**NEW MERIT RATING DECISION BY NLRB**

Washington.—A union is entitled to full information on individual merit ratings and pay increases based on the ratings, even though its contract gives the employer complete power to make merit ratings and raises without consulting the union. The Board held that this requirement was made by the NLRB in International Association of Machinists v. General Electric Co.

This case differs from the J. H. Allison & Company case decided August 22. In the Allison case, it was held that the Board had decided that merit raises were a proper subject of collective bargaining. In this case the Board held that merit raises were a proper subject of collective bargaining, but that the company's failure to negotiate with the union on such increases and its refusal to furnish information on the basis of which the company could bargain with the union is a violation of the Act.

**Refusal to Bargain**

In the General Controls case the NLRB found that the union had bargained away its right to participate in and bargain with respect to individual merit increases during the term of the agreement, and the company was within its rights under the agreement in refusing to consult the union before granting merit increases. To this extent, it dismissed the complaint.

Then a majority of the Board found that the company was guilty of a refusal to bargain collectively by refusing to furnish the union the information necessary to enable the union to make its case. This information was necessary in order for the union to determine whether or not the contract was being properly administered, and in order for it intelligently to bargain with respect to future contracts. It was, therefore, held that the company had a duty to furnish this information upon request of the union.

The refusal to furnish this information was contrary to the policy of the Board, and the Board ordered the company to furnish all information with respect to individual periodic merit wage increases or decreases, including the names of employees who received such increases or decreases, the amount of such increases or decreases, and the dates on which such increases or decreases were put into effect.

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**Green Calls On AFL Organizing Staff To Increase Efforts Among White Collar Workers**

Washington.—The millions of unorganized workers who have not yet awakened to the advantages of membership are losing from $2 to $3 a day from their pay envelopes by not belonging to their A. F. of L. union, according to A. F. of L. Secretary-Treasurer George Meany. Secretary Meany gave these figures based on the cost of non-union membership to the A. F. of L. organizers' conference.

"We don't have the help of the columnists or the newspapers," Mr. Meany told the conference. "They're all talking about initiation fees and what it costs to belong to a union.

"You don't see anything in the newspapers about what it costs to stay out of the union. It costs $2 to $3 a day, the difference in wages paid to union and non-union workers."

"Organized labor," Mr. Meany said, "is the greatest force in making this nation the wealthiest in the world. And the real nation is not in its buildings, or highways—not in the material things—but is measured by the living standards of its workers."

**Non-Union Workers Losing $3 a Day**

Washington.—-Washington. President William Green has called on all staff organizers of the American Federation of Labor to make a major effort to organization to make the sphere of white collar employees and other white collar workers.

The entire A. F. of L. organizing staff was called by President Green to attend a two-day organizing conference at the AFL headquarters last month. This organizers' conference was another step in the giant organizing campaign of the 86th Annual Convention of the A. F. of L. to bring one million new members into A. F. of L. unions during 1950.

President Green pointed out to the organizers and organizers the wide field of potential organization which awaits them. He enumerated various areas where large numbers of unorganized workers will be found. He particularly stressed the need for organization of the white collar group. With regard to office and clerical and other white collar workers President Green said:

"We have already broken through the surface of the great white collar field. Millions of white collar workers have seen the relative economic status move from bad to worse and their eyes to the fact that to be called a good trade unionist is the highest praise to which a free working man can aspire."

Commenting further on the need to expand organization, President Green advised the assembled organizers from the United States and Canada:

"It's an Honor"

"We must do everything in our power to extend to all of the organized workers of America the opportunity of participating in the membership and to open their eyes to the fact that to be called a good trade unionist is the highest praise to which a free working man can aspire."

"We must organize the unorganized and keep them organized by giving them service of such quality as to convince them of the reality of the changes that flow from union membership."

The organizer in the field is the spearhead of this membership drive, and must take labor's message into every town and hamlet in America. Without your enthusiasm and energy, we would have little hope of reaching our goal. Each of you should feel yourself individ.
UNIONS IN SWEDEN

Last month we briefly discussed the TCO—that is the Central Organization of Salaried Employees (non-manual workers) in Sweden. The largest of the forty-three national organizations that make up the TCO is the Swedish Union of Industrial Administrative, Clerical, and Technical Employees—known as the SIF.

