

# THE OFFICE WORKER

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

No. 60

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17

## L.L.P.E. Begins Drive For 1950 Campaign

Washington—Labor's League for Political Education's fund-raising drive to finance 1950 political campaign activities is under way.

Voluntary contributions are being solicited by members of unions affiliated with the AFL. The campaign will continue throughout 1950.

The drive is being conducted under the general direction of the national LLPE. Materials to be used by the solicitors have been mailed to representatives of about 45 international unions.

The national LLPE hopes to have all the fund-raising materials distributed by the first of the year to the other internationals.

### How It Operates

This is the way the campaign is operating:

1. The National LLPE sends receipt books and buttons to collectors in local unions. The receipts are printed in triplicate.

2. When a collector receives a contribution, he gives a blue-and-white LLPE button to the contributor and makes out a receipt for the money he gets. The white original receipt goes to the contributor. The yellow duplicate is mailed to Labor's League for Political Education, 1523 H St., N. W., Washington 5, D. C. The pink triplicate is kept by the collector.

3. Money that is collected is mailed to the national LLPE each week.

4. Half of the money collected in each state will be sent back to that state by the national LLPE. The other half of the contributions will be allocated by the national LLPE where it will do the most good.

### Complies With T-H

The voluntary contribution campaign is being carried out in strict compliance with the Taft-Hartley Act. That is why all the receipts are necessary.

The national campaign for money interferes in no way with any local fund drives which workers are carrying on to finance state and local elections next year.

Trade unionists are asked to cooperate with their local union collectors, all of whom are doing the collecting on a voluntary basis.

Any collectors or other trade unionists who want more information about the national fund-raising campaign should write to the national LLPE, 1525 H St., N. W., Washington 5, D. C.

## U.S. Delegates to ILO Conference



Shown above are the six delegates representing the United States on the Advisory Committee of Salaried Employees and Professional Workers of the International Labor Organization, which committee met in Geneva, Switzerland October 24-29, 1949.

Seated left to right—Frank L. Rowland, Executive Secretary, Life Office Management Association; Richard Doherty, Director of Employer—Employee Relations Division, National Association of Broadcasters; Herman D. Kenin, Member International Executive Board of the American Federation of Musicians.

Standing left to right—R. J. Myers, Chief of Program Review, ECA Special Mission to France; E. B. Persons, Chief I.L.O. Section, Office of International Labor Affairs, U. S. Department of Labor, and Paul R. Hutchings, President, Office Employees International Union.

## White Collar Problems Are Studied At Geneva Session

Geneva, Switzerland—The 1st session of the International Labor Organization's Advisory Committee on Salaried Employees and Professional Workers, after a full week of intensive work, adopted comprehensive reports drafted by its two subcommittees and made requests and recommendations to the Governing Body of the I.L.O. dealing with weekly and daily rest periods and on performer's rights, according to OEIU President Paul R. Hutchings, who participated as one of the two worker delegates from the United States.

### Got a Blue Button?

A lapel button of blue with "LLPE" in white marks a contributor to Labor's League for Political Education to elect a liberal Congress in 1950. It's cheap at \$2.

Are you wearin' a blue button, brother?

In its report to the Governing Body on Weekly and Daily Rest in Commerce and Offices, the Committee invited the Governing Body to place the questions of weekly and daily rest on the agenda of an early session of the International Labor Conference with a view to the adoption of an International Convention or Recommendation establishing minimum standards of daily and weekly rest for employees in commerce and offices.

The Committee recommended that the Governing Body consult the Governments of all member nations of I.L.O. through a questionnaire dealing with detailed information on these subjects which should be available concerning existing laws and practices in the various nations. The Committee also urged the Governing Body to consider the advisability of examining whether the proposed international regulations on weekly rest should be integrated with those now applied through Convention No. 14 cover-

(Continued on page 3)

## BEST PACT SIGNED WITH PRUDENTIAL

Washington—The AFL National Federation of Insurance Agents' Council won \$7,000,000 more pay annually and \$2,000,000 vacation allowances payable immediately for 16,000 agents of Prudential Insurance Co. in 35 states and the District of Columbia.

Terms of the new contract were announced by George L. Russ, president of the Insurance Agents' Council, at conclusion of day and night negotiating sessions of hard bargaining.

