

THE OFFICE WORKER

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

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ADDITIONAL GAINS AT BUSCH-SULZER

ST. LOUIS, Mo.—A recent renewal agreement negotiated with the Busch-Sulzer Brothers Diesel Engine Division of the Nordberg Manufacturing Company, has brought additional gains for the clerical workers of the time-keeping department who are represented through OEIU Local 13.

Leonard A. Amrhein, president of the Local Union, reports that outstanding gains in the new agreement include a 6½¢ per hour general increase, three weeks paid vacation after 25 years of service, and pro rata vacation pay for employees terminating during the year. Another gain was the establishment of weekly pay periods, replacing the former semi-monthly pay schedule.

A. F. of L.-OEIU Representative Frank Morton assisted President Amrhein and the local committee in the negotiations.

The gains made in this new time-keeping department contract parallel those recently won in the local union's renewal agreement with this company covering its production clerical force.

No Taft-Hartley Law For Canada

Ottawa, Can.—American labor leaders, in Toronto for the quarterly session of the American Federation of Labor's Executive Council, learned what Canadian officials think of the Taft-Hartley Act.

From Humphrey Mitchell, leading Liberal, and Labor Minister in the Dominion Cabinet, and from Charles Daley, Labor Minister of the Province of Ontario, one of the most conservative "states" in the Dominion, came the promise that there will never be a Taft-Hartley law in Canada.

Both officials, one in a Federal post and the other on the Provincial level, one a leader of the Liberal Party and the other a Conservative, voiced "horror" that working people should be shackled by such an act.

HONORED

Washington—Twenty-five years of continuous service in the office of the International Association of Fire Fighters by Miss Genevieve Sweeney, member of OEIU Local 2, was recently recognized by the executive board of that association which tendered a banquet in her honor at the Hotel Statler here.

OEIU President to Represent U. S. Workers at Geneva Session

Washington, D. C.—A. F. of L. President William Green has nominated Paul R. Hutchings, International President of OEIU, for appointment by President Harry S. Truman to serve as one of the two United States worker delegates to the first session of an Advisory Committee of Salaried Employees and Professional Workers of the International Labor Organization, to be held in Geneva, Switzerland, beginning October 24.

Herman D. Kenin of Portland, Oreg., an Executive Board member of the American Federation of Musicians, was nominated as the other U. S. worker delegate.

In addition to other items, the agenda of the sessions will deal with working and living conditions of salaried and professional workers, manpower and training programs, daily and weekly hours and rest periods in commercial establishments, and various items relating to professional workers' rights in broadcasting, television and mechanical sound reproduction.

The governing body of the International Labor Office recently acted to set up a tripartite single committee to deal with matters relating to both salaried and professional workers. The committee is composed of delegates appointed by the governments of 13 countries, including Brazil, China, Czechoslovakia, Egypt, France, India, Italy, Peru, Poland, Sweden, the United Kingdom, the United States and Uruguay. Each country's delegation will be composed of two government, two employer and two worker representatives.

The naming of OEIU President Hutchings to serve as one of the two U. S. worker delegates is fur-



PAUL R. HUTCHINGS

ther evidence of the growing recognition being achieved by OEIU, which has 200 local unions presently holding more than 500 collective bargaining agreements covering office employees in a vast array of commercial and industrial offices throughout the United States and the Dominion of Canada.

President Hutchings has indicated that he will fly to the meeting which opens shortly after the adjournment of the A. F. of L. convention in St. Paul this month. He hopes to have the opportunity to discuss mutual problems of office organization not only with the leaders of office and clerical unions who will be in attendance at the sessions of the committee, but also by stopping off on his return in several of the Western European countries, where clerical organization has had outstanding growth.

Defeat Efforts to Knock Union Out

Portland, Ore.—Efforts of the management of Tracy and Company to knock out OEIU Local 11 as collective bargaining representative of the office and clerical workers of the firm were soundly defeated in an NLRB election.

Management bitterly opposed the organization of the workers last year and at the first opportunity instigated the filing of a petition for a decertification election.

The majority vote of the employees was a smashing answer to management.

