Further Benefits Secured
In Agreement With Utility

Newark, N. J.—Shown above is the committee which negotiated the new pact that brought additional benefits to office and clerical workers of Public Service Electric and Gas Company. Left to right, James McWilliam, president of Local 181; Earl Cooper, president of Local 96; Joseph Simmons, president of Public Service System Council; William G. Baldwin, president of Local 91; Samuel Issard, AFL representative; John Behrens, delegate of Local 96; Tom Fennessy, delegate of Local 91; and Dayton Boileman, delegate of Local 101.

Newark, N. J.—OEIU Locals 91, 96 and 104 have recently completed their negotiations for a new agreement with the Public Service Electric and Gas Company, resulting in a 6-1/2 per cent increase across the board for all classifications, according to William G. Baldwin, president of Local 91. AFL Organizer Samuel E. Issard assisted in these negotiations.

In addition, a pension plan was written into the agreement and left open for further discussion with the unions. Group insurance benefits were increased from a flat $29,000 to a range of $2,100 to $5,000 based on earnings.

The above-mentioned improvements are in addition to a union shop, a paid holidays plan, two weeks paid vacation after 10 months and three weeks after 15 years employment, a disability benefit plan substantially better than required by New Jersey state law, and other conditions of employment of benefit to the employees.

Further Gains at Busch-Sulzer Co.

St. Louis, Mo.—Further substantial gains were obtained in the recent renewal agreement between OEU Local 13 and the Busch-Sulzer Brothers Diesel Engine Company Division of the Nordberg Manufacturing Company, according to Local President Leonard A. Ambruso.

The new contract, in addition to preserving all previous gains, provides for a 61/2 cents per hour general wage increase for all employees in classifications ranging from 4 to 10 cents per hour. A weekly pay-day has been established replacing the former semi-monthly paydays.

Three weeks vacation has been obtained for employees with 15 years or more with the company.

 Provision is also made for job posting among the benefit of all employees for the first time.

The union's recommendations as to classification for promotion are to be given consideration.

Brompton Paper
Workers Sign Up

Nipigon, Ontario—According to Secretary-Treasurer F. H. Polnicky of OEIU Local 235, this local union has extended its organizing activities so that it now has signed applications from a majority of the office staff of the Beardmore offices of the Brompton Paper Company, Limited, and application has been filed with the Ontario Labor Relations Board for certification as the bargaining representative.

Local 235 had formerly received certification from this Board establishing its bargaining rights for the office employees of this company at its Nipigon Woods office and Local President G. M. Smart indicates that discussions are under way with the company for an agreement covering this group.

Canadian Representative Russell Harvey is assisting in these negotiations. The local is now planning to complete the organization of other offices of the company in which the local has members and to consider broadening the scope of the local's activities.

Reflected by Assembly

Galesburg, Ill.—Leola D. Simmons, secretary-treasurer of Local 221, has recently been reelected secretary-treasurer of the Galesburg Trades and Labor Assembly. Robert C. Montgomery, president of Local 221, was elected trustee of the Trades and Labor Assembly.

SHELTER COST IS UNDER-ESTIMATED

San Francisco—The rent index of the U. S. Bureau of Labor Statistics shows over a period of time and estimates the rise in the cost of rent and shelter payments by a considerable amount, according to a recent article by Sherman J. Maisel, of the University of California. His article, published in the Journal of Political Economy of the University of Chicago for April, 1949, shows that the BLS rent index has risen between 1940 and mid-1948 by about 12 per cent, but he estimates that "rents and shelter expenditures, as normally used in housing and cost-of-living analyses, have actually risen 40-70 per cent, or 20-40 times as much as the rent index."

Some of the Flaws

The BLS rent index covers only changes in rents for identical dwellings and is not adjusted for housing costs of tenants who live in apartments. Actually, throughout the country as a whole, 55 per cent of all families own their own houses and a shelter index as is now reflected in the BLS index. Maisel estimates that the cost of shelter payments for owner-occupants has risen from 50-55 per cent between 1940 and mid-1948 as a result of increases in housing costs, property interest charges, insurance, taxes and maintenance.

A somewhat more adequate indication of changes in shelter costs is given by the U. S. Census Bureau's surveys of 1940 and 1947, which showed an increase of 37 per cent. However, this Census survey, as well as the BLS rent index, does not take into account any of the changes in the quality of housing covered in the two periods. It is common knowledge that because of the lack of construction during the war period, the quality of housing has deteriorated markedly, due to the lack of adequate repairs. In addition, there is considerably more overcrowding than there was in 1940 in many of the units now occupied by moderate income families.

