

THE OFFICE WORKER

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

No. 51

WASHINGTON, D. C., MARCH, 1949

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BENEFITS WON FOR YELLOW CAB STAFF

Philadelphia, Pa.—More than 180 employees of the office of the Yellow Cab Company in this city have achieved real benefits through the recent agreement negotiated by OEIU Local 14 with the company. This group selected Local 14 as their bargaining representative in a state labor board election some months ago and more recently they voted with only three dissenting votes in favor of a union shop in an NLRB conducted poll.

Agreement negotiations with the company have been conducted under the leadership of the Local's business representative, Edward P. Springman, assisted by the Local's secretary-treasurer, Marie M. Hutchinson.

Highlights of Pact

Principal gains achieved in this first agreement include full union shop protection, an eight-hour work day and 40-hour week with time and one-half for all overtime work.

Salary schedules were agreed to based solely on length of service and providing for periodic increases at six-month intervals. Many of the employees covered received immediate adjustments of as much as \$6 or \$7 per week.

Other gains included the establishment of a six cent per hour differential for midnight shifts, two 10-minute rest periods each day and the establishment of a weekly pay basis replacing the former semi-monthly arrangement.

Group Insurance

Under the new agreement, sickness, accident and life insurance group policies for all employees are provided. Definite vacation periods are established and paid sick leave of six days per year is assured. The employees are protected on a seniority basis in the event of layoffs, rehire and in the choice of vacation times. Grievance and arbitration machinery are also set forth. The agreement runs until March 1950 with a reopening clause for wages and premiums paid on April 1, 1949.

The negotiating committee of employees, members of Local 14, include Esther Chandler, Mary Hughes, Mary Morris, Theresa Galbreath, Elizabeth Glicker Broll and Kathryn Hearn.

Henry J. McFarland, A. F. of L. regional director at Philadelphia, gave splendid support and cooperation in the organization of this group.

Majority Signs Up At Ward LaFrance

Elmira, N. Y.—An overwhelming majority of all eligible office employees at the Ward LaFrance Truck Corporation have signed up for membership in OEIU Local 137, and the local union has petitioned

President Truman Greets OEIU

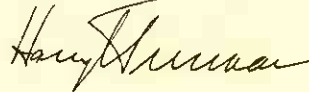
THE WHITE HOUSE
WASHINGTON

February 7, 1949

Dear Mr. Hutchings:

Please extend my cordial greetings to the officers, delegates, and members attending the 1949 convention of the Office Employees International Union. I wish your organization well in all its constructive activities in the interest of office workers during the coming year.

Very sincerely yours,



Mr. Paul R. Hutchings
International President
Office Employees International Union
1401 New York Avenue
Washington 5, D. C.

Assistant Secretary of Labor To Address OEIU Convention

Washington—International President Paul R. Hutchings announced that the principal address at the 1949 OEIU convention opening in St. Louis March 21 will be delivered by Ralph Wright, assistant secretary of the Department of Labor.

It is hoped that AFL President William Green will be able to arrange a "breathing spell" in his duties so that he may also address the delegates.

Wright, a member of New York Typographical Union No. 6 and secretary of the Allied Printing Trades Council of New York City, was appointed by President Truman to the Department of Labor post last November.

He was born in Concord, N. C., and began the printing trade in an orphanage from which he graduated at the age of 17. After a month in a cotton mill he became an apprentice on a newspaper and was obligated by the I. T. U. in 1920. He has worked as a linotype operator on nearly every newspaper in New York City.

During the war, Wright represented labor on the regional War

the NLRB for a collective bargaining election in this office.

Labor Board and the regional War Manpower Commission Board.

GUEST SPEAKER



RALPH WRIGHT

LAUNDRY INDUSTRY PACT HIKES WAGES

Oakland, Calif.—A recent renewal of OEIU Local 29's general agreement with the establishments in the laundry and dry cleaning industry has resulted in a general wage increase of 10 cents per hour for all covered office employees, five cents of this increase being effective January 1, two and one-half cents on March 1 and the remaining two and one-half cents on May 1, 1949.