The SIF is composed of clerical and technical employees in industrial establishments. Its present (1936) paid-up membership stands at over 55,000 out of an estimated maximum of 75,000. It was founded in 1930.

Non-Manual Workers

The object of the SIF is to unite in a common organization all non-manual workers in Swedish industrial concerns for the purpose of promoting their economic, professional, social and intellectual interests. This union recruits its members among all non-manual workers in industrial establishments from the lowest to the highest skilled, with the exception only of foremen who have their own separate union, most Swedish industrial establishments there are only three unions, the union covering the businessmen and maintenance workers—an affiliate of the Swedish Confederation of Labor—IO, the SIF representing the non-manual employees, and the Foremen's Union—a TCO affiliate.

SIF Membership

The SIF's membership is made up of about two-thirds office and clerical workers and the remainder technicians and employees. It has 230 local branches all over Sweden. Each local is again subdivided into sections or “clubs”—one for each plant office. For example, its Stockholm local has 4,000 members who are divided among 252 office sections or “clubs.” The principal purpose of the division is to handle local negotiations with the individual companies. It is interesting to note that SIF has found industrial white-collar organization easiest among the office employees of metal working establishments and the hardest in the paper and pulp industry.

The SIF has had no strikes of any consequence in recent years. Its monthly dues rates are fixed by its local branches and range from 3 to 6 Swedish Crowns per month (roughly 85¢ to $1.20) with an average of about 5.35 Swedish Crowns (about $1.07).

Strike Fund

All dues payments go directly to the Strike Fund and the full amount of 6 cent is allotted back to each local branch for local administrative purposes. Any number of members of each month's dues paid goes into the national union strike fund which presently contains over 8 million Swedish Crowns ($1,600,000).

Each new applicant is required to complete a comprehensive four-page questionnaire giving detailed information on his education, training, full job history including all positions held and rates paid and a detailed description of present job duties, salary and all past increases.

Industry-Wide Pact

The information thus obtained is coded and translated on to IBM cards from which the union obtains valuable information on job duties and related salary rates for all members. An annual supplemental questionnaire is completed by each member thus keeping headquarters continuously up to date on all changes in jobs, duties or salaries of each of its members.

SIF has bargaining agreements with individual firms and with entire branches of industry. It has an industry-wide agreement with the Metal Trades Employers Association covering more than 20,000 SIF members in practically all metal trades plants throughout Sweden. Salaries are generally not included in the agreement but are covered through special negotiations as general wage changes, not directly covered by the agreement. Only about 2.5 cents per cent per member in covered immediately by the terms of the existing agreement.

Most Pacts Provide Arbitration

Washington—More than 8 out of every 10 current labor-management agreements forming the basis for a recent survey provided for arbitration of differences, the U.S. Labor Department's Bureau of Labor Statistics reports. Almost 1,500 agreements covering over 5,000,000 workers were studied.

Eighty per cent of the agreements specified that the arbitrator's job is to adjust issues arising out of interpretation or application of terms of the existing agreement. About 10 per cent empower the arbitrator to handle disputes, such as general wage changes, not directly covered by the agreement. Only about 2.5 cents per cent per member are covered immediately by the terms of the existing agreement.

Slightly more than half (52 per cent) of the surveyed agreements with arbitration provisions state that boards should be set up whenever disputes arise in which cannot be settled by grievance procedures. Only 4 per cent specified so-called "permanent boards" authorized to handle, on a more or less continuous or regular basis, arbitration issues. A single temporary arbitrator was called for by one-half of the agreements, while a permanent arbitrator or impartial chairman was specified by 1 in every 10 agreements.

Two-thirds of the agreements made some provision for use of an impartial agency in the selection of an arbitrator. The agency most often designated is the U.S. Federal Mediation and Conciliation Service which was named in more than 30 per cent of the agreements.

Almost three-fourths of the arbitration clauses provided for the employer and the union to share equally the expenses involved. Less than 1 per cent require the party which loses the arbitration decision to pay the entire cost.

