance of the New York Stock Exchange and within such restricted area the union's home was barricaded. Most of the 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 the ranks remained firm during the entire month of the strike controversy. Considering all the circumstances involved, this is a remarkable achievement and clearly shows the overwhelming support of the members involved, 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 employees 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 employees suffered more than any other group of workers. They were frozen to the war wages in the factories received. But because of the bright future—the brave new world which they were promised, they were content to endure this suffering. The glorious promises made to them by their employers would more than pay for the 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 widespread growth of organization, the American Federation of Labor in 1945 chartered the Office Employees International Union and the Milwaukee local of office workers officially became Local No. 9 of the Office Employees International Union. Again Local No. 9 came to the assistance of the office employees and embarked upon a vigorous campaign with the aid of its International and organized and secured contracts covering the office employees of the International Harvester Company, Koehler Company and Square-D Company.

Bargains for Many Offices
Today Local No. 9 bargains for hundreds of office employees employed in the following offices: Daily Distributors, Inc., Eagles Club, International Harvester Company, Milwaukee Gas Specialty Company, Milwaukee Sentinel.

OFFICE EMPLOYEES 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 Employees 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)
Street Address_______________________
City__________________________ Zone ______State or Province ________ Age________
Occupation________________________
Name of company where now employed________________________
Clock No.________________________ Date:_________ Signature of Applicant

Favor Union Shop By Huge Majority
Wisconsin Rapids, Wis. - By a vote of 75 to 5 in last week's election held April 15, the office employees of the Consolidated Sales & Paper Company endorsed a union shop policy requiring membership in OEU Local No. 9 in return for continued employment.
Ballots were cast by 87 of the 92 employees eligible to participate, the others five being absent due to illness.
The result of the election confirmed an agreement negotiated last November which has been in effect for Consolidated office employees since organization of Local No. 95 of the OEIU four years ago, according to Harry Kippa, President of Local No. 95.

Padway, Goldberg and Previant Law Firm
Shadbolt and Boyd Company
Square-D Company
Transport Union
United Parcel Service
56 Trade Union Offices
The contracts negotiated by Local No. 9 with these companies provide for seniority, job promotion and transfer provisions, vacation benefits running to three weeks, sick leave, wage reaping clauses, severance pay and overtime provisions. In addition to securing 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 increasing the classification. This in turn compensates with the skills required and the responsibility of the duties performed.
Local No. 9 is a democratic union holding regular membership meetings on which time general business is handled. In order to effectively service the membership the local has a executive board of three members, however, unit meetings are held where grievances, contract problems and other details are acted upon by the members involved. In addition to conducting the affairs of the Local No. 9 in general meetings, interesting educational and recreational programs are arranged.

Retains Militant Spirit
Officers of the union are: Kenneth Clark, president; Xan Papachristou, recording secretary; Thomas Arlike, vice-president; Fred Schmitt, secretary-treasurer; Harry 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 employees in this community. It has received benefits because of the mere existence of the union. The union, however, is not content to rest on its past successful record but still retains that early militant spirit fit it is devoted to actively organizing all office employees so that in the years to come they too can reap the benefits and security they so rightfully deserve.