The addition of a new job classification provided an additional wage gain for a number of covered employees, according to Local Business Representative John B. Kinnick who handled the negotiations for the local.

Other gains included pro-rated vacation pay upon termination of an employee's services and provision for an additional day off if a recognized holiday occurs on an employee's regular day off.

Creamery Contract

Business Representative Kinnick also advises that the office employees of the Creamcrest Creamery have recently been organized with the good help of Milk Wagon Drivers Local 302, and that OEIU Local 29 has obtained a signed contract with this company covering this group.

The principal gains include increases averaging \$35 per month in addition to the establishment of two weeks vacation after one year of service, instead on one week which this group previously received.

Renewal Pact at Hoe Brings Gains

New York, N. Y.—A general wage increase of \$6 per week highlights the gains recently won in a renewal agreement with R. Hoe and Company by OEIU Local 153, which holds bargaining rights for the office force of the company.

Other gains won include double time for Saturday and holiday work. In addition to the employee's regular weekly salary, improvements in sick leave allowances, improvements in vacation allowances to increase vacation pay by including the average overtime worked in the three months prior to the employee's vacation period.

In addition to the \$6 weekly general increase, a merit review for all employees as of January 1 is provided, as well as for certain automatic increases in the lower labor grades.

Renewal negotiations were handled by Local Business Manager Howard Coughlin who worked with the office committee of local members, consisting of Charles Kramer, Chairman, Louis A. Bufano, Raymond Dittrich, Jerry Piro, Frank Brown and Timothy Reedy.

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INTERNATIONAL UNION



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625 Bond Building
Washington 5, D. C.

PUBLISHED MONTHLY

Entered in the Post Office at Wash-
ington, D. C., as second-class mail matter.

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LABOR PRESS
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Subscription Price, \$1 a Year

Raids on Reserves

Winthrop Aldrich, head of the Chase National Bank (the world's second largest bank), is starting a new campaign to have our banks exempt from paying premiums to the Federal Deposit Insurance Corporation for insuring bank deposits. (FDIC insures bank accounts up to \$5,000 and prevents bank crashes as in 1932.)

His reason: The Federal Deposit Insurance Corporation has a large surplus.

Let's try this the next time we receive a premium notice from an insurance company that insures us or our property. We shall just write a letter and say, "We are not paying this premium because we have looked at your statement and find that you have a pretty good sized surplus."

Seriously, this move by the Chase National Bank is a very dangerous one. For about 10 years banks have been trying to get out of paying their insurance premiums for bank deposit insurance.

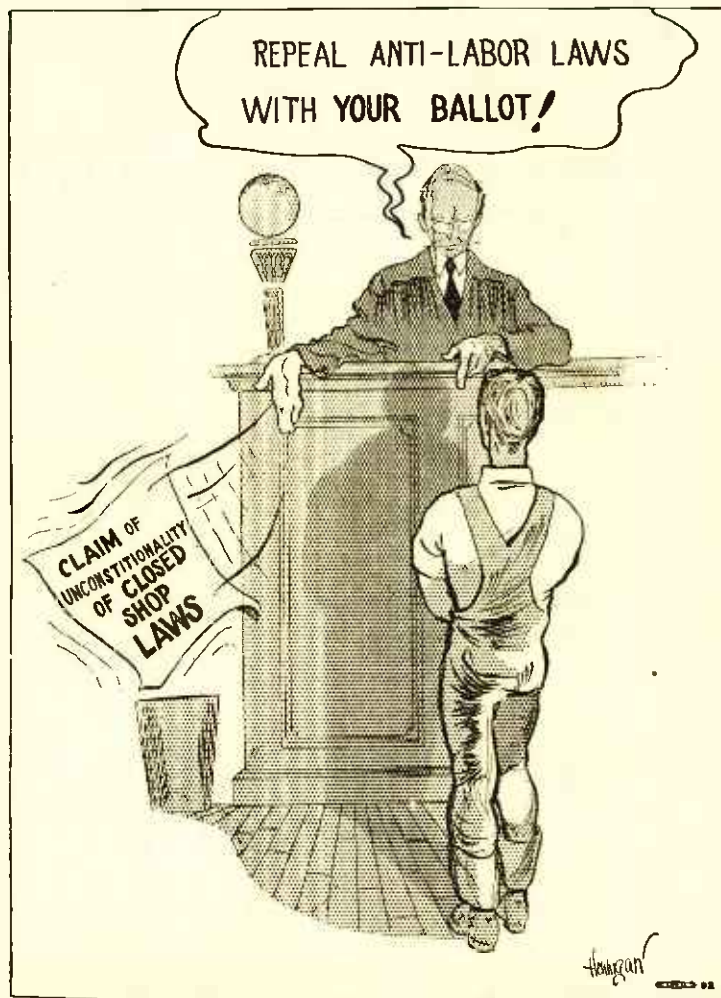
Big Business also has been systematically raiding the trust funds and reserve funds of unemployment insurance by the so-called merit rating plan. Unemployment insurance reserves have been reduced by hundreds of millions of dollars in the states that have fallen for this scheme.