Passes Away

Millinocket, Me.—OEIU Local 192 has lost a faithful member and a loyal friend and fellow worker in the person of Brother Edward P. Sheehan. The local has extended its sympathy to the members of Brother Sheehan's family.

A person who isn't registered to vote is dragging his feet and escaping responsibility.

Anti-Fair Deal

Propaganda Hit

Toledo, Ohio.—Fair Deal welfare measures are not "against business" but are rather an "expression of economic fair play," Secretary of Labor Maurice J. Tobin recently told students and faculty of Mary Manse College in this city.

"For the purpose of buttressing private enterprise, President Truman assured his administration insist on using certain collective insurance policies," he said. "We are committed to the proposition that for a reasonable pension system which will adequately protect people in their old age, we are due to the right to band together and that management shall be under an obligation to bargain collectively with their representatives.

"We are for all these things, and for other measures of social and economic justice, not because we are against business, but because we are for business and for all other components of our economy and society."

Woll Named Head Of Big Union Show

Washington—Matthew Woll, president of the Union Label Trades Department of the AFL, has been designated director of the Fifth Union Industries Show by the executive board of that department to be held May 6-13 at Convention Hall in Philadelphia.

Mr. Woll is one of the AFL's most able and active labor leaders. He worked very closely with the late I. M. Ornburn, former secretary-treasurer of the label trades clearing house for Union Labels, Shop Cards and Union Buttons, and he has worked throughout the AFL's gigantic exhibitions.

The 1950 Show will be the biggest yet. Over a half million attend it every year. It is the only existing exhibition—the only one of its kind in the world.
**Install Charter For Local 250**

Syracuse, N. Y. — Shown above at recent installation of charter for OEIU Local 250 in this city are at left: A. R. Goosney, president; OEIU Local 125, Oswego; Wm. D. Farn, chairman, Local 250 Organizing Committee; John Schreiber, AFL organizer; Bernice V. Schwenk, Local 250 acting recording secretary; Nicholas Ferrante, secretary-treasurer, Syracuse Federation of Labor; Mrs. Geraldine Wheeler, Local 250 temporary secretary-treasurer; Wm. S. Quinn, president, Syracuse Federation of Labor; and George P. Firth, OEIU international representative. The new local union is off to a good start and has the full support and cooperation of the Syracuse Federation of Labor.

**Must Reinstall Employe Fored**

For Refusal to Violate “Line”

New York City — John Finn must be reinstated to his clerical position with the brokerage firm of Cyril de Cordova and Brother, with back pay for all time lost, according to the recommendations of the NLRB Trial Examiner, Arthur Leff.

Finn was a member of OEIU Local 205 at the time the local took strike action against the New York Stock Exchange in March. Finn was requested by his brokerage firm employer to pass through the picket lines of OEIU Local 205 and work as a relief clerk in the Stock Exchange, which he refused to do. He was discharged because of his refusal to cross his union's picket line at the Stock Exchange. The trial examiner found that Finn's refusal to cross such picket line constituted a form of activity protected by Section 7 of the National Labor Relations Act.

The examiner found that Finn's refusal constituted “concerted activity for mutual aid and protection” within the meaning of that section of the law. He pointed out that Finn had a substantial and legitimate interest in the successful prosecution of the strike against the Exchange not only because of his membership in the striking union, but also because of the possible reciprocal effects which improved conditions won in the Stock Exchange might have on his own future conditions of employment in the brokerage firm.

**Wage Rate Cuts**

Gas Utility — Washington Gas Light Co., Local Washington, D. C., 3 1/4 per cent (5 cents per hour average).

Wholesale Paper — Federal Paper Co., Local 253, Youngstown, Ohio, $2.50 per week.

Milk Dealers — The Borden Company Limited, Local 131, Toronto, Ontario, $1 per week and up to $5.00 per week for merit and reclassifications.

Local Bus Lines — Modern Coach Corp., Local 254, Albany, Georgia, starting and 12-month rates increased 4 to 10 cents, and 4 to 8 cents respectively.

Water Utility — East St. Louis & Interurban Water Co., Local 150, East St. Louis, Illinois, 6 cents per hour.

Bakery Products — Danilow Baking Co., Local 155, New York, $2 per week for 1950 and $2 per week for 1951.