BAKING CO. PACT INCREASES WAGES

New York, N. Y.—A new contract between OEIU Local 153 and the Continental Baking Company provides for a general weekly wage increase of \$4 for all office and clerical workers, as well as for improvements in overtime pay provisions and an additional day's holiday each year.

In addition, the new pact provides for job classifications with wage rate ranges and automatic wage progressions from the minimum to the maximum within each range. This is a new feature and represents a real gain in compensation to the office staff.

Negotiations on the new agreement had been delayed pending settlement of the strike of Teamsters Local 550 against the company.

Negotiations for OEIU Local 153 were conducted with Business Representative Lavina Michl, working with a negotiating committee and the shop stewards of the two offices involved.

Purolator Union Security Approved

NEWARK, N. J.—OEIU Local 32 has recently won its NLRB union security election conducted among the office employes of Purolator Products, Inc. Business Representative Nicholas Juliano, of the local union, conducted an active election campaign among the eligible employes to off-set the efforts put forth by the management to have the employes vote against union security. The results clearly indicate that the employes value union security and the protections won for them through their local union.

Texas Paper Illustrates Union's Purchasing Power

Corpus Christi, Tex.—The *Voice-Chronicle* of Corpus Christi, shows the greatest source of the city's prosperity is the purchasing power of trade unionists—totaling several million dollars a month.

The paper devoted almost its entire front page to stories which illustrate graphically what trade unionism means to a town by summing up the purchasing power of the members of each major labor union in Corpus Christi.

REPRESENT OEIU

Washington—The Office Employees International Union will be represented at the American Federation of Labor convention, opening October 3 at St. Paul, Minn., by President Paul R. Hutchings, Secretary-Treasurer J. Howard Hicks, and Vice President L. G. Nygren.

The same three delegates will also represent OEIU at the conventions of the Union Label Trades Department and of the National Labor Press Association, which will be held in the same city immediately prior to the A. F. of L. Convention.



Editorial COMMENTS

FOOD FOR THOUGHT

A recent Associated Press dispatch from Los Angeles reports the construction at the University of California at Los Angeles of an "electric brain" being built by the Bureau of Standards and which will be capable of translating foreign language before first having to know how to conjugate the verbs.

The device is expected to compute salary payments, predict the weather and even, perhaps, replace a live clerk or minor executive! Its high speed memory will store up from 500 to 1000 words and numbers at one time and at maximum speed it can perform 16,000 additions and 4,000 multiplications per second.

This high I.Q. device also has a slow speed memory capable of storing up millions of words. For example, it can store up 60,000 or more words found in Webster's Collegiate Dictionary and also supply three foreign equivalents. Ultimately, it probably can be used to translate books from one language to another.

Twenty mathematicians and technicians working under Dr. Harry Huskey have been perfecting the machine which, in its final form will be little larger than a kitchen cabinet.

A rather significant comment was made by Dr. Huskey with reference to the machine, when he stated "I don't care how deeply the machine thinks as long as it does not develop ambition and initiative."

This announcement gives food for thought to the workers in our trade in Canada and the U. S. who must awake to a realization of the fact that they are living in a mechanized and highly organized world in which their opportunity to survive and progress is becoming increasingly dependent upon office organization through their A. F. of L. union, the OEIU.

HE HATES UNIONS

A fellow we know works in a bank. He makes \$45 a week. He owns three suits, each approximately two years old. He has a 1937 Chevrolet, in need of an overhaul job, and a \$6 hat in need of a good cleaning.

He hates unions.

He is a nice fellow—goes to church regularly and does his best to be a good neighbor—good to his wife and two young children, except maybe on rent day and the first of the month, when he finds himself going into debt a bit deeper.

But he hates unions.

He works against himself. He looks down his nose at anyone who goes to work in overalls or a uniform—but his own chances of owning a home are about one in 10,000.

SHORING UP WORLD PEACE



Proposed Revisions of FLSA Exemption Regulations Issued

Washington—Proposed revisions in regulations governing exemption of certain so-called "white-collar" employes from the minimum wage and overtime pay provisions of the Fair Labor Standards Act—the Federal Wage and Hour law—were announced here by William R. McComb, administrator of the U. S. Department of Labor's Wage and Hour and Public Contracts Divisions.