Then again, Senator Vandenberg of Michigan, spokesman for Big Business led the fight to raid the reserve funds of the Old Age and Survivors Insurance section of the Social Security System.

Vandenberg's raid leaves trust funds for the aged *twelve billion dollars short* of the amount that the original law said should be in the fund today. Great credit is due the Wall Street Journal for opposing Vandenberg's raid on the old folks trust funds.

Incidentally Vandenberg's raid was one of the chief causes of inflation.

It seems strange that Big Business is constantly attacking reserve funds and raiding government trust funds. It is a form of economic sabotage on the part



Affiliate With City Bodies and State "Feds", AFL President Urges

Washington.—An urgent call for affiliation of local unions with State Federations of Labor and City Central bodies has been issued by AFL President William Green.

Emphasizing the valuable service rendered by the state and city organizations during the 1948 political campaign, Green declared that such a demonstration of solidarity, of service and of the value of education makes it clear that state federations and city central bodies should be made strong, influential and effective.

"If all eligible local unions are affiliated with state federations of labor and city central bodies, the voice of labor as spoken through these agencies can be made stronger and more influential than ever," he said.

"The decision of the Supreme Court upon the constitutionality of anti-labor laws makes it clear that state federation of labor and city central bodies must redouble their efforts in order to prevent the enactment of additional anti-labor legislation and bring about the repeal of the little Taft-Hartley laws already on the statute books of a number of states."

of people who do not believe in insuring bank deposits, in unemployment insurance or in Social Security for the aged.

Question for Big Business—Will such irresponsible tactics pay off in the long run?

Green said there is no good reason for not affiliating. On the other hand, "the economic and legislative welfare of the workers themselves can be served in no better way than through affiliation of local unions with state federations of labor and city central bodies."

Build Up Will to Live in Harmony

New York.—Cooperation between labor and management is crucial not only for domestic welfare, but it is a "determinant of the worldwide choice between material abundance and stable peace on the one hand or poverty, revolution, war and destruction on the other," according to a report issued by the Labor Committee of the Twentieth Century Fund.

Despite current conflicts between labor and management, the committee report finds that: "A will to learn how to work together is building up. It may not be long before it breaks through into solid achievement."

The report, which is entitled "Partners in Production: A Basis for Labor-Management Understanding," is signed by officials of organized labor, a former president of the National Association of Manufacturers, a functionary of the United States Chamber of Commerce, a former chairman of the

New Heller Budget For Single Women

San Francisco, Calif.—The Heller Committee for Research and Social Economics of the University of California, has recently issued a new Quantity and Cost Budget For a Single Working Woman based on San Francisco prices for September 1948.

This new budget represents the pre-war standards, and its costs are directly comparable to those of the March, 1941, and March, 1942, budgets of the Committee.

