OEIU Local Wins Shipyard Dispute

Oakland, Calif.—Office Employees Union Local 29 has won an arbitration award in its dispute with the Todd-Palm Beach Shipyards in Mal-    meda, the Central Labor Council said recently.

The dispute arose over the insis-  tence of the union that the foremen and foremen should fill out time-cards for their crews.

The union contended this was an infringement on their jurisdiction and did not come within the scope of managerial discretion. The case for the union was handled by Raymond R. Collier, secretary-treasurer of Local 29 at a hearing held December 14.

Arthur Miller acted as impartial arbitrator on the arbitration board on which he also represented the union. The board heard that the work was properly that of time-keepers and members of the Office Employees Union, but decided that under a decision a number of timekeepers will be returned to their jobs and will be welcomed by many of the foremen and leader-    men who have been handling the extra workload.

The Metal Trades Council supported the position of the Union, according to Collier in reporting to the Council.

Increase Secured At Baking Concern

Pittsburgh, Pa.—A weekly wage increase of $2.50 was obtained for the office employees of the Original Wonder Bakers in a recent renewal agreement signed by that company with OEIU Local 33. Local Business Representative Frank W. Riott, advises that such increase was obtained retroactive to January 24, 1949. He also indicates that a similar agreement has been negotiated in a renewal agreement between the local union and the Exile Packing Company.

OEIU Contract Benefits Atomic Project Workers

Richland, Wash.—In the first contract to be signed with sub-    contractors on the big Hanford project of the Atomic Energy Commission, OEIU Local 104 negotiated for an increase of $18 a week for all workers by April 12.

The contract also guarantees 37-hour working week and double-time for overtime. The agreement has been ratified by the Atomic Energy Commission and is expected to be effective April 12.

Sign New Five Year Agreement With Motion Picture Industry

Hollywood, Calif.—A new 5-year-agreement was just signed by OEIU Local 14 with 19 of the leading production studios, accord-  ing to OEIU Business Representative Frank W. Riott, who negotiated the contract. The agreement covers all employees of the major studios and is retroactive to April 1.

The agreement was ratified by the general membership of the union in Local 14, and reaffirmed by the executive board at the time of the ratification. The agreement is expected to be effective April 12.

The agreement provides for a general raise of 3 percent per week for all workers. The agreement also provides for a general increase of 3 percent per week for all workers.

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Business Unionism

American unions are business organizations. To fulfill their work conditions they use the accepted business practice of making contracts with their employers—by the same methods used by employers and others to specify mutually satisfactory conditions for doing business with each other. The number of mutual contracts between unions and employers has grown from a few hundred to more than 100,000 in the last 25 years.

This truly American "business unionism" recognizes the necessary function of management to manage and direct, to make decisions vital for efficient operation, and for safeguarding investors' equity in the business. So the work relationship in this country is developing into a partnership between unions and management.

Union members understand that success of their business means ability to pay them a higher wage. So they give wholehearted effort to improve production as the way to get the necessities of life for themselves and their families. Thus workers' urge for progress becomes as strong a motive for good in industry as the employers' urge to make profits. The immense productivity of America's basic industries, which are manned chiefly by union members, is due in no small part to the workers' actual partnership through their unions. And their wages, the highest in the world, are the reward for this productivity.

This partnership between unions and management is the very heart of free enterprise. American workers, members of "business unions" are sold on free enterprise because they know it brings them a higher living standard than any other nation.

ORGANIZER DIES

Pittsburgh, Pa.—Howard G. Donaldson, organizer for OEU Local 33 passed away suddenly from a heart attack on June 10. His passing is mourned by his many friends.

New Wage-Hour Division Policy On Overtime Problems

Washington.—A general policy establishing a uniform application of overtime compensation requirements under the Fair Labor Standards Act with respect to employment agreements providing "show-up" and "call-back" pay was adopted by F. Granville Grimes, Jr., acting administrator of the Wage and Hour and Public Contracts Division, U. S. Department of Labor.