Affecting some 2,500,000 employes in virtually all types of establishments with employes covered by the Wage and Hour law, the regulations were last substantially revised in 1940. The regulations provide "tests" of duties, responsibilities, salary levels, and other basic requirements for employes to apply in determining which of their employes may be exempt from the wage and hour provisions of the law as an "executive," "administrative," "professional," "local retailing," or "outside salesman" type of employe.

In announcing his proposed revisions, which are based on a report and recommendations submitted to him by a presiding officer following 22 days of a public hearing on the subject ending in January,

You see he hates unions. As a union office worked he probably could make more money, but he wouldn't belong to a union of misguided workingmen. He isn't a workingman—he's a "professional."

He's a professional with a patch on his pants and a hole in his pockets.—*Fresno Citizen.*

1948, McComb said interested parties may have 30 days in which to submit written comments. He explained that the proposed revisions would not materially change the number of "white collar" employes affected, but would clarify application of the regulations to such employes, thereby reducing the risk of unwitting violations through improper classification of exempt and nonexempt employes.

Under the proposed revisions, the duty requirements of the regulations for the 5 types of employes involved would be clarified and the salary necessary for exemption of "executive" type employes would be changed from \$30 to \$55 a week, and for "administrative" and "professional" type employes from \$200 a month to \$75 a week. A new provision would shorten the exemption test for salaried employes of these 3 types who receive at least \$100 a week.

Among the basic requirements for exemption under the proposed regulations are: (1) "executive" employes must perform managerial duties; (2) "administrative" employes must perform office or non-manual field work of substantial importance in the management or operation of the business; (3) "professional" employes must perform work requiring advanced knowledge in a field of science or learning or perform creative work in an artistic field; (4) "local retailing" employes must make retail sales mostly intrastate in nature; and (5) "outside salesmen" must be engaged to sell, away from their employer's place of business.

DO YOU KNOW YOUR Constitution

Universal Transfer Card—If accepted for membership in an OEIU local union, a former member of another AFL union may, if he so elects, become a member of such OEIU union without the payment of any initiation fee upon the irrevocable surrender of an honorable withdrawal card, or evidence of honorable termination of membership in those instances where unions do not issue withdrawal cards, and upon payment of three months dues in advance.

By electing to deposit a withdrawal card in one of our unions, a former AFL member may thereby be accepted for membership in any local union without the payment of any initiation fee.

The OEIU is one of the first international unions that has by provision in its constitution recognized the equitable nature of the general principle involved in a universal transfer card.

The practice of acceptance of withdrawal cards from other unions in lieu of initiation fees varies widely among international and local unions. Some international unions in addition to the OEIU do require their local unions to accept withdrawal cards from other unions, some provide that such an incoming member must pay the difference in initiation fees, while still others require that such an incoming member must pay the specified initiation fee. In some instances, some of the local unions of various other trades in some communities have worked out arrangements providing for the reciprocal acceptance of withdrawal cards in lieu of initiation fees.

"It doesn't cost—it pays to belong to a union" of your trade!

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Official organ of the
OFFICE EMPLOYES
INTERNATIONAL UNION



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PROTESTS GROW ON CURRENCY PAPER

Washington—Government agencies responsible for printing United States currency on nonunion paper have been asked to take "corrective steps" immediately by Senator James E. Murray of Montana.

Mr. Murray was the fifth Senator to demand an end of nonunion money. Similar demands were voiced previously by Senators Claude Pepper of Florida, Hubert H. Humphrey of Minnesota, Paul H. Douglas of Illinois and Matthew M. Neely of West Virginia.

"I was shocked," Mr. Murray said, "to learn from *The Paper Maker* that United States currency is printed on paper made by non-union workers.

"I thought it was established beyond any doubt that the political and economic health of this country requires strong labor unions. This fundamental principle has long been recognized by the Democratic party and was the basis of the Wagner Act passed in 1935.

"It was therefore with considerable amazement that I learned that the federal government itself, through its purchases, was following a practice which threatens trade union organization.

"I hope that the government agencies responsible for this practice will immediately take the necessary corrective steps and that in the future their purchasing practice will be designed to encourage rather than to discourage trade union organization."