During the war years of 1943-45, the war time budget published by the Heller Committee reflected temporary reductions from the peace-time standards. It is significant to note that the Committee has found, based on September, 1948, pricings, that it now costs more than \$2,200 for a single woman to live in the San Francisco area on the generally accepted standards of health and efficiency.

The Committee points out in its introductory remarks that "the goods and services included in this budget are intended to conform to generally accepted standards of health and efficiency for a woman employed in San Francisco in relatively low scale clerical or sales occupations or in a factory.

"The budget is definitely designed for a low income group." The Committee also points out that "if a woman living alone receives much below the cost of the items specified here (\$2,217.77) she cannot live a wholesome life in accordance with the standards of the community."

Copies of this latest Heller Committee budget, which is a 16-page mimeographed booklet, may be obtained for 50 cents from the University of California Press, Berkeley, California.

SURVEY NOTES RISE IN PAID HOLIDAYS

New York.—The National Industrial Conference Board has completed a survey showing sharp changes in the national pattern of industrial holiday observances during the last 13 years.

In 1936 fewer than 10 per cent of the companies included in the board's survey were paying hourly rated employes for one or more unworked holidays. But by 1948, it was found, 76.6 per cent of the firms followed this practice.

Although not highlighted in the report of the National Industrial Conference Board, the great increase in paid holidays has been brought about by the activities of effective trade unions during the past 13 years. Even nonunion employes have benefited because organized labor went out for and achieved paid holidays in collective bargaining agreements.

National War Labor Board and others of varied pursuits.

In its examination of the specific goals sought by labor and management, the report notes that there is general agreement by both on management's desire for more business-like and responsible labor relations.

D. C. BOARD URGED TO RAISE MINIMUM

Washington—The District of Columbia Minimum Wage and Industrial Safety Board has just completed public hearings on a proposed minimum wage of \$31 per week for women office and miscellaneous workers. The \$31 rate was proposed to the Board by its conference committee, composed of public employer and employee representatives.

OEU Local 2 had two of its members serve on this conference committee, Miss Anne Terris and Peter Henle, with Miss Margaret Cleary serving as an alternate member.

The \$31 minimum proposed would replace the present \$17 minimum which was fixed in 1939. In addition to the increase in the minimum weekly rate, the proposed regulation would reduce weekly hours covered by the same to not more than 40 per week. The old regulation allowed up to 44 hours. Part-time rate for covered employes would be raised from 50 cents to 86 cents an hour.

Still Inadequate

In urging prompt action upon the Minimum Wage Board to increase the legal minimum, Paul R. Hutchings, president of OEU, pointed out that the proposed \$31 rate would only partially offset the increase in prices of the commodities and services included in the minimum health and decency budget followed by the Board.

He indicated that a weekly minimum rate of more than \$35 would be required, according to the estimates of the Women's Bureau of the U. S. Department of Labor, based on the Bureau's recent pricings of the various items in the health and decency budget found by the Board in 1937.

Continuation of Rent Control Urged

Washington—Rent control must be extended, the House Committee on Banking and Currency was told by Peter Henle, acting secretary of the AFL's Housing Committee. "We are convinced," he declared, "that an effective and workable rent control program must be continued until the acute shortage of housing, and particularly of rental housing, has been met."

Mr. Henle, who is also the AFL's assistant economist, lashed out at the weakening of rent control during the past 18 months. This has been responsible "in large measure" for the sharp increase in rents which has taken place, he said.

RETROACTIVE BOOST

New York, N. Y.—In settlement of its controversy with J. J. Newberry, OEU Local 153 has signed an agreement which obtains for its members \$5 per week increases retroactive to August 20, together with provisions for rate ranges and a method of increases within the ranges. Vacation benefits have also been improved.

OEU Requests Change in Law To Knock Out "Coolie Overtime"

Washington—Several improvements in the Fair Labor Standards Act were suggested by OEU President Paul R. Hutchings when he appeared before the House Committee on Education and Labor.

First, he urged that the language with regard to overtime be changed so as to bar the payment of "coolie overtime" to salaried workers; second, that the minimum wage be immediately revised upward to 75 cents an hour with further consideration to increasing the minimum to a rate of not less than \$1 an hour, and third, that the statute be broadened to cover all activities affecting commerce.

