President Honors Gompers

Washington.—President Truman tells Gompers Memorial Dinner that he recalls AFL founder as "the originator of the great movement which set labor free." He is applauded, 1 to r., by Vice President and Mrs. Robert Proby, AFL Secretary-Treasurer George Meany and Secretary of State Dean Acheson. OEU leaders participated in the impressive affair.

Wafig Hike and Other Benefits Won For Insurance Workers

Galveston, Tex.—Salary increases ranging from $10 to $45 per month and the adoption of a wage promotion plan which will yield income increases of over $150,000 to the clerical employees of the American National Insurance Company during the current year are highlighted in the Union's request of the company's agreement. This agreement was signed by the first major entrance of OEU into the life insurance industry.

Aided by Stafford

The contract negotiations were conducted by a negotiating committee of the employees, Mrs. Jeanne V. Deal, chairman, Mrs. Lee V. Inlay and Mrs. Shirley Dial, assisted by the president and business representative of Local 27, A. G. Wilson, and International Union Vice President C. A. Stafford. The company is recognized as the sole and exclusive bargaining representative for all of the company's home office employees.

Left Behind in Economic Parade

Washington.—A subcommittee of the Joint Committee on the Economic Report points out that almost one-third of the nation receives an income of $2,000 a year or less. It said these families "have been left behind in the economic progress of America."

They do not have many of the products considered symbolic of the American standard of living," the subcommittee said. "Their inadequate incomes constitute a great underdeveloped economic frontier—a new and expansive market for the products of American Industry." More than 8 million incomes were under $2,000 a year and

OEIU VICTORY AT DIXON PENCIL CO.

Jersey City, N. J.—The office staff of the Joseph Dixon Crucible Company, manufacturers of Dixon pencils, by an approximate 50 per cent favorable vote, established OEU Local 42 as their exclusive bargaining agency through an NLRB election held early in January.

Local Union Secretary-Treasurer Irving Barish reports that within a few hours after the election all of the remaining office employees signed union authorization cards, so that the union holds full representation among this group of close to 100 workers as it prepares to enter contract negotiations with the company.

The organization of the Dixon office brings the first large pencil manufacturing company's office staff under the banner of OEU.

In announcing that the success of this campaign was based on recognition by the members of this office staff that collective bargaining is the effective means for obtaining improved working conditions.

Anglo-Canadian Mills Signed Up

Quebec, Canada.—The clerical employees of two additional paper companies have achieved collective bargaining agreements with the signing of first agreements between OEU Local 211 and the Anglo-Canadian Pulp and Paper Mills, Ltd. and the Northeastern Paper Products, Ltd. both located in this city.

The agreement follows the general lines established by OEU agreements in this industry covering the exclusive bargaining recognition of the union, the establishment of union security through the union shop, hours of work, statutory holidays, half-holidays, paid vacations, sick leaves, emergency leaves, job classifications and rate schedules, and other matters of importance to the employees.

Canadian Representative Russell Harvey assisted the local officials and committee with their negotiation of these first agreements, and International Vice President L. A. Bruneau has also been aiding the local union.

most that many were under $2,000 annually. The family groups include one-fifth of the nation's children.
AFL Says Workers Need Substantial Raise
In 1950 to Maintain Full Employment Levels

WASHINGTON.—Workers look to 1950 with much concern over the increase in unemployment which seems imminent as the AFL Monthly Survey believes.

To reach our national goal of maintaining "full" production and employment, demand for industrial products must increase enough each year to create jobs for all new workers joining the labor force and for those laid off by labor-saving devices. In 1947 and 1948 (and during the war) demand was ample to create these jobs and we had "full employment." Gross national product in 1947 and 1948 (shown on the chart) was the sum total of all products and services turned out by all industries at maximum employment levels. But in 1949, for the first time in eight years, production dropped below "full employment" levels and unemployment rose by 6,000,000 (counts average). The chart shows the gap (dotted space) or shortage in demand in 1949, and the ever larger gap in prospective demand for 1950. This gap means unemployment.

Prospects are bright for the first half year. Total business volume should equal 1949 through May or June of 1950. But this will not be enough to expand production and create jobs for new workers, so unemployment in the first half year will edge upward, exceeding 1949 by perhaps a million.

A down trend is likely in the second half of 1950. The country faces in 1950 not a depression, but another business readjustment which need not be disruptive if we take the right steps to meet it. Several constructive developments are possible. A gradual price decline will release more buying power; continued spending by business to improve equipment would maintain employment and increase productivity; reduction in the many taxes paid by the consumer would enable him to buy more of the durable goods he wants and need.