Use of nonunion paper in all currency was disclosed early this year by *The Paper Maker*, published by the AFL's International Brotherhood of Paper Makers.



WAGE RATE GAINS

Trucking—Western Freight Lines, Limited, Local 36, San Francisco, Calif., 7½ cents per hour.

Electric Light and Power—Toledo Edison Co., Local 19, Toledo, Ohio, 4.7 per cent plus other gains.

Tampa Electric Co., Local 46, Tampa, Fla., 7½ per cent.

Diesel Engines—Busch-Sulzer Bros. (Div. of Nordberg Mfg. Co.), time-keeping dept., Local 13, St. Louis, Mo., 6½ cents per hour, and 3 weeks vacation after 25 years.

Bakery Products—Continental Baking Co., Local 20, Newark, N. J., and Local 153, New York, N. Y., \$4 per week.

Bus Lines—Florida Greyhound Lines, Inc., Local 73, Jacksonville, Fla., 5 cents per hour and additional week cumulative sick leave.

Construction Machinery—General Iron Works Co., Local 5, Denver, Colo., \$13 per month.

Rock Drills—Gardner-Denver Co., Local 5, Denver, Colo., up to \$25 per month.

New Shipyard Charter Installed



The charter of OEIU Local 245 composed of the office and clerical force of the Bath Iron Works was installed at the regular meeting of the local union last month by OEIU Representative George P. Firth, as shown above with the local union officers as follows: Front row left to right: Howard C. Larrabee, vice-president; George P. Firth; Russell W. Thurston, president. Back row left to right: James A. Sharkey, trustee; Frederick E. Boudreau, recording secretary; Francis S. Bruce, trustee; Marjorie A. Parker, trustee; Freeman A. Trott, secretary-treasurer.

LLPE Maps Program for Victory In 1950 Congressional Elections

WASHINGTON — Labor's League for Political Education has mapped out the program to get more liberal votes on Capitol Hill by getting more liberal votes in the ballot boxes in the 1950 election.

The program is designed to reach all Americans as it is, of course, the program of the people, not just a narrow, selfish program, LLPE Director Joseph Keenan pointed out.

"We give our full support to a farm program of abundance with assured high income for farmers, decent minimum wages for all workers, adequate social insurance for the aged, good schools for our children, and decent homes not only for slum dwellers but for the middle income groups," Keenan said.

"These and the many other planks in labor's political platform help all Americans, not just union members.

"How will we reach the voting public? The answer is by word of mouth over the airwaves. Five nights a week, starting this Fall, Americans in every corner of the U. S. will be able to tune into an AFL-LLPE sponsored news broadcast. The Fulton Lewises and the Kaltensborns have had it all their own way too long. This nightly newscast will not replace our LLPE Congressional transcribed programs broadcast locally. It will not eliminate the need for our weekly newspaper or our special bulletins. It will not eliminate the need for each union member to tell labor's story to his voting neighbor. But it will reach the most Americans in the shortest time.

"Another step urged by the administrative committee was for each state and local league to start its registration campaign immediately. Last minute appeals are not enough. Where we had the most success in 1948 was where the

local leagues took the pains to check each union member's name against the registration lists, and then saw to it that the unregistered ones got qualified to vote. In spite of our efforts even today only one in every two union members is qualified to vote. We are in a poor position to urge other citizens to vote when half our own members are political free riders.

"First, the administrative committee agreed with the recommendation of the state and local League Conference in July. Each AFL member should be asked for a \$2 contribution for the 1950 campaign.

"Second, there will be just one drive with every International Union, local union and State and Local League cooperating. The receipt books and the bookkeeping headache will be handled entirely by the International Unions. The local union will be responsible for individual collections. As the money is forwarded into the Washington LLPE office, one half will go back immediately to the state of origin. The other half will be used as an equalization fund to be spent in states and districts where we have few union members but our need is greatest.

"The one half sent back to the states will be divided as the State and Local Leagues in Convention shall decide. They shall spend it in whatever manner they see fit. Guidance not dictates will continue to be the policy of the national office of the League.

"We don't expect to have more than one dollar for every one-hundred that our opponents will spend.