Affects Unorganized

Hutchings pointed out that the membership of the Office Employees International Union practically without exception has achieved through collective bargaining agreements standards of rates and overtime superior to the minimum standards provided by the Wage and Hour law.

Millions of yet unorganized office and clerical workers, however, must rely solely upon this statute and state statutes for minimum wage and overtime rate protection.

Misconstruction of Law

The International President declared that the method of overtime computation which has come to be called "coolie" or "Chinese overtime" is a misconstruction of the intent of the law. Under this method of computation the more hours which an employe works in a given week, the less per hour will he receive for such service, and in no event does he get more than additional one-half of such dim-

Canadian Paper Workers Sign Up

Quebec City, Que.—A substantial majority of all eligible office and clerical employes of the Anglo-Canadian Paper Company in this city have signed up for membership in OEU and a local union charter has been issued establishing Quebec Local 241.

A. F. of L. Organizer J. M. Landriault was instrumental in the planning of the organizational meeting which resulted in the majority sign-up of this group. President Michaud of the Quebec Central Labor Union also participated and gave fine support as did Lucien Bruneau, president of OEU Local 191 at nearby Beupre, who led a delegation from that local union which participated in the organizing meeting.

The interest and cooperation which is always so generously given by the International Brotherhood of Paper Makers and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers was evidenced by the active participation of the presidents of the Beupre Locals of these two organizations, according to OEU Canadian Representative Russell Harvey, who has been working on this matter and who was present on behalf of the International Union.

inishing hourly rate for his overtime work.

The largest banking enterprise in the country, the Bank of America, is an example of the firms which still use this method, he said.

"We recommend additional language so as to assure 40 hours per week or 173 hours per month will be the maximum divisor in determining the hourly rate for overtime purposes of all weekly or monthly salaried employes, respectively," he said.

Workers' Birthdays Are Made Holidays

Philadelphia—A unique provision is contained in the contract negotiated by Warehouse Employes Local 169 of the International Brotherhood of Teamsters, with the Keystone Brass and Rubber Co.

It makes the birthday of each worker a paid holiday for him and requires the payment of double time if work is required on that day.

Workers Organize At G. E. Supply Co.

Richmond, Va.—A substantial majority of employes of the General Electric Supply Corporation, Richmond office, have signed up for membership in OEU and formal recognition of the union as the exclusive bargaining agency has been requested.

A representation petition has been filed with the NLRB by International Vice President A. R. Carson who, together with the officers of Local 139, has been assisting this group in its organizational endeavors.

Wage Increases, Union Shop Won in Freightway Contract

Oakland, Calif.—A union shop agreement has been entered into by OEU Local 29 with the Consolidated Freightways, Inc., on behalf of the clerical and office employes at this company's station in this city.

This group recently organized into Local 29, and the local union established its exclusive bargaining rights through an NLRB election by an overwhelming majority vote. It similarly established its union shop rights through an NLRB union shop election.

In addition to the wage increases ranging from \$2.50 to \$10 per week which this employer granted at the time of organization, the agreement provides for an additional five cents per hour across the board increase retroactive to November 4, 1948, and for further wage reviews in April and October, with the agreement running until March 31, 1950, according to Local Secretary-Treasurer Raymond R.

IMPROVEMENTS IN MILWAUKEE PACTS

Milwaukee, Wis.—A renewal agreement with Dairy Distributors, Inc., has brought a general increase amounting to \$2.50 per week to all office employes of the company who are members of OEU Local 9.

All the previous gains established by prior contract with this dairy cooperative have been retained, according to Local Business Representative Harold Beck who handled the negotiations of the new agreement.

Representative Beck also indicates that the local union agreement with the Miller Brewing Company has recently been further improved with the addition of a third week's paid vacation for all employes of 10 years or more service and the inclusion of a cost of living bonus arrangement which had not previously been enjoyed.