**Free Speech**

Promises of benefits to employees, coupled with an attack that was protected as “free speech” as a company learned when the Cincinnati Court of Appeals reversed a lower court decision.

Employees were told a week before an NRLB election that management later withdrew such promises and that, besides, the company had decided to make employees happy by changing the way they were paid, giving them a three-week summer vacation, and improving locker and rest room facilities. The court goes right down the line with NRLB's conclusion, "Interference is no less interference because of an accomplished through allusions rather than coercion," says the court. (NLRB and Dept. Store Employees, AFL v. Bailey Co.)

**Exceptions to trial examiners' reports, rules the NLRB**

The court rules that the Board within 20 days and not merely mailed within 20 days—otherwise the findings and recommendations become the orders of the NLRB. (Western Wear of California, 21-CA-1587 NRLB 169).

**Election Bar**

Two unions and the National Container Corp. agreed to settle a representation dispute by an election conducted by an agent of the Florida State Employment Service. The company execused a contract with the employer about seven months later. Shortly before settlement of the dispute was signed, however, the losing union filed a representation petition with the NLRB.

In dismissing the petition, the Board states that the election agreed to by the two unions settled the representation question. In addition, the Board accords the winning union one of the chief benefits of certification by declaring that it should be protected from challenge, even without a contract, for a reasonable time.

**Secondary Activities**

—A Texas state law bans secondary strikes, secondary picketing, and secondary boycotts, all in a peculiar manner. All such activities are outlawed as "secondary" when carried on in connection with a dispute which is not one between an employer and his own employees. However, in management an arbitration of Barton v. Stephenson, No. A-2223 the Texas Supreme Court has ruled that the free speech guarantee of the Constitution bars the validity of such prohibitions. This decision leaves little of the state's law.

The court points out that no injunction may issue against peaceful picketing for such lawful purposes as improvement of working conditions even though the picketing union does not represent the employer, or an invalided law was designed to prevent this latter form of picketing.

The employer, however, did secure an injunction against the unions enjoining them from picketing to compel him to use only union men in his business. The court finds this purpose unlawful under a valid "right to work" law.
AFL Organizers’ Conference Held

(Continued from page 1)

usually responsible for the success of this vital undertaking.”

Elect Liberal Congress

In addition to the strong appeal by President Greely that the organizers were also spurred to their task by A. F. of L. Secretary-Treasurer George Meany and its Director of Organization Harry O'Reilly. The conference also heard Joseph Keenan, Director of the Labor and Political Education, who pointed out the need for further efforts in order to assure the election of a liberal U. S. Congress which would move forward with the repeal of the Taft-Hartley Law and enact beneficial legislation on social security, housing, health, and other measures to strengthen the American way of life.

After these leaders outlined the objective and strategy, organizers from all sections discussed the particular problems that their sections were facing and how they hoped to solve them. They climaxd the two-day sessions with this pledge: “We, the organizers of the American Federation of Labor, acting under the combined inspirational appeal of our fraternity and past-great leadership, pledge ourselves to work with renewed zeal within our own ranks and within cooperation with the officers and organizers of the International Unions, State Federation, Local, and Central Bodies and Local Unions.

“We make this pledge in the firm conviction that 1,000,000 more members of the A. F. of L. will mean the enhancement of the dignity of labor, the improvement of the standard of living of the workers, and the strengthening of democratic ideals throughout the world and that, by thus helping to give greater effectiveness to the ideals he stood for, we will render the greatest tribute possible to the memory of Samuel Gompers.”

Cooperation

Washington.—The OEU took full advantage of the recent A. F. of L. organizers’ conference to meet with organizers on problems of office organization in their areas. Arrangements were worked out by President Paul R. Hutchings so that OEU had a representative residing in the hotel where the sessions were held. OEU officers were continued in attendance to the A. F. of L. organizers who desired to discuss problems of office organization, equipment, and materials were on display. The arrangements made by OEU to cooperate with the conference were announced to the opening session by President Greely and all organizers having office worker organizing leads or problems were encouraged to discuss the same with the OEU officials. Numerous such conferences were had by OEU officers with affiliated organizers during the period of the two-day meeting.

