FURTHER GAINS AT TAMPA ELECTRIC CO.

Tampa, Fla.—In a renewal agreement with the Tampa Electric Co., which is operated by Stone & Web- ster, a general wage increase of 10 percent for all office and clerical classifications has been obtained, according to International Vice President J. O. Bloodworth, Jr., who assisted a committee of OEU Local 46 and its president, M. B. Burnett, in the negotiations conducted with C. H. Schneider, secretary-treasurer, and C. G. Campbell, assistant secretary-treasurer of the Utility Company.

The current increase brings to 52% the total increase obtained since organization of this group four years ago.

In addition to the basic across-the-board increase for all classifications, the union was successful in extending coverage under the contract to an additional 17 employees who had previously been excluded, and in securing further adjustments in the vacation clause which now calls for one week's paid vacation after six months service, two weeks paid vacation after one year's service, and three weeks after ten or more years of continuous service.

All beneficial features of the previous agreement were continued, including the union security clause which assures full maintenance of union membership, as well as the payroll deduction of dues and initiation fees.

In addition to Brothers Bloodworth and Burnett, the committee was composed of M. L. Morris, Emil E. L. Bailey, C. T. Arnold, W. A. Crosby and R. A. Morgan, employees of the company.

The membership of OEU Local 46 is pleased with the gains won in its renewal agreement and is proof of the good working relationship which it has developed with this company.

Union Shop Wins At Ship Company

Manitowoc, Wis.—By an overwhelming vote of 96 percent of those voting and 93 percent of those eligible, OEU Local 77 won its status as a union shop election among the clerical workers of the Manitowoc Shipbuilding Company, according to Polk T. Budnik, local secretary-treasurer.

The local union is presently in negotiations for a renewal agreement with the company, and the overwhelming vote of the employees indicates a desire to continue the union shop provision which they have been enjoying for the past five years.

Union Shop Election

Cleveland, Ohio.—A general wage increase of 13 cents an hour retroactive to June 1, highlights the gains made in a recently completed agreement with the Addressograph-Multigraph Corp. and OEU Local 49, which holds exclusive bargaining rights for more than 800 office and clerical workers in the company's operations.

Although the local union has held bargaining rights and has won benefits for the clerical workers in the company since 1940, the present pact is the first formal written agreement between the parties, according to International Union Vice President R. M. Daughtery, who assisted the union negotiating committee headed by Robert Balstead, steward and including Ralph Houston, Reuben Levinson, Herbert Rice and Edward Ziermann.

The agreement, which is in full force and effect until June, 1948, and for yearly periods thereafter, provides for maintenance of union membership. The union has just won its union shop election by approximately a 90% favorable vote.

Hours of work are fixed at 8 per day, Monday through Friday, with time and one-half for over-time and double time for Sunday work.

Provision is made for recognition of 6 legal holidays and all office employees also receive 8 hours pay for any such holidays which fall on a day in the week when they are not regularly scheduled to work. A minimum of 4 hours reporting time is guaranteed for off-schedule work and a night bonus of 10% is provided for second and third shift operation.

A comprehensive seniority program, protecting both the outside and departmental seniority of each employee, is provided. Vacation or new permanent jobs within the department are required to be filled by up-grading of qualified employees within the department and if no qualified employee is available, the job shall be posted for bids by employees from other departments.

Provision is made for leave of absence, with full seniority protection for any employee who is selected or appointed to a full-time office with the union up to a period of 12 months.

Comprehensive grievance procedure is provided, and provision is made for the use of bulletin boards. Employees are protected on transfers and any discrimination in the application of sick leave policy is subject to the grievance procedure.

OEU VICTORY AT INSURANCE FIRM

Galveston, Texas.—The office and clerical employees of the large home office of the American National Insurance Company voted in a recent NLRB election in favor of representation through OEU Local 27, according to International Vice President A. E. Stimmerman.

The election, held on August 19, was conducted pursuant to formal order of NLRB when the company refused to agree to the holding of a consent election.

Although the victory was achieved by a vote of only 306 for the union opposition votes, an additional 48 voters' ballots could not be counted, principally because of a challenge. There are approximately 650 eligible office and clerical employees within this unit. Work on the drafting of a proposed collective bargaining agreement to be negotiated with the company is under way, according to Business Representative A. G. Wil- son, who headed the organizational drive.

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Vigorous company opposition was largely responsible for the narrowness of the victory, which is none the less conclusive in the establishment of OEU bargaining rights for this entire group. The election culminates a two-year campaign, highlighted by the determination of the clerical employees of this company to achieve OEU representa- tion among office and clerical workers by improving existing working conditions through the collective bargaining processes.