A large increase in workers' buying will be essential in 1950. If every worker in the U. S. could receive a 10-cent wage increase, some $8,000,000,000 would be added to consumer buying power, nearly all of which would immediately be spent for living necessities. This would be enough to reverse the prospective downward trend of demand and that short-run, if not a rise. But with lower profits in prospect for 1950, many companies would hesitate to give such increases unless earned by reducing costs.

Most American management has never seriously tried to cooperate with unions by submitting cost data and assuring union members of a fair share in the saving that could be made by joint effort to reduce costs. Some amazing results could be accomplished if workers were given week by week cost records, so they could see the results of their efforts, and management agreed to share the savings with them, determining the just wages by collective bargaining negotiations.

At least a goal could be set of 5, 10 or 15 cents more in wages through cost reduction. If management recognized the need for an immediate increase in Workers' buying power and agreed to such a program of cooperative effort to raise wages, the battle against business recession would be well on the way to victory. It is clear, of course, that wages must be raised without causing a general increase in living costs.

Clerical Organization in Norway

The Norwegian Clerical Union—Norges Handels Kontorfunksjoners Forbund, NHKF—was founded in 1908. It represents clerical and technical employees in industry and commerce. It does not embrace draftsmen, nor does it cover employees of the National Government, municipalities, or railroads. Its membership, which almost doubles every four years in addition to its national office
Another Large Paper Mill Brought Under OEIU Banner

Holyoke, Mass.—Another large paper mill has been added to the growing list of mills whose office employees have chosen the Office Employes International Union as their exclusive bargaining representative. By a more than 80 per cent favorable vote, the office and clerical staff of the American Writing Paper Corp., located in Holyoke, voted for the OEIU in an NLRB election last month.

All of the office employees of the Holyoke general offices of the company and in its Allison, Nonotuck and Linden Divisions participated in the vote which was conducted by NLRB Field Examiner Thos. E. McDonald.

Malone Handled Campaign
A. F. L. General Organizer Wm. F. Malone handled the campaign, which resulted in the first NLRB vote at a paper mill, under the pending Federal Labor Relations Act. The American Writing Paper Corporation, with operations in the area where the vote was held, is a rival union for the OEIU as well as a non-union establishment.

The Board found that there was no economic purpose for the strike, and goes on to say that even if "the strike had as its purpose both the achievement of an economic goal and the dissipation of an unfair labor practice, it is contrary to well-established principle that a strike caused in part by an unfair labor practice does not lose its character as an unfair labor strike because economic reasons may also have brought it about."

Secondary Boycott—A "fair list" of companies that have signed contracts with the union's illegal, NLRB holds, even though it's issued along with a plea to union members to favor the companies on the list. This kind of list isn't part of an illegal secondary boycott under the law.

The Santa Ana Lumber Co., whose name wasn't on such a list, charged that this was actually a boycott tactic by the Building and Construction Trades Council of Orange County, AFL, and that the union was considering asking for companies on the list to refuse to handle the products of companies whose names were off the list.

The Board, however, finds no evidence that there's nothing to indicate employees were "induced or encouraged" to sign this company's products. Besides, NLRB says, an "unfair list" of companies which a union was trying to discourage its members from patronizing in a primary dispute isn't a violation of the law and a "fair list" isn't either.

LABOR LIBRARY
Washington—According to The Bureau of National Affairs, some good tips for educational directors have been compiled in a pamphlet called A Trade Union Library 1949 by H. C. Benjamin (Industrial Relations Section, Princeton University, Princeton, N. J.—70 cents).

OEIU HEAD CHOStN TO AID HEART DRIVE
Washington—Paul R. Hutchings, International President of the Office Employes International Union, was named as a national director of the National Labor Committee of the 1950 Heart Campaign.

The $8,000,000 fund-raising drive will take place during the month of February and will be conducted by the American Heart Association, and its affiliates throughout the country, to support a program aimed directly at public education and community service.

In a letter addressed to President Hutchings, inviting him to cooperate, Secretary of Labor Maurice J. Tobin, chairman of the National Labor Committee's 1950 Heart Campaign, wrote: "Diseases of the heart and blood vessels are an nation's leading cause of death. They kill more than 600,000 Americans annually and are responsible for more deaths than the next five most important causes of death combined."

Responding to Labor Secretary Tobin's invitation to serve with him as a member of the Committee, President Hutchings stated: "I am more than pleased to accept your invitation and help this great effort. I am certain that the OEIU campaign will prove most successful."

OPEN YOUR HEART
to the Ladies

FRANK EDWARDS
Washington.—Frank Edwards, AFL news commentator, has compiled an impressive public service record in the short space of time he has been broadcasting under AFL sponsorship.

He has won praise from listeners for his commentaries on greater highway safety, to keep cent controls, to help temporarily distressed agricultural workers, and for keeping food held by the federal government.

Edwards' program originates in Washington at 10 p.m. Monday through Friday and is carried over 147 stations of the Mutual Broadcasting System and eight labor-owned stations.