Repair Cost Shifted

The BLS index and the Census survey also failed to adjust for the shifting of repair costs from owners to tenants, for losses of rent concessions, and for additional costs or extras now charged by many landlords. As a result of these difficulties, all unions should realize that the BLS Consumer Price index continues to understate the increase in the cost of living.
THE OFFICE WORKER

CONGRESSIONAL ROAD BLOCK

Premium Payments Under New Overtime Law Are Explained

Washington—New principles established by the congressional amendment to the overtime compensation provisions of the Fair Labor Standards Act signed by President Truman were announced by Secretary of Labor Maurice J. Tobin.

Under the amendment, certain premiums paid by employers for work on Saturdays, Sundays, holidays, nights, or on the sixth or seventh day of the workweek need not be added to an employee's straight-time pay if determined by his "regular rate" for overtime pay purposes, and may be credited toward overtime compensation which may be due under the Wage and Hour Law for work in excess of 40 hours in a workweek. Thus, the amendment, which is retroactive in effect, makes it lawful to treat as overtime premiums, for purposes of the act, certain payments which the Supreme Court held were not "true overtime" pay under the act.

The types of premium payments which may now be treated as overtime premiums under provisions of the amendment are:

1. Extra compensation provided by a premium rate paid to the employee for work on Saturdays, Sundays, or holidays, or on the sixth or seventh day of the workweek, provided such premium rate is not less than one and one-half times the rate established in good faith for like work performed in nonovertime hours on other days.

2. Extra compensation provided by a premium rate paid to the employee under an applicable employment contract or collective bargaining agreement, for work outside of the hours established in good faith by the contract or agreement as the basic, normal, or regular workday of not more than 8 hours, or as the basic, normal, or regular workweek of not more than 40 hours, provided such premium rate is not less than one and one-half times the rate established in good faith by the contract or agreement for like work performed during such workday or workweek.

F. Granville Grimes, Jr., acting administrator of the Labor Department's Wage and Hour and Public Contracts Division, stated that these principles are, under the amendment, applicable to all industries. He emphasized, however, that they are limited to premiums actually based on rates and work periods established in good faith.

This phrase is used for the purpose of distinguishing the agreements forming the act as amended from fictitious schemes and artificial or evasive devices such as have been condemned in a line of decisions by the Supreme Court and several United States courts of appeals. The congressional committee reports explaining the amendment states that its enactment would in no way validate such schemes or devices or affect the principles established by this line of decisions.

Each local union of this International Union is required to submit its adopted constitution and by-laws or amendment thereto to the President of the International Union for his approval, and such approval shall be obtained prior to the next meeting of the local union. See Section 7 of Article IX of the International Union Constitution.

Your International Union has drafted a model "LOCAL UNION CONSTITUTION AND BY-LAWS" (Form No. 32). This model incorporates all of the changes required as a result of amendments made to the International Union Constitution through the 1949 Convention. In addition, a pamphlet of instructions and comments relating to the model this has been prepared and will be distributed to local unions. A copy of this pamphlet, in union with Form No. 32 will enable a local union to quickly adopt a constitution and by-laws which will meet the requirements of the International Union Constitution subject, of course, to any possible revisions resulting from incorrect insertions or deletions from the same.

Many if not a majority of the local unions have found it to their advantage to use the model in its entirety making only the minimum of insertions in the spaces which have already been provided in the same; and have purchased sufficient copies of the same from the International Union at 10 cents a copy to cover printing costs for distribution to their members after making the necessary insertions in each copy.

Smaller locals particularly find it advantageous as they need only purchase enough copies for their membership and thereby eliminaiting the greater expense involved in having their constitution and by-laws printed.

Do you know your Constitution

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THE NEW LOOK

How do you like our "new look"?

With this issue numerous changes have been made in our official publication in an effort to meet the various suggestions of our recent St. Louis Convention and, at the same time, to reduce the cost of our publication.

This was rather a difficult order, however, with splendid cooperation from our publishers we are pleased to present our August issue.

You will note as an addition to the use of color, adding to the attractiveness of our paper, we are featuring numerous columns of special interest and hope to add several more in future issues.

We will also be able to receive the reactions of our local unions and their members to the changes. All local unions are again urged and reminded that they can perform a major service toward making our paper more interesting and informative by giving us with pictures and stories which would be of interest to our membership in other cities...

THE PRICE OF NO UNION

The name and nature of the big manufacturing firm in this story cannot be told, but here is the present pattern in the firm's office and sales departments:

It has fired over 750 employees, hiring 300 new workers at much lower salaries. It has discharged several department heads and handed their duties over to their assistants without a pay raise. It has cut the salaries of a number of remaining minor executives by 10 per cent or more, and announced a general cut in the pay envelopes of the workers who can be had cheap.

"Times are bad, and you can't expect more," it has told its office and sales staff. Meanwhile sales and profits are skyrocketing, and the firm finished the biggest fiscal year of its half-century history.

To boot, today, the sales and office departments are unorganized. The production workers are protected by union contracts.—The Labor World, Spokane.