"To each AFL member I would like to say this. You will be asked to contribute in the near future. Give not only your \$2 but also your time as an LLPE volunteer and as a voter on election day."



Election Rule—The NLRB has ruled that a second election may not be held within 12 months after the date of balloting; not 12 months after the date it determines the results of the election.

This ruling resulted from an employer's contention that the 12 months should run from the date on which the NLRB finally determined the results of the balloting, which in the instant case (Malinckrodt Chemical Works, Case No. 14-RC-608; 84 NLRB No. 32), was five months after the election.

No Election Bar—The NLRB, in the Unique Art Mfg. Co. Case, has ruled that contracts containing union-shop clauses which have not been authorized in accordance with provisions of the Taft-Hartley Act may not constitute a bar to an election, even though the contracts include a severability clause nullifying any illegal provision contained therein.

The Board points out that, the effect of a severability clause is to construe the contract as legal until a proper tribunal finds it otherwise, therefore, the union-shop clause must be deemed to be currently effective.

Had the contract provided that the union-shop clause would be inoperative until requirements of the law had been complied with, it would have constituted a bar against the election.

The Board also pointed out that when a union-shop election has been won, and the union then makes a contract calling for preferential hiring of union members, the union-shop election cannot prevent a rival union from asking the NLRB to hold a representation election since such contracts are invalid and no bar to a new representation proceeding.

Citing another circumstance when a contract will not bar the holding of an election (this time a decertification proceeding), the Board states that once a party to a self-renewing contract has served notice of intention to change the contract prior to its automatic renewal, the renewal clause becomes inoperative and the contract can no longer serve as a bar to a decertification proceeding even if the reopening party never presses for the intended changes.

Picketing—The Arkansas Supreme Court (Henderson v. Southern Cotton Oil Co.) reminds a lower court that its injunction against all picketing in a dispute, even when attended by violence, oversteps allowable limits.

The court points out that: "The absolute right to strike, and the right within reasonable limitations to picket, are protected by the State with the same impartial considerations that sustain the employer's freedom in conducting a lawful business in a legitimate manner."

The injunction was ordered modified to permit peaceful picketing.

TODAY and CONGRESS



Long-Range Plan—The economy boys in Congress, who wince every time some one proposes to spend a little Federal money to help make the United States a better place in which to live, should read the recent report of Chairman Frank Altschul of the International Committee of the National Planning Association.

Altschul—who, incidentally, is also chairman of the Board of the General American Investors Co.—wrote:

"The domestic market for the goods and services which our economy can so bountifully provide is capable of limitless expansion.

"Our task is to convert potential into effective demand. There is work in this country crying to be done, not all of which an unaided capitalism can undertake.

"There are slums to be cleared, houses and roads, schools and hospitals to be built, railroads to be modernized and reconditioned. There are natural resources to be husbanded through reforestation, soil conservation and flood control. There are substandard areas of the deep South which urgently require intensive effort.

"What is desperately needed today is a long-range program for building a better America."

Excise Taxes—Don't postpone the purchase of a stove, phonograph, radio or any other item just because of Federal excise taxes. The levies probably won't be lifted this year.

Chairman Robert L. Doughton (D., N. C.) of the House Ways and Means Committee, which writes tax legislation, says, "There is no one who would like to see a reduction in excise taxes more than I would."

"Unfortunately . . . I see no probability of making a reduction now, and I believe it is important to make that clear so that consumers will not postpone the purchase of goods subject to tax in the hope of an immediate reduction."

WORTH HEARING

WASHINGTON—Phonograph records of a speech by Sen. Hubert H. Humphrey (Dem., Minn.) on the importance of the 1950 elections are available at Labor's League for Political Education.

The speech—25 minutes in length—was made July 19 at a meeting of state and local LLPE leaders in Washington. Any union wanting one of the records may obtain it by writing to: Radio Dept., Labor's League for Political Education, 1525 H St., N. W., Washington 5, D. C.

OEIU In Labor Day Parades



OEIU local unions in various sections of the nation actively participated in Labor Day functions last month. Shown at the top is the impressive symbolic float which OEIU Local 139, with the active support and cooperation of other A. F. of L. trades in San Diego, and our International Union, entered in the recent Labor Day Jubilee water pageant, sponsored by the A. F. of L. unions in that city who were hosts to A. F. of L. President William Green on that occasion. The float of Local 139 won fourth place among all of the floats entered and received much favorable comment from the large audience viewing the pageant.