He also reports that in recent negotiations with Square-D Company Local 9 has succeeded in obtaining a third week's paid vacation for the office force after 15 years of service. He indicates that this is the first Square-D Company office to enjoy a third week's paid vacation.

Local 157 Honors Two Members at Banquet

York, Pa.—With every member in attendance OEU Local 157 held a most successful annual dinner at which it honored two senior members upon the occasion of their retirement after long service with the S. Morgan Smith Company.

George Schlaanstone, with 48 years of service, and Edw. Prince, with 35 years of service, were presented with gold lapel buttons and honorary memberships in the local union by its president, Alfred L. Stumpf. Movies and other social activities were enjoyed by all.

Colliver who handled these negotiations for the local union.

The agreement provides for the union shop and protection against unfair discharges. A 40-hour work week composed of five consecutive eight-hour work days is provided. Time and one-half is paid for time worked in excess of daily or weekly hours, with double time for holiday work. Eight holidays are recognized under the agreement.

Other features of the agreement include two weeks vacation after one year's employment, minimum call-in pay, two paid rest periods each day, a clause guaranteeing equal pay for equal work, seniority provisions and a grievance procedure with arbitration provided for grievances not otherwise settled.

The company has also guaranteed that no existing system-wide benefits shall be denied or withdrawn from the employes at its Oakland station.

FURTHER GAINS AT RICHMOND PAPER

Oakland, Calif.—In a recent renewal agreement with the Owens Publications, Inc., publishers of the Richmond Independent newspaper, OEIU Local 29 has obtained further benefits for the office employes in the business office, advertising department and inside circulation departments of the company, according to Business Representative John B. Kinnick who handled the negotiations for the local union.

The renewal agreement provides for salary increases averaging \$1.30 per week. In addition, the automatic wage progression scale has been further strengthened by granting credit for the previous experience of covered employes.

Other benefits won include an overtime payment of two and one-half times the regular rate for the first five hours worked on recognized holidays, with three times the regular rate for all hours over five. The qualifying period for sick leave was also reduced from six to three months' employment, and pro-rated vacation upon termination is assured after one year's employment.

Local 29 won its NLRB union shop election in this office with only one dissenting vote.

Local Is Chartered At Pump Company

Wellsville, N. Y.—An overwhelming majority of all shop, office and clerical employes of the Worthington Pump Corporation's plant in this city have signed up for membership in OEIU and a new local known as Local 240 has been chartered for this group.

Collective bargaining rights are being requested of the company and the newly chartered local is moving forward to qualify itself for the use of the NLRB in establishing its collective bargaining rights through an election among this group, according to International Representative George P. Firth who is assisting this local union.

Splendid cooperation is being received from the officers and members of the International Association of Machinists which holds bargaining rights for the workers in this company.

LOCAL 148 IS HOST TO NEW PIPE CO. LOCAL

Burlington, N. J.—OEIU Local No. 148 (general offices, United States Pipe and Foundry Company) was host to the newly chartered Local 238 (Burlington works office), of which William Russell is president, at a meeting February 3. Samuel R. Isard, AFL organizer, and George P. Firth, OEIU representative, were also guests at the meeting.

Mr. Firth gave the group a very interesting talk and Mr. Isard initiated several new members of Local 148. Another highlight of the evening was the presentation of a local union honorary membership card to Miss Lillian Deacon, who retired.

Unions to Press Claims for Wage Boosts; Ads Misleading

Washington—Reports from every section of the United States indicate that AFL unions seeking clearly justified wage increases in 1949 do not intend to permit themselves to be hoodwinked or deflected by propaganda published in anti-labor newspapers.

Industries and enterprises which made record profits in 1948 are now pointing to insignificant declines in some consumer prices as an alleged reason for denying sorely needed wage boosts to their underpaid workers. The reactionary newspapers which support the National Association of Manufacturers and the Taft-Hartley Act have taken up the insincere, calculated cry, but wage-earners and their organizations are not at all impressed, it was reported here. The ballyhoo is spurious and the motives of those behind it are transparent, trade unionists declare.