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A Friend Indeed

There is an old saying which goes "A Friend in Need Is a Friend Indeed". The untimely passing of Francis P. Fenton (known as Frank to most of us) is a major loss of a true "friend indeed" of our International Union. His sincere interest and devotion to our problems was evidenced by his continued willingness to give of his time and energy in helping us. From the time of the formation of our International Council of Office Employees Unions in July 1942, right on through our recent Wall Street strike, he was ever willing to sacrifice his personal pleasure and to give generously of his time, energy, and ability whenever he called upon him to do so.

Frank was not, himself, an office worker, but he was born and bred in the trade union movement and was known for his militant devotion to the democratic principles of American trade unionism, for his keen intelligence and his readiness to fight for the right with all his might against all comers. His passing is not only a particular loss to our International Union, but to the entire trade union movement which he served so selflessly and well, and to all lovers of true democracy which he practiced as well as preached.

PAUL R. HUTCHINGS, International President.

Truth From Ohio

Senator Robert A. Taft speaking in April, 1947, about the Taft-Hartley act: "The bill is not a milk toast bill. It covers about three-quarters of the matters pressed upon us very strenuously by the employers."

AFL Rushes Aid

New York—Matthew Woll, AFL executive council member and president of AFL's Labor League for Human Rights, told CARE food packages rushed to Berlin to relieve trade union families in the blockaded city. This action marked

Rise In Consumer Credit Sets New Postwar Peak

Washington.—The expansion of consumer credit is continuing and a record high $14,149,000,000. According to reports of the Federal Reserve Board. Of the $351,000,000 increase during June, about two-thirds was attributable to further gains in installment buying.

The remainder of the increase was due almost entirely to an increase in the amount outstanding on charge accounts.

The board reported total installment credit at a record high of its own, $7,192,000,000 at the beginning of July.

This meant Americans had gone $1,738,000,000 deeper into debt on the installment plan during the 8 months since time-payment controls died last November 1.

AFL Unions Lead All Qualifying Before NLRB

Washington.—The National Labor Relations Board reported that 171 unions were qualified as of July 31 to use the board's facilities, divided as follows: American Federation of Labor, 30; Congress of Industrial Organizations, 30, and independent, 48. Union officers must file non-Communist affidavits and financial data to qualify.

the opening of a nation-wide AFL campaign to start a steady flow of CARE food and clothing packages to needy European workers striving to rebuild a free democratic trade union movement.

Within 24 hours after Mr. Woll's announcement of the drive, the League for Human Rights received its first contribution from an AFL union—a check for $60,000.

OVER HALF OF FIRMS FOUND CHISELING

Washington.—Despite continuance of the unprecedented business boom with its high profits, more than half of the establishments investigated by Labor Department representatives in the year ended June 30 were guilty of violating the minimum wage, overtime, and child-labor provisions of the Fair Labor Standards Act and the Public Contracts Act.

This was brought out in the annual report on investigations made by William R. McComb, administrator of the Wage and Hour, and Public Contracts Divisions of the Labor Department.

In his report for the 1948 fiscal year, McComb pointed out that only 30,083 selected inspections were made. While 15,799 of the inspections showed violations of the three major provisions of the two acts, McComb said this does not necessarily mean that the non-complying employers had been revealed to be in current or prolonged violation during the two-year period of activities covered by the inspections.

Of the employers found in violation, 9,862 arranged to make restitution of $4,256,701 in back wages to some 100,000 employees. About 90,000 of those employees were owed back wages because they had not received overtime compensation at the rate of time and one-half their regular rate of pay for work beyond 40 hours in a work-week. However approximately 12,000 were owed back wages because their employers had failed to pay them at least 40 cents an hour at some time during the past two years.

Introduces Bill To Lift Old-Age Benefits

Washington.—A proposal to expand the benefits payable under the Social Security law was placed before Congress by Representative John D. Dingell of Michigan.

The measure would increase all old-age benefits about 50 percent through a reduction of the basic retirement age from 65 to 60 years, the age at which women qualify, and permit workers to retire at age 60 a month on those who lose.

Under proposed amendments, a widower older than 60 could draw only $85 a month at a maximum, would be permitted up to $177.75.

The changed formula for benefits would provide that they be based on 50 percent of the average monthly wage plus 15 percent of any excess not over $250. The present formula paid 40 percent of the first $50 plus 10 percent of the excess up to $250.

The measure, introduced by Rep. Dingell, would give up to 4 per cent on employers and employees would be raised to 1.5 percent on Jan. 1, one year earlier than now scheduled.

LABOR DAY MESSAGE FROM AFL PRESIDENT

By WILLIAM GREEN
A. F. of L. President

On this Labor Day I appeal to the nation's workers to do a little serious thinking about their own future, the future of our country, and the future peace of the world.