"This is the best contract ever negotiated by any union with any of the major life insurance companies," Mr. Russ said.

The AFL union was certified as bargaining representative for the agents on August 5, 1949, after defeating the leftish-led United Office and Professional Workers of the CIO in a National Labor Relations Board election. The AFL won by a 2-to-1 vote.

Harry O'Reilly, AFL director of organizing, said that the contract is proof of superiority of AFL representation in the field and marks a renewal of intensive efforts to win bargaining rights for agents of other big insurance companies.

Mr. Russ said that the new contract calls for increases in compensation amounting to \$7.24 weekly, which will cost the Prudential company \$7,000,000 annually. The effective date of the raise was fixed as September 19, 1949, and the contract will run until December 1, 1951.

In addition the agents will receive \$2,000,000 immediately in the form of a special vacation allowance for 1949 ranging from \$125 to \$138 each. The contract contains provisions for improved employee service benefits, grievance machinery, arbitration and dues checkoff also.

## New OEIU Council Established In N.J.

Newark, N. J.—OEIU local unions functioning within the six divisions of the distribution department of the Public Service Electric & Gas Company of New Jersey have voted to establish a Council of this International Union in accordance with approval of such action by the International Union Executive Board.

This Council will be known as the "System Council of Office Employees Unions (Public Service Electric & Gas Company of New Jersey)."



## ARE TIMES TOUGH?

Are things getting tough? Most people admit they are. Those who keep this thought UPPERMOST in their minds, however, are surely headed for failure. The idea that a job is tough makes too many of us want to quit before we have given everything to the task entrusted to us.

The French Lick Springs Hotel recently, in an effort to dispel the idea from the minds of their regular guests that things are getting tough, sent thousands of letters to them which in part read as follows:

"There was a man who lived by the side of the road and he sold hot dogs. He was hard of hearing, so he never bought a radio. He had trouble with his eyes, so he read no newspapers. But he did sell good hot dogs. He put up signs on the highway telling how good they were and people bought. He increased his meat and bun orders. He bought a bigger stove to take care of his increased trade. Things were tough, but the man who sold hot dogs hadn't heard about it. Finally the man's son came home from college and then something happened. The son said, 'Father, haven't you been listening to the radio? Haven't you been reading the newspapers? Don't you know there is a depression starting? The European situation is terrible. The domestic situation is worse. Everything is going to pot.' Whereupon the father thought, 'Well, my son's been to college. He ought to know.' So the father cut down on his meat and bun orders, took down his advertising signs and his hot dog sales fell terrifically almost overnight. 'You're right, son,' the father told the boy. 'Things are certainly TOUGH.'"

In the trade union movement, organizing work has never been easy. It has always been tough. Nevertheless, there are fifteen million organized trade unionists who have been brought into the fold by men who, like the hot dog peddler, never gave the idea a thought.

People have frozen to death within a stone's throw of a warm fire. The white bones of others have been found on deserts with water not more than twenty feet away. Giving up in the labor movement because times are TOUGH might not cause a life to be lost but it certainly will cause the loss of a good many strong local UNIONS THAT COULD HAVE BEEN.—*The Butcher Workman.*

## Oppose Dues Deduction

Ottawa, Canada—The Canadian government still opposes the deduction of union dues for income tax purposes. Doctors, lawyers and other professionals are permitted income tax deductions of their association fees but the income tax department has ruled the trade unionists are not.

Your International Officers take this opportunity to wish you and the members of your family

## A Merry Christmas and A Happy New Year

PAUL R. HUTCHINGS  
President

J. HOWARD HICKS  
Secretary-Treasurer

### Vice Presidents

L. P. AMELL  
HAROLD E. BECK  
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R. M. DAUGHERTY  
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FRANK F. RANDALL  
EDWARD P. SPRINGMAN  
C. A. STAFFORD



Washington—The wife of the government's best known labor mediator is a former member of OEIU Local 2 of Washington, D. C. Our women readers with a yen for romance are invited to become acquainted with Emma Zimmerman of St. Louis, Mo., who came to Washington and became the wife of Dr. John R. Steelman. After attending Washington University in St. Louis, she went to work as secretary in the Circuit Clerk's office. In 1934 she went to Washington, D. C., to accept a position as secretary to the president of the Building and Construction Department of the American Federation of Labor. Since becoming the wife of Dr. Steelman, her deep interest in the affairs of labor has not changed. She is active in campaigns which aim to help, such as the Society of Crippled Children, Red Cross, and the drive for funds for our National Symphony concerts. She states that, "Giving one's time for a worthy cause is a great joy to me."