Organize OEU State Council

Seattle, Wash.—Shown at recent organizational meeting of Wash-ington State Council of Office Employees Unions, 1,000,000 are stated, left to right: Goldie Molzan, Local 100, Pasco; Terry Parker, OEU vice president, Seattle; Eva Shirah, Council president, Local 231, Longview; LeVerne Harrison, Council secretary-treasurer, Local 8, Seattle; and Helen Belangry, Local 231, Longview. Standing, left to right: Kathleen Cregan, Mildred Lawrence, Rose Schoeneman, all of Local 8, Seattle; Charlotte Zenk, Council recording secretary, Local 23, Tacoma; Elaine Little, Local 187, Spokane; Roger Sargent, Council vice president, Local 100, Pasco; Elsie Hall, Local 187, Spokane; Cal Winslow, Local 23, Tacoma; Betty Torbern, A.F. organizer; Harry Hold, Local 187, Vancouver, and R. S. Cook, Local 132, Bremerton. Plans were formulated at this meeting to assist and cooperate with each other in improving the conditions of office and clerical workers throughout the state.

NOTES from the field

Pennsylvania.—The Organizing Committee of Local 33 in Pitts-burgh has organized a majority of the office employees of the General Electric Supply Co., Home Soap Co., and Joseph Woodwell Co. An agreement is presently being negotiated with the latter company and recognition is being sought for the other two. The Committee is also working on the office employees of the National Union Fire Insurance Co. and reports good progress.

California.—Los Angeles Local 30 has further extended its activity in the installment sales financing field by organizing and negotiating an agreement for office and clerical employees of the Union Service, Inc.

The employment of an organizer by Local 135 in San Diego is expected to result in increased membership for that local in the near future.

Local 213 in Richmond has renewed its agreement with Owens Publications, Inc. for a 3-year term with annual re-openings permitted for wage scales, hours, or other re-numeration (such as vacations, milage, etc.).

Massachusetts.—Office employees of the City Fuel Co. and Carr Consolidated Biscuit Co. at Boston have overwhelmingly voted for the union shop in elections conducted by the NLRB at the request of Local 6.

Maryland.—Baltimore Local 22 is commencing an active organizing drive among the thousands of yet unorganized office and clerical employees in that city. The local union has employed a part-time organizer and has solicited the support and cooperation of all other AFL unions there. Its efforts are initially being directed toward those establishments in which the employees of other trades are organized by AFL unions.

New York.—Local 205 at New York City has organized in successful a substantial majority in the secretarial department of the New York Stock Exchange and has requested an NLRB election among this group. The local union presently represents other clerical employees of the exchange.

Local 153’s organizational drive among the office and clerical employees in the hotel industry in New York City is proceeding successfully. The following hotels having enrolled under its banner: Graystone, Monterey, Shelbourne, Belmar Plaza, and the Concord Plaza. More than $700 has been collected by this local in the Infant Paralysis Drive.

New Jersey.—By an overwhelming vote, Jersey City Local 142 established bargaining rights in a recent NLRB election among the clerical employees of the Standard Brands Co. operations.

Pulaski Products, Inc., in a renewal of its agreement with Local 82 of Newark has agreed to a maintenance of membership, 4-month wage review, overtime after 36-hour days for 3rd shift timekeepers, no loss in pay during jury duty, retention of seniority during lay-off, and 45 days in terminal office and after 75 days in engineer-

Hutchings Named To Bond Committee

Washington.—President Green of the A. F. of L. has named OEU President Paul R. Hutchings to serve as one of the five A. F. of L. members of the National Advisory Committee to the Labor Division of the U. S. Treasury Department. This committee, being established by A. J. Dunn, Director of the Labor Division of the U. S. Treasury Department in conjunction with a new U. S. Saving Bond drive to be inaugurated in May. The committee will work with the Labor Division and advise the Secretary of the Treasury regarding matters affecting labor in connection with the U. S. Saving Bond program of the Treasury Department.

Other Union officials designated by President Green to serve on the committee include William C. Doherty, president of the National Association of Letter Carriers; J. Scott Mine, secretary, International Brotherhood of Electrical Workers; Frank J. Coleman, secretary, Maryland-District of Columbia Federation of Labor, and Walter Mason, legislative representative of the A. F. of L.