Wages which are inadequate must be increased, and it certainly does not become highly paid editorial writers, columnists and radio commentators sponsored by Big Business to advise the members of organized labor to be content with meager purchasing power, a qualified labor spokesman emphasized.

It was learned that AFL unions in every state are determined to press vigorously for substantial wage increases and better working conditions in all cases where such increases and improvements are fully justified by the facts.

Meanwhile, hundreds of AFL local unions are winning higher wage rates every week. Reports of increases pour into the AFL's Department of Organization from every part of the country.

The inadequacy of the purchasing power of wages received by millions of workers is demonstrated by the fact that more married women than ever before have been compelled to seek employment. The pay envelope of the average head of a family in February, 1949, does not provide sufficient purchasing power, and in millions of cases wives have been compelled to leave small children at home and take jobs in order to supplement the meager weekly family income.

Other indications of the lack of sufficient purchasing power among average workers are the nationwide decline in retail sales of meat notwithstanding lower meat prices and the falling off in sales of dresses and other needed articles of clothing.

Labor, government, agriculture and most sections of industry realize that prosperity depends upon mass purchasing power, it is pointed out.

Labor spokesmen point to deliberately misleading advertising in regard to their profits which some corporations are using in order to bolster their claims of inability to pay higher wages.

Understate Profits

A typical advertisement may say that a corporation's profits are "only four per cent" or "only two per cent." The figure mentioned is almost always the margin of profit on each dollar of sales. If a corporation's volume of sales is large enough, however, the total profits, as measured against the company's net worth, may run to 20 per cent or higher.

OEIU GIVES FURTHER SUPPORT TO SEAMEN

Washington.—Members of Congress have been urged by OEIU President Paul R. Hutchings to pass without amendment the bill guaranteeing that 50 per cent or more of all cargoes moved under the Marshall Plan be carried in American ships.

In messages to members of the House Merchant Marine Committee, and Senate Interstate and Foreign Commerce Committee, Hutchings emphasized that amendments proposed by ECA Administrator Hoffman and the Maritime Commission would "ignore Congressional intent and scuttle the U. S. merchant marine in favor of low-standard foreign ship operators."

Protests by the OEIU and other AFL unions, in support of the Seafarers International Union of North America, have blocked Hoffman's plan to use foreign ships and have also resulted in introduction of the bill closing the loopholes in the present law.

Expression of appreciation of the assistance given the Seamen in this matter has been received by President Hutchings from Paul Hall, Secretary-Treasurer of the Seamen.

Fourth U. S. Pipe Group Votes OEIO

Chattanooga, Tenn.—The office and clerical employes of the U. S. Pipe & Foundry Company's Chattanooga Works have just voted to establish OEIU Local 179 as their exclusive bargaining agency in an election conducted by NLRB.

This group commenced organizing some months ago and Local President Mattie Henry Hale and Secretary Rader of the local union have been working closely with Stanton Smith, secretary of the Chattanooga Central Labor Union in completing the organizational effort. International Vice President A. R. Carson also assisted the group in the election campaign.

The winning of this election brings the fourth U. S. Pipe & Foundry office group under the banner of OEIU. The company's works office at Bessemer, Alabama, has long been organized by Local 18, and its general offices at Burlington, N. J., have likewise been organized for some years by OEIU Local 148. Several months ago, the works office at Burlington also organized into OEIU with the assistance of A. F. of L. Organizer S. L. Isard, and that group has now been chartered as Local 238.

CORRECTION

As we go to press we are advised that the across-the-board wage increase recently won for the office employes at McCann & Company at Pittsburgh was \$2 per week retroactive to January 1, rather than the amount reported in our last issue. These employes are members of OEIU Local 33, which holds bargaining rights with this company.

UNION INDUSTRIES SHOW

Let's go!

MAY 18, 19, 20, 21, 22
CLEVELAND OHIO

"GOOD RELATIONS - THE GOAL OF 4TH AFL EXHIBITION"
- I. M. ORNBURN, DIRECTOR

THE WORLD'S GREATEST LABOR-MANAGEMENT SHOW