Shown below is the float of OEIU Local 73 in the Labor Day parade held at Jacksonville, Fla.

OEIU Local 42 at Detroit won first prize for the most unique float entered in the Labor Day parade in that city. A picture of the same has not been received in time for printing.

Mr.: "I miss the old cuspidor since it's gone."

Mrs.: "You missed it before. That's why it's gone."

Continental Pact Signed at Newark

NEWARK, N. J.—A general wage increase of \$4 per week highlighted the gains won in a recent renewal agreement between OEIU Local 20 and the Continental Baking Company, Inc., covering the staff of the Newark office of the company.

A. F. of L. Representative Samuel R. Isard assisted local Secretary Harriet Pitman and a committee of members with the negotiations.

UNDER OEIU BANNER

ST. LOUIS, Mo.—The office staff of the St. Louis Steel Products Company have joined OEIU Local 13 and the local union has obtained consent recognition from the company as the exclusive bargaining representative of its office staff, according to Frank E. Morton, OEIU Representative who assisted in the organization of this group. An NLRB union shop election has just been held among this group with all votes cast favoring a union shop in the forthcoming agreement negotiations between Local 13 and the company.

STATEMENT OF OWNERSHIP

Statement of the ownership, management, and circulation required by the Act of Congress of August 24, 1912, as amended by the Acts of March 3, 1933, and July 2, 1946 (Title 39, United States Code, Section 233) of *The Office Worker*, published monthly at Washington, District of Columbia for October, 1949.

1. The names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, Office Employees International Union, Washington, D. C.; Editor, Paul R. Hutchings, Washington, D. C.; Business manager, J. Howard Hicks, Washington, D. C.

2. The owner is: Office Employees International Union, Washington, D. C.

3. The known bondholders, mortgagees, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages, or other securities are: None.

(Signed) PAUL R. HUTCHINGS,
Editor.

Sworn to and subscribed before me this 15th day of September, 1949.

[Seal] J. B. DICKMAN, JR.
(My commission expires January 1, 1951).

WHO IS LABOR? PAPER ANSWERS

Camden, N. J.—Who is labor? The Camden (N. J.) Union Reporter answers this important question by pointing out that, in general, labor and the public are the same people.

The paper says:

"Just who is this 'John Q. Public' or 'average citizen' or 'taxpayer' or whatever else he is called? What does he do for a living? He is not a railroad man; the railroad men are 'labor' and have deprived the 'public' of transportation on occasion.

"He surely doesn't work in a coal mine; the miners are laborers. . . . And he obviously isn't any automobile worker; the automobile workers went on strike just when 'John Q. Public' wanted a new car.

"Nor is he a truckdriver or a meat-cutter or seaman or longshoreman or a steel worker or a clothing worker or an electrician or an office employe or a typesetter or a carpenter or a shipyard worker or a musician or a barber or stagehand or a building laborer.

"Apparently 'labor' and the 'John Q. Public' are really the same guy. . . . Labor is the people. Those who say that labor is too strong are those who fear the power of the people."



It was Michael's first visit to the country, and feeding the chickens fascinated him. Early one morning he caught his first glimpse of the peacock sunning himself on the lawn. Rushing indoors excitedly, he sought out his grandmother.

"Oh, Granny," he exclaimed, "one of the chickens is in bloom!"

Professor: "A person born in 1894 would be how old now?"

Student: "Man or woman?"

Sadie: "That husband of mine is a worm if there ever was one."

Daisy: "Yes, I just saw a chicken pick him up."

Wolf (attempting pick-up): "Hello, I'm driving west."

Not Little Red-Riding-Hood: "How wonderful. Bring me back an orange."

Husband: "Darling, don't you think you're a bit extravagant? You've had four electric fans running all day?"

Wife: "I wouldn't worry, dear. They're not our fans. I borrowed them from the neighbors."

Young Thing: "Could I try on that red dress in the window?"

"There's no need to do that," the elderly saleslady answered coldly, "we have several fitting-rooms."