Mrs. Steelman

Miss Helen Chenevix one day may head the entire Irish trade movement. She has been elected vice president of the Irish Trade Union Congress, in Dublin, an organization of 200,000 members, mostly men. Traditionally, the vice president becomes the next president. Miss

## Tax Increase May Mean More Benefits

Your social security deductions will be increased a little January 1. The increase means better pensions though.

After the first of the year you will pay 1½ per cent of your income (up to \$3,000 a year) for social security instead of 1 per cent, which you have been paying since social security legislation became effective 13 years ago. Your employer will pay a 1½ per cent tax on your wages beginning January 1. He has been contributing only 1 per cent.

Ninety dollars is the most you will have to pay for social security each year under the new schedule.

Under the original social security law, the 1½ per cent deduction would have gone into effect in 1940 and by now the rate would have been 3 per cent. But employers succeeded in preventing the increases. It finally was voted by Congress in 1948.

The higher payroll deduction helps pave the way for increased benefits. The Senate will consider the social security expansion bill next year. The legislation passed the House last October.

## Unemployment Benefits

A Pennsylvania compensation review board is allowing unemployment compensation to a girl looking for other employment—one without "passes." The board had ruled that if her employer gets fresh or makes "improper advances," that was good cause for voluntarily quitting her job without losing unemployment pay rights.

Helen, as she is called by her members, is head of what Eire claims is the only women's trade union in the world, the Irish Women Workers' Union.

## ANOTHER MILESTONE PASSED BY OEIU 192

Millinocket, Me.—OEIU 192 recently celebrated its third anniversary with a banquet and evening of entertainment. The toastmaster was the local union president, William M. Praught, who is also a vice president of the Maine Federation of Labor.

The principal address was given by Miss Marion Martin, Commissioner of Labor and Industry for the state of Maine. Distinguished guests included OEIU Vice President Edward P. Springman, President Benjamin Dorskey of the Maine Federation of Labor, Vice President Howard Larrabee of OEIU 245, Charles Evans of the Maine Labor News and Frank Curran, Superintendent of the Eastern Maine General Hospital, who is helping Local 192 in its efforts to build a community hospital in Millinocket.

Greetings were received from far and wide from friends of Local 192, including a message from International President Paul R. Hutchings, who was at that time in Geneva, Switzerland.

## Bargaining Pattern Bolstered Economy

"Weak unions or no unions mean low purchasing power and a weak economy.

"We will not be able to go into a great prosperous future unless we learn some of the lessons of the 1920 to 1929 period. It did not do the American economy any good to crush the unions from 6 million members to 2,625,000 in those years.

"A well developed pattern of free collective bargaining in our country, a growing trade union movement, is to the benefit of our national economy, to all the people, to the maintaining and advancing of our prosperity and our American standards of living."—Assistant Secretary of Labor Ralph Wright.

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INTERNATIONAL UNION



PAUL R. HUTCHINGS, President  
J. HOWARD HICKS, Sec.-Treas.  
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Washington 5, D. C.

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**Compulsory Retirement**—Forced retirement of employes under a company retirement plan where the union hasn't agreed to any such plan may be a breach of contract, according to an Ohio state court.

The contract, the court points out, provides that an employe's seniority would be terminated "if an employe leaves voluntarily or is discharged." And other sections of the contract make it clear that discharge has to be for good cause. But the company said it wasn't discharging these employes, it was "retiring" them.

The court goes to the dictionary, and finds that retirement implies that the person being retired has consented to the arrangement. But there wasn't any consent here. What the company was doing, the court says, was firing employes because of old age.

But then, management can't have it both ways. If it's firing these employes, then it has to have a "good cause" for doing so under the contract. It can't wriggle out of justifying the firings by saying they're actually "retirements."