Effect of the policy is to regard only payment for hours actually worked in computing overtime compensation for employees receiving "show-up" or "call-back" pay, and to permit employers to take credit for true overtime payments made for such hours.

As generally used in industry, employment agreements provide that an employee will receive pay at his usual straight-time or overtime rate for a minimum number of hours upon "show-up" for work, even though the employer may not be able to provide work for the entire period and excused the employee. Similar minimum payment assurances are made under agreements for the "call-back" of an employee, after his regular workday has ended and he has left the employer's establishment.

It has been the practice of the divisions to consider only the payments made for hours actually worked upon "show-up" in computing the employee's overtime compensation in weeks in which he works more than 40 hours. That part of the minimum payment given to the employee as "show-up" pay because of the agreement and not for hours worked is not required to be included in determining his "regular rate," and may not be credited toward any overtime compensation due the employee under the Wage and Hour laws for hours worked beyond 40 in the workweek.

To effectuate with issuance of the policy statement, Grimes said the divisions will apply the "show-up" principles with respect to the minimum "call-back" payments made pursuant to employment agreements.

In accordance with the position of the divisions that extra compensation provided for an employee's work when, contingent on previous work for a bona fide daily or weekly standard of hours, is true overtime pay under the Wage and Hour laws, the divisions will regard such premium payments made for hours worked on a "call-back" true overtime pay. As such, they may be excluded from the "regular rate" computation and may be credited toward overtime compensation due the employee under the law in the event he works more than 40 hours in the workweek. However, as in the case of "show-up" payments which are not made for hours worked, that portion of a minimum "call-back" payment which is measured by hours not worked (whether computed at the base or a premium rate) is neither to be included in determining the employee's "regular rate" nor to be credited toward overtime compensation which may be due the employee under the Wage and Hour laws for hours worked beyond 40 in the workweek.

WARNING SOUNDED ON U. S. SALES TAX

Washington.—Senator Wayne Morse (R., Ore.) has warned the American people they must be on guard constantly against movements for a Federal sales tax.

In a Senate speech, which nearly all of the daily press ignored, Morse said business interests always have the Federal sales tax in the back of their thinking.

The Senator, one of the outstanding liberals in Congress, also talked about the so-called self-made man who supposedly owes all his success to his own hard work.

Sales Taxes Rob Poor

This is what Morse said about the sales tax. "A man with a large family and a low income discovers that the pennies which are taken away from him, by way of a sales tax every time he goes to the grocery store, butcher shop, shoe store and clothing store are all out of proportion from the standpoint of his ability to pay, to the sales tax that is collected from his more wealthy neighbor."

"Workers and farmers generally oppose the sales tax because they see in it a passing of the tax back, so to speak, to those most able to pay taxes on accumulated wealth to those who have, relatively speaking, little accumulated wealth. I think they are right about that."

Morse urged working men and women to campaign for the elimination of many excise taxes and the reduction of others, as an entering wedge in the battle against a Federal sales tax.

High and numerous excise taxes are necessary in wartime. But now pressure for continuing them is being exerted by businessmen and others. They want to expand these taxes so that the jump to a general Federal sales tax will be easy.

"Social Obligation"

Turning to the so-called self-made man who achieved his success from Oregon indicate opposition in Oregon when "show-up" or "call-back" pay, and of overtime payments for workers, Senator Morse said, "The thought of such a tax is like a red flag to a bull."

"Those going along with the advantages of being rich also have a great social obligation to pay taxes for the system of government which makes it possible for such great opportunities to be available to people of ambition an incentive."

The Senator also pointed out that the large segment of our population, "composed of families who do not accumulate any considerable amount of savings and many of which are in debt or just barely meet the expenses of a really low standard of living, are responsible for a large share of the production of our national wealth."