THE WELFARE STATE

What is that horrible monster businessmen call the welfare state? Here is an answer given by Nelson H. Cruikshank, director of social insurance activities of the American Federation of Labor.

"This is the idea that the state can be the servant of the people. The idea is that the people, in their capacities as government of the people, by the people, for the people, is not three ideas—government, the people, for the people—, but one.

"The only kind of government that can genuinely be for the people is that which speaks with the people. The state is made for man and not man for the state.

"If a people succeed in maintaining the supremacy of the state then becomes the instrument through which they do those things for themselves which they cannot do individually.

Extra compensation provided by a premium rate paid to the employee for work on Saturdays, Sundays, or holidays, or on the sixth or seventh day of the workweek, provided such premium rate is not less than one and one-half times the rate established in good faith for like work performed in nonovertime hours on other days;
UNION SHOP VOTED BY MAJORITIES

Richmond, Wash.—OEIU Local 243 has won votes in three recent union shop elections conducted by NLRB, according to C.C. Newell, international vice president.

The office staffs of three sub-contractors on the big Hanford Atomic Energy Project voted overwhelmingly for union shop protection. The winners were the staff of Atkinson-Jones, 232 to 22 with 4 challenged ballots; the office staff of Marschall, Smyth & Warren voted 33 to 1 with 1 ballot challenged; and all office employees of Newberry-Neon Electric except 1 voted in favor of the union shop.

These three sub-contractors are covered under recently negotiated agreements with Local 100 which established non-union bargaining rights for these office workers some time ago.

AFL Victorious in Prudential Vote

New York City—The American Federation of Labor won a major victory recently to represent the 15,000 insurance agents of the Prudential Life Insurance Company at headquarters in Newark, N.J. NLRB election covering 31 states.

The Prudential agents voted 7,095 to 4,789 for the National Federation of Insurance Agents Council (AFL) as their collective bargaining agent. They were formerly represented by the United Office and Professional Workers of the CIO.

George L. Russ, president of the National Federation of Insurance Agents Council, said the workers became eligible for a vote a year ago with the communist leadership of their CIO union and appealed to the AFL to step up the organizing drive. The organizing drive has been going on since last September.

AFL President William Green congratulated Mr. Russ and Harry O'Kelley, AFL organization director, on the success of the campaign and predicted that the AFL will eventually take over all the insurance agents in the nation.

It is anticipated that this Prudential victory will help stimulate interest in organization among the clerical staffs of this and other insurance firms throughout the country.

Tells Business To Cut Prices, Get on Ball

Los Angeles.—Decrying the economic "defeatism" which he said now pervades the nation from boardroom to barrows, Charles Luckman, president of Lever Brothers Co., urged that American business men rekindle the fire of patriotism and work to maintain the economic prosperity of the country.

"Business," he said, "must shake off the buyers' market psychology, and re-fund its efforts upon the selling and productive processes to meet a post-war demand which has not been fulfilled, and sell the private enterprise system by performance rather than words.

Richmond Charter Installed

Richardson, Calif.—OEIU Vice President Frank F. Randall is shown installing the charter of OEIU Local 243. Pictured above, left to right: Lucy Owen and Margaret McCreary, new local officers; Daniel V. Flanagan, western representative of the AFL; Russ Roberts, organizer; Hugh Caudet, president of the Contra Costa County Central Labor Council, and OEIU Vice President Randall.

Senators Urge Government To Buy Union Label Goods

Washington—Sen. Hubert H. Humphrey, liberal young Minnesotan Democrat, declared here that he was "outraged" to learn that United States currency is printed on non-union paper.

"It appears," he said in an interview published in the July 11 issue of The Paper Maker, said he was outraged to learn that United States currency is printed on non-union paper.

"The Government of the United States should set the example for peaceful labor relations and collective bargaining," Sen. Humphrey told Editor Ed Wall of The Paper Maker. "In doing this it should take the lead in encouraging the development of trade unionism."

In the Democratic Party—The New Deal and the Fair Deal—which helped establish and strengthen the principle of collective bargaining and the importance of bargaining rights to the working men, I think it should therefore be the policy of the United States to use union-made products whenever they are available."

"I was outraged to learn that the paper used by your Government in the manufacture of currency is non-union."

"I trust that this policy will soon be corrected."

VETS RECOVER LARGE SUM OF OVERCHARGES

Washington—A total of $1,589,131 has been recovered for veterans in connection with prosperity-built houses they purchased and for which they were either overcharged or failed to receive all of the items called for in specifications. Housing Examiners Tige E. Woods reported to the Veterans Advisory Committee.

On hand in regional OEIU offices are cases representing 20,000 veterans in various states of investigation.