Result of this ruling is that the union gets an injunction stopping the company from putting its retirement plan into operation. (*Machinist's Union v. General Electric Co.*)

\* \* \*

**Operating Costs**—One NLRB Trial Examiner has ruled that the operating costs of a company, as well as information on capitalization and dividends, must be produced by the company if the union asks for them and if they're necessary for bargaining to be carried on properly. If NLRB approves this Examiner's report, it'll be the farthest NLRB has yet gone in making it obligatory on management to open its books to the union.

The union had asked for a wage increase. Management kept turning the union down on the ground that it couldn't afford one. The union stated that management had a pretty consistent record of meeting its dividend payments. How could it be sure the company's plea of poverty was on the up and up?

The union asked for information on the company's capitalization and dividends and also for a breakdown on management's wages, raw materials, salaries, depreciation and overhead. Management refused, stating it didn't even give out such information to mercantile agencies.

The Examiner felt that the union should have this kind of information in order to know whether to believe the company's story as this was the only way to get on with something that resembled collective bargaining, and ordered the information turned over to the union. Whether NLRB will go along remains to be seen. (*Southern Saddlery Co. and Leather Workers, AFL.*)

## Delegates Hear ILO Official



Geneva, Switzerland—Mr. J. Rens, Assistant Director General of the International Labor Office, addresses the first Plenary Session of the Advisory Committee of Salaried Employes and Professional Workers. Mr. Rens is shown standing in the right foreground at rostrum. Shown also is the full delegation of worker representatives.

(Continued from page 1)

ing industrial establishments. The Committee urged that the categories of workers concerned should be defined as widely as possible.

With regard to Performers' Rights, the Committee adopted a report requesting the Governing Body to enter into immediate consultation with the Secretariat of the Bern Union (the International Union for the Protection of Literary and Artistic Works) with a view to reaffirming the interest and concern of the I.L.O. in the question of performers' rights. It also requested the Governing Body to make appropriate arrangements for further consideration by the I.L.O., in consultation with other International organizations concerned, of the question of appropriate action on an international basis to secure adequate protection of performers' rights, and to place the question of performers in broadcasting, television and the mechanical reproduction of sounds on the agenda of the next meeting of the Committee for further consideration.

The Committee also considered and adopted a number of resolutions including requests upon the Governing Body to include the question of extending the present scope of Convention No. 3, dealing with the employment of women before and after childbirth, so that it would also apply to women salaried employes and intellectual workers in offices, hotels, restaurants, theatres and places of entertainment, and in nursing establishments.

It also requested the Governing Body to advise and assist member nations upon request, with a view to helping unemployed professional workers and to invite the I.L.O. to ask the competent international institutions to study practical means

of allowing students of modest means, not receiving sufficient loans or scholarships, to carry out their studies in conditions compatible with their intellectual activities, and if necessary for them to work that they should receive the negotiated or statutory rate for the job.

The Committee also requested the Governing Body to have the I.L.O. make studies with a view to inclusion on the agenda of future sessions of the Committee the following subjects: Hygienic working conditions; Unemployment; Special problems in the negotiation of collective agreements for white collar workers of all types; Employment opportunities (including in particular vocational and technical training, promotion, employment of older women, employment of married women); Pension schemes in addition to pensions provided by social security (including provisions for women employes); The creation of national art funds for self-employed professionals.

The Committee also went on record requesting the Governing Body to instruct the Office to undertake more comprehensive statistical studies on general conditions of employment and work for non-manual employes and professional workers, dealing particularly with studies of existing collective bargaining agreements covering such workers, the character of such agreements, coverage and essential clauses, and to communicate the results of such studies to sessions of the Committee as soon as they are available. Other resolutions adopted dealt with migration of non-manual employes and professional workers, the rights of the employed inventor and reports on minimum employment age of children to non-industrial employment.

## RETROACTIVE PACT WITH BUS COMPANY

Oakland, Calif.—Organization of Peerless Stages, Inc. by Local 29 has resulted, according to local union secretary-treasurer Raymond R. Colliver, in increases ranging from \$14.07 to \$23.53 per month plus further increases in the next few months resulting from length of service.

The agreement is retroactive to August 1, 1949 and also improved the working conditions of the employes by providing for dues check off, an additional holiday, 4 hours on Good Friday and General Election Day, additional day off if holiday occurs during vacation period, pro-rata vacation pay, increased morning and afternoon rest periods and sick leave.