Morse will face rich, reactionary opposition in Oregon when he runs for re-election in 1940. Reports from Oregon indicate that vested interests are already setting up a large fund in an effort to beat Morse.
Members of the Executive Board of the Office Employees International Union are shown above at their June meeting in the Hamilton Hotel in Washington. Vice President C. C. Newell was unable to be present but he was handling the negotiations for the Manhattan Atomic project. Seated, left to right: Vice Presidents J. O. Bloodworth, Jr., and E. A. Stafford, Secretary-Treasurer J. Howard Hicks, President R. H. B. Bernard, and Executive President R. A. Hiebert. Standing, left to right: Vice Presidents Frank F. Randall, Lucien A. Bourque, Edward P. Springman, L. P. Amell, L. G. Nygren and Harold E. Beck.

**OEIU Union Label Week**

Washington—The International Union Executive Board of OEIU in regular session here last month took unanimous action to designate the period September 3 through 10 as “OEIU Union Label Week.” All local unions are advised and urged to publicize our OEIU union label during such period and to participate in the plans for “Union Label Week” and other Central Labor Union, State and Provincial Federations of Labor and Women’s Auxiliaries.

The designation of this period as “OEIU Union Label Week” conforms with the action of the convention of the Union Label Trades Department, which acted to establish this period as “Union Label Week.” Such designation has also been approved by the Executive Council of the American Federation of Labor and the Executive Board of the Union Label Trades Department.

In their respective localities all officials and members of the American Federation of Labor, union label leagues and women’s auxiliaries can now devote their entire activities to a demonstration for Union Labels, Shop Cards and Union Buttons. There will be nation-wide broadcasts carrying messages from President Green, Secretary-Treasurer L. M. Gritta of the Union Label Trades Department, and other AFL officials.

This year marks the fortieth birthday of the Union Label Trades Department which was chartered by the American Federation of Labor on April 2, 1909, when Samuel Gompers was president. It will be fitting during the Union Label Week of 1949 to refer to this fortieth anniversary of the Label Trades and pay tribute to its founders.

**Backs Texas Drive of OEIU**

Beaumont, Tex.—Augmenting the action which it took at its 1948 61st annual convention of the Texas State Federation of Labor, OEIU went squarely on record as advocating the organization of office and clerical workers and pledged its assistance to the Office Employees International Union in its current organizational drive within the state, according to Claude Bourque, secretary of the Port Arthur Trades and Labor Council, who attended both as a delegate from the Council and from OEIU Local 66 at Port Arthur, together with delegate K. M. Walker.

The resolution adopted by the convention was proposed by Bourque and Walker and the same received an enthusiastic reception. Pledges of assistance and expressions of good will resounded from delegates from the many cities represented.

**Big Organizing Drive Under Way**

San Francisco—The Metal Trades Council of Southern California is in the midst of a vast organizing program designed to bring the unorganized workers in the manufacturing industries of southern California into the American Federation of Labor. This program was endorsed by all the international unions through their representatives, at San Diego in January of this year. The Metal Trades Department also agreed to assist in the drive and assigned R. A. Gritta to work on the campaign.

The drive is making considerable headway.

Although sponsored by the international unions, this organizing program was requested by the local unions of the area. They are determined to make it a success, and are asking complete cooperation and help in both manpower and finances from all metal trades and other locals.

Business Representative Anne K. Sweet of OEIU Local 30 at Los Angeles is actively participating on behalf of OEIU.

**Four Timely AFL Pamphlets**

**Slavery—Old and New**

By Matthew Wall. 10 cents

**Rift and Realignment in World Labor**

By David Dubinsky. Free

**What Happened to the Trade Unions Behind the Iron Curtain** ....... 50 cents

**American Labor Looks at the World (1918)....50 cents**

Order from Free Trade Union Committee, A. F. of L.

