ADDITIONAL GAINS AT BUSCH-SULZER

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

Leonard A. Conklin, president of the Union, reports that outstanding gains in the new agreement include a 5 1/2¢ per hour increment, 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, learned what Canadian other leaders think of the Taft-Hartley Act.

From Dempsey's meeting, including 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 be a Taft-Hartley law in Canada.

Both officials, one in a Federal post and the other on the Provincial level, told 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 authorized the presentation 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 Agricultural Committee of Salaried Employees and Professional Workers of the International Labor Organization in Geneva, Switzerland, beginning October 24.

Herman D. Kenin of Portland, Ore., 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 session will deal with working and living conditions of salaried and professional workers, manpower and training programs, daily and weekly 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, Czecho-Slovakia, Egypt, France, India, Italy, Peru, Poland, Sweden, the United Kingdom, Turkey, United States and Uruguay. Each country's delegation will be composed of two government employees, two employers and two worker representatives.

The naming of OEIU President Hutchings to serve as one of the two U. S. worker delegates is further evidence of the growing recognition being achieved by OEIU, which has 260 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 official 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 111 failed as the result of a bargaining representative of the office and clerical workers of the firm who 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.

PAUL R. HUTCHINGS

OEIU President of St. Louis, Mo., for representing U. S. workers at a major international union conference.

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.

Puruloar Union Security Approved

NEWARK, N. J.—OEIU Local 32 has recently won its NLGB union security election conducted among the office employees of Puruloar Products, Inc. Business Representative Nicholas Juliano, of the local union, conducted an active election campaign among the eligible employees to offset the efforts put forth by the management to have the employees vote against union security. The results clearly indicate that the employees 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 how the greatest source of the city's prosperity is the purchasing power of the members of each major labor union in Corpus Christi.

No. 58

WASHINGTON, D. C., OCTOBER, 1949

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Proposed Revisions of FLSA Exemption Regulations Issued

Washington—Proposed revisions in regulations governing exemption of certain so-called “white-collar” employees 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 employees in virtually all types of establishments with employees 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 employers to apply in determining which of their employees may be exempt from the wage and hour provisions of the law as an "executive," "administrative," "professional," "local retailing," or "outside salesman" type of employee.

In announcing his proposed revisions, which are based on a report and recommendations submitted to him by a presiding officer following 25 days of a public hearing on the subject ending in January, Mr. 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" employees affected, but would clarify application of the regulations to such employees, thereby reducing the risk of unwitting violations through improper classification of exempt and nonexempt employees.

Under the proposed revisions, the duty regulations for the S types of employees involved would be clarified and the salary necessary for exemption of "executive" type employees would be changed from $30 to $35 a week, and for "administrative" and "professional" type employees from $200 a month to $75 a week. A new provision would shorten the exemption test for salaried employees of these 3 types who receive at least $100 a week.

Among the basic requirements for exemption under the proposed regulations are: (1) "executive" employees must perform managerial duties; (2) "administrative" employees must perform office or non-manual work of substantial importance in the management or operation of the business; (3) "professional" employees must perform work requiring advanced knowledge in a field of science or learning or performing creative work in an artistic field; (4) "local retailing" employees 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.

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 approval of an honorarium 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 by provision in its constitution recognized the equitableness 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 insist that the OEIU do not 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 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!
NEW SHIPYARD CHARTER INSTALLED

The charter of OEU 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 OEU Representative George P. Firth, as shown above with the local union officers as follows: Front row left to right: 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.

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 union dwellers but for the middle income groups," Keenan said.

"The many and the many places in Labor’s League for Political Education plan to 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, during this fall, Americans in every corner of the U.S. will be able to tune into an AFL-LLPE sponsored news broadcast. When C. LaRue, vice president of the AFL and the LLPE, said, ‘Kaltenborn has had it all their own way too long. This nightly newscast will not replace our LLPE Congressional transmitted 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 jail raids are not enough. Where we had 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 money was then turned over to the LLPE 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 used 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. So each AFL member I would like to say this. You will be asked to contribute in the near future to be used in a LLPE volunteer and as a voter on election day.”
OEIU In Labor Day Parades

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

Albrecht—who, incidentally, is also a member of the Board of the General American Investors Corporation—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, and all of which 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 substantial areas of the deep South which urgently require revenue-producing effort. I fear what 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 on the list next year.

Chairman Robert L. Doughton (D., N. C.) of the House Ways and Means Committee, which writes tax legislation, says: "The same levi or who would like to see a reduction in excise taxes more than I would. This is the best fiscal law since the last one; Frank probability of reducing excise taxes now, and I believe it is important to make sure 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 wishing one of the records may obtain it by writing to: Radio Dept., Labor’s League, 1225 H St., N. W., Washington 5, D. C.

Continental Pact Signed at Newark

NEWARK, N. J.—A general wage increase of 84 per cent was highlighted last week in a recent renewal agreement between OEIU Local 29 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 Pihlan and a committee of members with the negotiations.

STATEMENT OF OWNERSHIP

Statement of the ownership, management, and circulation required by the Act of Congress of April 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 Hicols, 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).

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 representation from the company as the exclusive bargaining representative of its office staff, according to Frank E. Norton, 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.

Who Is Labor?

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' oraverage American 'taxpayer' or whatever else he is called? What does he do for a living? Is he not a railroad man; the railroad men call him 'Chairman Frank' and have deprived the 'public' of transportation on occasion.

"He sure 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-eater or seaman or longshoreman or a steel worker or a clothes worker or an electrician or an office employee or a typesetter or a policemen or a shipyard worker or a musician or a barber or staghand or a building laborer.

"Apprently '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."

File Room Humor

It was Michael’s first visit to the country. The scenes fascinated him. Early one morning he caught his first glimpse of the peacock sunning himself on the lawn. Rushing indoors, he exclaimed to his grandmother.

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

Professor: "A person born in 1884 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!"

Walt (attempting pick-up):

"Hello, I’m driving west.

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

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; we have several fitting-rooms."