## Truman Invited To Clerk's 50th Jubilee

Washington—George M. Harrison, president of the Brotherhood of Railway Clerks of the AFL, invited President Truman to attend the 50th anniversary celebration dinner of the union, to be held in Cincinnati on December 29.

Mr. Harrison, extending the invitation during a White House visit, said that Mr. Truman indicated he would accept if his schedule permits.

Top AFL officials, other government officials and leaders have been invited to join in the affair honoring one of the oldest and biggest AFL unions, which speaks for the clerks on all of the nation's railroads and major steamship lines.

Mr. Harrison, an AFL vice president, headed the Truman-Barkley labor committee set up in 1948 to return Mr. Truman to the White House. During his most recent call, Mr. Harrison informed Mr. Truman that the results of the recent elections indicated that Sen. Robert A. Taft would be beaten next year in Ohio for reelection.

## UNIONISM PAYS

St. Louis, Mo.—Office employes of the recently organized St. Louis Steel Products Co. have, through the efforts of their bargaining representative OEIU Local 13, secured an increase of \$6.00 per week for all employes, time and one-half for the first four hours worked in excess of regular eight-hour day and on Saturday with double time thereafter, double time for Sunday, double time for holidays plus regular holiday pay for all work performed on holidays, union shop (having won the same by a unanimous vote), sick leave and pay for time lost due to jury duty or death in the family.

These negotiations were carried on by the local union president, Leonard A. Amrhein, and OEIU-AFL Organizer Frank E. Morton.

## TODAY and CONGRESS



If you want national health insurance, see your Senators and Representatives.

Otherwise Congress may do little more than talk about the plan next year.

The reasons for the Congressional policy of delay in enacting the program include:

1. Many Senators and Representatives believe workers oppose health insurance. (That's where a visit to your Congressman will help.)

2. Some Congressmen are afraid of the doctors' lobby which is spreading false propaganda about the insurance program.

3. The second session of the 81st Congress is expected to last only six or seven months because of the 1950 elections. A lot of Congressmen want to avoid extending debate on the insurance question in a campaign year.

### Senate Investigation

Only immediate action in sight on health insurance is an investigation by a Senate Labor and Public Welfare subcommittee.

The group will study voluntary hospital and medical insurance. It must report to the Senate by March 15. Both House and Senate may authorize other studies.

### Small-Scale Plan Rumored

There is some talk in Washington about working for enactment of a small-scale national insurance program next year. It is possible such a plan would start with compulsory hospitalization insurance for all. Then the system could be expanded gradually to include all medical expenses.

Under the Administration's national health program, persons would pay for their medical expenses through a contributory insurance plan. It would work the same way social security operates now. The relationships among patients, doctors and hospitals would remain exactly as they are today.

# NOTES from the field

**Missouri**—Organization of the office and clerical employes of the Union-May-Stern store, Carson's Furniture Co., the American Fixture Co. and the Missouri Printing Co. are present objectives of OEIU 13 in St. Louis. Local union president Leonard Amrhein and OEIU-AFL Organizer Frank E. Morton are heading up these drives.

**OEIU 40 in Kansas City** with the assistance of AFL Organizer R. E. James has recently won a representation election conducted by the NLRB at the Consolidated Supply Co., a wholesale plumbing supply concern.

**District of Columbia**—As a part of its recent installation of officers and in observance of its forty-fifth anniversary, OEIU 2 in Washington had open house and light refreshments following its regular meeting. OEIU Vice President R. M. Daugherty officiated at the installation of officers. OEIU 2 is presently engaged in an organizing campaign at Peoples Drug Store main office.

**California**—OEIU 29 in Oakland has, by its organization of Bonds Clothing Company, completed organization of all the retail clothing stores which are members of the Retail Clothing Association of Alameda County.

By a 70 per cent favorable vote, OEIU 29 won a representation election among the office and clerical employes of the Stone Webster Engineering Co., general contractors in Watsonville, and subsequently won a union shop election at this same firm.