To a great extent the power to shape that future lies in the hands of the millions of wage earners who constitute our trade union movement.

Today a dangerous tide has set in. Our economic welfare is threatened by inflation, our basic freedoms are endangered by reactionary forces and our social well-being is being undermined by reaction.

Against these perils, you, the workers of our land, possess an invisible weapon—a weapon that gives the right to vote. This is a national election year. The citizens of the United States will have an opportunity to elect a President of the United States and almost an entirely new Congress.

Therefore, let the keynote of all our Labor Day celebrations this year be: "A Friend in Need Is a Friend Indeed".

Why this urgency? The facts are clear.

The 80th Congress enacted over a presidential veto the Taft-Hartley bill, which is aimed at destroying the trade union movement and tearing down the high standards that the unions have created for America.

The 80th Congress swept aside all the economic protections of our people against inflation, and has since refused to lift a finger to halt skyrocketing prices.

The brutal and unjustified increase in the cost of living is robbing every worker and his family of his hard-earned wages.

The 80th Congress has done nothing to bring about an effective, low-cost housing program, despite the emergency need for millions of new homes. It has frozen the minimum wage, which is now scheduled an

(Continued on page 4)
Wage Hike and Other Gains Won In Busch-Sulzer Pact

WASHINGTON.—A combination of Republicans and reactionary Demo-
crats have controlled the last two
sessions of Congress.

Congress refused to increase old-
age pensions and Social Security
benefits, so along with the in-
creased prices which it promoted
and encouraged, Congress did
not pass a law providing for the
lifelong unemployment benefits
which did not exist before.

This anti-labor Congress killed
all measures for low-rental housing,
improvement of housing in the rural
area, or for housing in the city for
veterans.

In Congress at its last session appropriated twenty-two
million dollars for a public building
at the annual session, and 
for U. S. Senators. There are only
96 senators.

Congress refused to increase the
minimum wage of forty cents an
hour.

However, Congress voted to in-
crease the wage of Senators and
Congressmen from ten thousand
dollars to fifteen thousand dollars
a year. In addition each Senator and
Congressman was provided with
a $3,000 tax exempt expense
account.

Congress passed a tax reduction bill which added to the
income of the government and
those whose income is ten
thousand dollars a year. A
Senator's yearly salary starts at
fifteen thousand.

Never forget that Congress is
very particular about having a
drastic rent control for the
District of Columbia. For the rest of
the nation Congress is inclined to favor
giving more power to localities to
boost rents.

Wage Hike Won
In Renewal Pact

Portland, Oregon.—A renewal agreement has been entered into
between OEU Local 11 and the Associated Food Distributors, em-
bracing the following firms:
Wadham & Company; United
Brothers, Inc.; Safety-Way
Brothers, Inc.; General
Grocery Company; Hudson
Duncan Company; Northwest
Grocery Company and Grey
Company.

Under the terms of the past
agreements, unionists have received a
twelve cents per hour increase in
weekly wages, paid holidays,
vacation, etc.

The new agreement provided for
a ten percent increase in wages,
which will take effect on April first, and in
future increase, a given per cent increase
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URGES BARGAINING RATHER THAN SUITS

Washington.—AFL President William Green has directed that a secret ballot election be held among the office and clerical employees of the Automatic Electric Company, with such employees having an opportunity to vote on the following matter:

The election order has resulted from a petition filed by Local 28 on behalf of the office and clerical employees of the company, a vast majority of whom have signed up for membership in the local union.

Of interest is the NLRB ruling sustaining the union's position for inclusion of duplicating machine operators, bookkeepers, accounting clerks, statistical typists and secretaries. The company had argued the exclusion of groups from the requested bargaining unit on the allegation that they were not essential employees. In its decision the NLRB pointed out that because these groups do not assist anyone exercising managerial functions in the field of labor relations, the request to exclude them from the bargaining unit as requested by the union.

Of interest also is the Board's ruling on accountants whom the employer had attempted to exclude from the bargaining unit on the grounds they were professional employees and also supervisors under the meaning of the Act. The Board held that it does not necessarily follow that the employees requires knowledge of an advanced type in the field of science and engineering to engage in certain work.

Green's Message

WASHINGTON.—Further evidence of the expanding jurisdiction of the National Labor Relations Board appeared in a trial examiner's decision that a retail photographic store was subject to the Taft-Hartley law. He also found that a local union of the AFL retail clerks had violated the act by instituting a closed-shop contract in that store.

The examiner, Isadore Greenberg, held that the purchase of 44 percent of its merchandise outside California brought the A-1 Photo Service, San Pedro, under the terms of the Act.

The union, in demanding a closed shop clause, which had been in contracts with the firm since 1944, took the position that the firm's business, being entirely retail, did not qualify under the 'merce' within the meaning of the act.

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