We still have hesitations in one community—EDUCATION. Last year, four million children didn't go to any school. Lack of teachers, overcrowded-class rooms, inadequate buildings—the story is repeated everywhere.

The original intention was that Social Security would replace relief and put old age on a self-supporting basis. When properly expanded, it still can do so.

This method of taxing our national resources to provide help where it is needed is a fundamental democratic principle. To the people of the East help pay for irrigation projects in the West, the people of the Middle West have to help improve roads in New England.

Although made up of 48 states, let us urge that the people of A NA TION and as a NATION can do something about our greatest NA TIONAL asset—our children.

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Pension and Insurance Plan
Secured For Alcoa Workers

Massena, N.Y.—Negotiations recently completed with the Aluminum Company of America by OEU Local 180 have resulted in a pension and insurance plan for hourly clerical employees which provides for non-contributory pensions of not less than $100, including social security, for any employee 65 years old with 25 years service, retirement sickness and hospital benefits provided for employees with 15 years or more service, and benefits for permanent disability provided in a limited number of cases.

Insurance Program
The insurance program under the agreement includes a $2,000 life policy during the employee’s active service, with a paid-up policy of $1,500 to become effective at retirement. Sickness, hospital and surgical accident benefits are also included.

The union has also won for the hourly clerical employees an agreement with the company to provide, by not later than April 1, a pension plan for such employees to assure benefits which may not be less than those obtained for the hourly employees under the recently negotiated plan.

Salary Reviews Won
OEIU Local 180 also won improvements in the handling of wages and salary adjustments for its members. The company has agreed to the recognition of a union and salary committee for all workers, which shall be provided every four months with full information on all rates of employees within the bargaining unit. The company has also agreed that each employee who has advanced to the job rate for his position shall have his wage or salary reviewed for adjustment at six-month intervals, except for those employees in the highest wage and salary grades, who shall be guaranteed at least an annual review.

API-OEU Representative Frank E. Morton assisted Local President Muriland Hazel and the committee in its recent negotiations.

Books on Pensions
Washington.—OEIU officers and members interested in pension plans but “too young to affect employees covered by a union agreement which guarantees them overtime pay.” The revised rules are briefly outlined below:

A professional must do work that requires substantial educational knowledge, or creative work demanding artistic talents and imagination. A professional must devote 70 per cent of his normal work week in professional work, and must receive at least $75 a week in basic pay.

An executive must manage the enterprise or a recognized department. At least two employees, have the authority to hire and fire or the power to recommend hiring and firing, must be in a position to recommend promotions even if he does not actually have the authority to hire or fire, and must devote 60 per cent of their normal work week to executive work, and must receive at least $60 a week.

An administrative officer must do work affecting discretion. He must directly relate to management operations. He must devote 50 per cent of his time to administrative tasks or projects, and receive at least $50 a week.

The revised rules also make special provision for the exemption from the law’s overtime pay requirements executive, administrative or professional employees whose base weekly salary is $100 or more.

New Jersey—Nearly three hundred members and guests of Burlington Local 148 attended a dinner and party in honor of retiring local president J. L. Vargo. The celebration was held in a new hall in Newark owned by the Extension Labor Program of Rutgers University. Their instructor is Mr. S. Miller, an International Representative of the Brotherhood of Electrical Workers. Other courses are being arranged.

Wage rate gains
Grain-Mill Products—Pillsbury Mills, Inc., Local 220, Ogden, Utah, all employees and schedules increased $10 per month.


S. Pipe and Foundry Co., Local 179, Chattanooga, Tenn., $5 to $10 per month for most employees.

Hotels—Concourse Plaza, Local 153, New York City, $3 per week.

Winthrop Hotel, Local 23, Tacoma, Wash., rate increased $5 to $25 per month.

Non-profit Organizations—World Jewish Congress, Local 153, New York City, 5 cents per hour.

Restaurants—Sardi’s, Local 153, New York City, $2 per week for part-time and $10 per week for full-time employees.

Murland Hazel and the committee in its recent negotiations.

There would be a great many more brutes in this country if so many hadn’t dyed.

Doctor: “Has your husband taken the medicine I prescribed? A tablet before each meal and a small swallow.”

Mrs. Web. & Herb. Wife: “He’s a few tablets behind but he’s months ahead on the whiskey, Doc.”

Women who swear they’ve never been kissed, can’t be blamed for swearing.

Jones: “How do you spend your income?”

Smith: “About 30 per cent for shelter, 30 per cent for clothing, 20 per cent for petty cash and 20 per cent for amusement.”

Jones: “But that adds up to 120 per cent.”

Smith: “And don’t I know it!”

Boss to file-room Susie coming in late: “You should have been here half an hour ago.”

Susie: “Why, what happened?”

File Room Humor