17 per cent were widowed or divorced. This represents a reversal of the proportion of married and single workers in 1940, at which time 4.4 per cent were married, 8.5 per cent were single, and 18 per cent widowed or divorced.

Insurance Plans—If pension plans are the subject of collective bargaining—and (the U.S. Supreme Court has ruled) need not be—the employer's group insurance plan is also a matter on which he can deal collectively with the union. This is the conclusion reached by the U.S. Court of Appeals (B) in deciding the case of Cross & Co. v. NLRB and the CIO Steelworkers v. the same company.

This conclusion, says the court, follows as next follows from the decision of the court of appeals in the Inland Steel Case, which the Supreme Court declined to review. Continuing, the court pointed out that a group insurance plan falls within the scope of the word "wages" in the collective bargaining provisions of the Taft-Hartley Act. "Wages," states the court, must have been meant to embrace a "direct and immediate benefit flowing from the employment relationship." According to the court, at a company picnic or participation in a company housing project generally not be an "immediate" benefit subject to bargaining.

The Federal Union—It is an unfair labor practice under the law, rules the U.S. Supreme Court (Mills vs. NLRB), for an employer to grant employees a general wage increase without first consulting the certified bargaining representatives of those employees.

In concluding the court reversed the decision of the U.S. Circuit Court of Appeals (New Orleans), which had held that enforcement of an NLRB 'cease and desist' order against the above-mentioned employer.

The Board had directed the firm to stop refusing to bargain collectively with the union "by taking an action not consistent with the union with respect to rates of pay," etc. etc.

Injunctions—The National Labor Relations Board reported that during May more petitions for injunctions against labor unions were filed than in any month since enactment of the Taft-Hartley Law. The Board's statistical summary covering its operations for the month said that 115 injunctions for injunctions were filed under the law's "reversal-to-government-by-injunction" provisions.

The Board also reported an 11 per cent increase over the previous month in the total number of cases filed. The 1,685 cases represented the highest number filed since November 1941. The increase was due to petitions for collective bargaining and union shop elections. The number of unfair labor practice cases filed with the Board declined 9 per cent, the report said.
Truman's Economic Program

1. Repeal the tax on the transportation of goods, eliminate the provisions for carry-over losses by corporations, and raise estate and gift taxes. All state and local taxes should be undertaken at this time.

2. Extend the maximum time limit now fixed by law on the maturity of loans to business made by the Reconstruction Finance Corporation.

3. Provide for a broad study of investment and development needs and market opportunities in an expanding economy.

4. Adopt an improved program of farm income supports.

5. Increase the minimum wages to at least 76 cents an hour and broaden its coverage.

6. Strengthen the unemployment compensation system by increasing the amount and duration of benefits and extending coverage.

7. Extend to July 25, 1950, the availability of readjustment allowances for unemployed workers not protected by state unemployment compensation law.

8. Raise benefits and extend coverage under the old-age and survivors insurance system and improve the public assistance program.

9. Enact legislation to provide technical assistance to underdeveloped areas abroad and to encourage investment in such areas.

10. Restore the Reciprocal Trade Agreements Act.

New Contract at American Smelter

Tacoma, Wash.—The new contract recently completed between OBEU Local 23 and the American Smelting & Refining Co. pegs the base salary scale for office staff members at the Tacoma smelter for the coming year at $17 to $750 a month, Local 23 officials report, and gives 20-year employees of the company a third week of annual vacation with pay.

The provision for two weeks vacation for all employees, the year employment was retained, of course.

E. A. Cleveland, Local 23 secretary, and Cal Winthrop, assistant business representative, represented the union in negotiations. E. R. Marple, manager of the Tacoma plant, represented the company.

Other contracts are in process of negotiation with Nalleys, Hotel Old Boy, Winthrop and the YWCA.

Flerie Room Humor

Jrato Parent: "I'll teach you to make me up to my daughter, sir!"
Young Man: "I wish you would, Old Boy, I'm not making much headway.

"How did you come to fall in the stream?"

"I didn't come to fall in. I came to fish.

Wage Rate Changes

Clothing Stores—fourteen stores.
Local 29, Oakland, Calif., $2 per week, retroactively to April 2. (President's pharmacists—Wynne, Inc., Local 29, Newark, N. J., $3 per 35-hour week.

Steel Products—California Steel Products Co., Local 22, Calif., 5 cents an hour in all classifications and to premium employees. Effective February 11. Additional benefits include six days sick leave after two instead of after four months. Annual vacation pay for employees after six months, and pro rated vacation pay after six months service.

Retail Jewelry—stores.
Local 87, Los Angeles, Cal., $1.25 an hour after six months service.

Alameda Dairy, Bordens, Carnation, Challenge Creamery, Diamond Dairy, Penfolds, Golden State, Oak- land Central Creamery, R. A. Stuey Cremenry, South Berkeley Creamery.