In Los Angeles, OEIU 30 has organized the office and clerical employes of the Fink Clothing Co., the ABC Finance Co., the Roosevelt & Sargent Finance Co., the Bel-Air Bay Club, and the Wash-

ington Carpet Co. Organizing efforts are now being directed towards the employes of the Foster-Kleiser Advertising Co.

**Massachusetts**—In Boston, OEIU 6 has won an NLRB representation election among the office and clerical employes of the City Fuel Co.

**New York**—Union shop elections have been won by OEIU 34 in Rochester at Yawman & Erbe Mfg. Co. and Bastian Bros. Co.

**Toronto, Ont.**—The Toronto District Labor Council of the Canadian Trades and Labor Congress voted to require all delegates to take an oath that they are not members of nor identified with the Communist party.

Henry Simon, AFL organizer, said that the decision is "in conformity with the resolution adopted at the recent convention of the Trades and Labor Congress."

"The Winnipeg Trades and Labor Council has made a similar decision and it is expected that very soon all trade councils in Canada will bar communists from sitting in as delegates," Mr. Simon said.

At present delegates are required to take an obligation that they are not members of nor identified with the Fascist party. As soon as the amended constitution is adopted in entirety, possibly on December 1, the delegates will be compelled to take the oath, disclaiming identity with either fascism or communism.

The non-Communist clause was deleted from the obligation in October, 1945, during the war-year period of pro-Russian sentiment.

"If you'll take care of your union—your union'll take care of you."

## Wage rate GAINS

**Bottled Soft Drinks**—Bireley's Beverages, Local 29, Oakland, Calif., \$8.50 and \$10 per month increases.

**Electric Light & Power**—Tennessee Valley Authority, Local 52, Sheffield, Ala., Local 119, Chattanooga, Tenn., Local 147, Jackson, Tenn., and Local 246, Johnsonville, Tenn., \$141.80 average increase per annum.

**Steel Products**—St. Louis Steel Products Co., Local 13, St. Louis, Mo., \$6 per week.

**Non-Profit Organizations**—Labor Zionist, Histadrut, Pioneer Women and Jewish Workers Alliance, Local 30, Los Angeles, Calif., \$5 per week average increase.

**Finance Companies**—ABC Finance Co. and Roosevelt & Sargent Finance Co., Local 30, Los Angeles, Calif., \$8 to \$31 per month.

**Bus Lines**—Peerless Stages, Inc., Local 29, Oakland, Calif., up to \$23.53 per month.

**Floor Coverings**—Washington Carpet Co., Local 30, Los Angeles, Calif., \$2.50 to \$7.50 per week.

**Wholesale Grocers**—General Grocery Co., Gray & Co., Hudson-Duncan Co., Northwest Grocery Co., United Grocers, Inc., Wadhams & Co., Local 11, Portland, Ore., 2½ cents retroactive to August 1, and 2½ cents effective next March 1.

Reid Murdoch (Div. of Consolidated Groceries Ass'n), Local 33, Pittsburgh, Pa., \$4 per week.

**Canning & Preserving**—Durkee Famous Foods Division, The Glidden Co., Local 29, Oakland, Calif., \$8.75 per month effective November 1st.

## Officiate at Premier of "Democracy on Display"



Washington—Twenty-four representatives of OEIU Local 2 officiated as receptionists and added a touch of glamour to the Washington premier of the American Federation of Labor's movie, "Democracy on Display."

Over 800 persons viewed this color-sound presentation of the Fourth Union Industries Show at Cleveland, Ohio. The audience included many leading officials of AFL national and international unions and several United States Government Cabinet officials.

Those in the picture are, left to right: Lena Strackbein, Katherine

Rogers, Elizabeth McAlinden, Josephine Barker, Lottie Noland, Louise Reese, Mary O'Keefe, Wilhelmina Figl, Valerie Costello, Irene Boyce, Mr. Charles Straub, Special Assistant to the Secretary of Labor, Mr. Ralph Wright, Assistant Secretary of Labor, I. M. Ornburn, Director, Union Industries Show, Jackie Spitzer, Jeanne Clokey, Betty Finnegan, Ethel Hundstrucker, Ginnie Kreigstedt, Kathryn Forsythe, Betty Bell, Norma Miller, Jean Zelie; in front: Esther Smith, Lorraine Morrison, Jane Leaman, Jean Goetzinger, Virginia Arnold.