Box 65, Station G, New York, N. Y.
Crash ‘Almost Impossible’ AFL Economic Study Shows

Washington. — America’s economy is so healthy and vigorous that a “serious business recession” is “almost impossible,” the AFL Monthly Survey declares.

Even though unemployment is growing higher and may rise to 5,000,000 by July, the American people have certain and definite safeguards against a crash, the survey says. It took a generally bright view of the economic situation.

It said there are certain dangers, however, and declared that policies followed by unions, management and government in this period are “all important.” The AFL said it is vital that wages move “steadily upward” this year to restore and increase consumer buying.

But it said wage increases should now be based on “past or future increases in productivity” to prevent future wage rises in costs — that company earning power should be considered.

It said that unions cooperate with management through union-management production committees “to prevent waste, save costs, and protect profits.” A wage increase, the AFL said, may depend on such a plan.

AFL unions were advised to get the facts on the employer’s financial condition.

“The facts on your employer’s prospects are excellent,” the publication said, “but if his profit margin continues to decrease, and your future will be more secure if you help him improve his position.”

On the nation’s economic prospects, the AFL said the current price cuts are a “healthy development.” It said readjustment after any war is difficult, “but there is no reason now to expect any such confusion as that of 1921.”

Following are the “strong sustaining forces” which the AFL said “provide the basis for the almost nonexistent recession: “almost impossible.”

Employment is still very high, 12,500,000 above prewar; unemployment is down to 5,000,000 (1,500,000 above last year).

Industrial production is still 75 per cent higher than in 1918.

Unions have kept workers’ wages in pace with price increases and union contracts provide wages ranging from 75 cent to 50 cent below the postwar peak.

The AFL also said it is vital that the government, management and unions avoid a cut action that would start price inflation again.

FIVE POLIO PRECAUTIONS ARE LISTED FOR PARENTS

Warning that the 1949 polio season is "just around the corner," the National Foundation for Infantile Paralysis has issued a list of precautionary measures to be observed by those in charge of children during the epidemic danger period which usually runs from May through October, reaching its peak during the hot, mid-summer months.

The five easy-to-follow low cost rules for children are:

1. Avoid crowds and places where close contact with other persons is likely.

2. Avoid over-fatigue caused by too much play or exercise, or irregular hours.

3. Avoid swimming in polluted water. Use only beaches and public pools declared safe by local health authorities.

4. Avoid sudden chilling. Remove wet shoes and clothing at once and keep extra blankets and heavier clothing handy for sudden weather changes.

5. Observe the golden rule of personal cleanliness. Keep food tightly covered and safe from flies or other insects. Garbage should be kept out of reach.

In this area, the AFL said, “plenty of vegetables and fresh fruits are available.”

PENSION PLANS IN BARGAINING REALM

In this case, a four-member majority of the Board ruled that pension plans come within the scope of the law. The Board said it makes it mandatory for both employers and unions to bargain collectively over this type of plan. It also held that if the plan is not acceptable to the workers, the unions may withdraw.

Bargaining Mandatory

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In the opinion, the majority declared:

"Realistically viewed, this type of wage enhancement or increase, no less than any other, becomes an integral part of the entire wage structure, and the character of the employee representatives’ interest in it is no different than in any other case where a change in wage structure is being considered.

In the two other decisions coming soon after the ruling in the Inland case, the Board applied the same reasoning to group insurance. The Board ruled that various types of group insurance, like pension and retirement benefits, constitute an indirect part of wages as well as part of the "conditions of employment."

Missouri Senate Kills Union-Control Statute

Jefferson City, Mo.—Despite a fight of labor to save it in the House, the Missouri State Senate voted 18 to 12 to repeal the anti-union Bill 742, a measure which barred jurisdictional and sympathy strikes, secondary boycotts and strikes against companies doing business in the state.

The Republicans sought to prevent a vote in the Senate, which is controlled by the Democrats, because labor leaders had threatened legislators with reprisals unless they voted for repeal. The lower house previously voted for repeal of the measure.