WASHINGTON, D. C., JULY, 1950

**Funds Needed to Elect Liberals**

Washington—Labor’s League for Political Education needs $2 from every A.F.L. member if the country is to elect in November a Congress responsive to the peoples’ needs. Business interests have spent a fortune in a merciless attack to defeat liberals in primary elections. In desperate need of funds to advertise their records and their progressive views are Sens. Olin D. Johnston of South Carolina, Charles W. Tobey of New Hampshire, Francis J. Myers of Pennsylvania, and others running for reelection, and Rep. Helen Gabagian Douglas seeking the senatorial nomination in California.

The AFL’s funds of labor need funds now to hold billboard space and radio time when the campaign gets hot. Those contracts aren’t signed now, the space and time go to their opponents who are vastly better heeled than organized labor and other liberals.

So get that $2 on the line at the next union meeting.

The AFL Executive Council and administrative committee of Labor’s League authorized an intensive campaign in June and July and an appeal to raise $2 a member to help labor’s friends get elected in November. The Taft-Hartley law prohibits the use of union funds for this purpose.

The league revealed, in letters to international unions, state federations and local labor unions, that contributions have lagged “far below the minimum” necessary to do the 1950 educational and political job.

Although every member is asked for a $2 voluntary contribution, the league budgeted its year’s job on the basis of getting only $1,500,000.

**New State Council Approved by Board**

Washington.—The establishment of a new OEIU area council to be known as the California State Council of Office Employees Unions, with jurisdiction limited to OEIU locals in the state of California, was approved at the recent meeting of the International Executive Board.

The Northern California Council of Office Employees Unions is being dissolved in favor of this new broader council.

The officers of the International Union extend to this new council best wishes for success in assisting the California OEIU local unions for their mutual benefit.

**Minneapolis Gas Co. Signed Up**

Minneapolis, Minn.—All smiles, as H. K. Wrench, president of the Minneapolis Gas Co., finishes signing a new agreement with OEIU Local 12, are left to right: A. J. Fritz, OEIU business representative; H. Hite, company vice-president; Wm. Popp, OEIU negotiating committee chairman; D. W. Peterson, company secretary; Edw. Anderson and Alex Dierch, OEIU committee members; Pat Farnand, company attorney; James Murphy and Raymond Ramberg, OEIU committee members. Other members of the OEIU negotiating committee were Edw. Andryski and John Trulen.

The Minneapolis Gas Co. and OEIU Local 12 have recently entered into their 13th working agreement covering all office employees of the company.

The new agreement substantially increased all salary schedules and upgraded a number of classifications. The pension plan negotiated in 1948 carried forward without change; however, the new agreement contains among the usual employee benefits a new improved life insurance program for all employees.

The company is paying for life insurance amounting to $2,000 for employees earning less than $250 per month and $5,000 for those earning more under the improved plan.

Salary schedules were increased from $4 to $16 per month with some employees receiving greater increases as a result of classification upgrading.

Both the company and the union are to be congratulated on the excellence of labor-management relations maintained. Only once during the 13 years of relationship was it necessary to resort to the arbitration procedure to settle a difference.

**New Method for Figuring Back Pay**

Washington—The National Labor Relations Board recently adopted a new method for computing back pay for employees illegally discharged because of union membership. The rule was adopted upon the F. W. Woolworth Company in Cincinnati.

Back pay for illegally discharged employees will hereafter be computed by quarterly periods beginning with the first day of January, April, July and October.

The Board previously calculated back pay on a lump sum for the whole period from the employee’s illegal discharge to his reinstatement. The loss of pay for that period was determined by deducting the total of net earnings in other employment during that period from a total sum equal to what the employee would have normally earned had he not been illegally discharged.

**Purpose of Change**

The change is designed to: (1) Prevent illegally discharged employees from losing old-age pension credits under the Federal Social Security Law during the period that he was out of work; (2) Prevent an employee’s later earnings at a higher wage rate from cutting down the back pay due him for periods of unemployment; and (3) Eliminate the necessity for an employee to waive reinstatement to his old job in order to preserve his back pay when he takes another job at a higher wage.

Hereafter, loss of pay will be determined by deducting from a sum equal to that which the employee would normally have earned for such each quarter or portion thereof, his net earnings, if any, in other employment during that period. Earnings in one particular quarter shall be included in the back pay liability for any other quarter.

In another case, the Board reiterated its wartime rule that, to be eligible for back pay, illegally discharged employees must register for employment with State or Federal employment offices or make some reasonable efforts to secure desirable new employment.
**Importance of 1950**

The importance to workingmen and women of voting in 1950 is reflected in past off-year elections. Take West Virginia, for instance. Before the election in the presidential year of 1948, four out of six West Virginia Representatives and one of its Senators were anti-labor. But after the election, West Virginia sent a 100 per cent liberal delegation to Congress.

However, before the off-year election of 1946, every West Virginia Congressman was a friend of labor. After the ballots were counted, only two friends; and by registering secretary-treasurer that going to vote.

This pattern is the same the country over—illinois, Pennsylvania, almost everywhere.

As a result, practically all anti-labor legislation is passed by members of Congress who are elected in the off-years. The Taft-Hartley Act is the prime example.

Louis Bean, the economist who predicted President Truman's re-election, quotes out in a book, "The Mid-Term Battle," to be published next month, that one fourth of the seats in the House and one third of the seats in the Senate are won in off-year elections; and that the results of these elections do not vote in midterm elections.

So the only way labor can win this year is by getting out a record vote.

Labor has 293 friends in the House of Representatives who are up for reelection this year. Is it going to have its way with them as it did in 1942? Or is it going to see that they are reelected?

Remember: Labor lacked only 14 votes in the House and 3 in the Senate to repeal the Taft-Hartley law.

Remember also: Liberals of both parties are battling against heavy money and streams of smearers this year. They are looking to you for help.

You can do this by contributing $2 to Labor's League for Political Education through your local union secretary-treasurer or shop steward; by helping your local union or precinct committee; and by registering and voting.

Let's upset the apathy by voting in bigger numbers in a midterm election than in a presidential year. That will insure passage of progressive legislation in Washington.

**An Investment**

You want your union to be a permanent investment. Since your union is a permanent investment, you do not make that investment lightly.

Remember that a union is what its members make it. If you join, expect to attend the meetings and to express your views. Help to make it the kind of union that will serve your needs. Think over and understand the principles and policies you and your fellow members are establishing through your union.

Since you benefit from the gains other union members have won, work to make the union better than you found it.

**OEIU BOARD ACTS ON STORE RULING**

Washington.—At its recent meeting, the Internation Union Executive Board took cognizance of an unfavorable decision by the National Labor Relations Board which denies to the OEIU under certain conditions the right to represent office and clerical employees of a department store as a separate and distinct group of office employees. (OEIU 245 v. Albert's Inc. 20-RC-720.)

The NLRB dismissed the petition for the following reasons: (1) Similarity of functions of department store employees; (2) Closed shop character of a retail establishment; (3) A bargaining history on a broader basis than that of an office and clerical unit; (4) The unit sought is not a craft group; (5) Nor is it similar to units which have in the past been severed; (6) No evidence that the office employees have not been adequately represented by the union.

The resolution was then pointed to the effect that of such a decision, if carried to its logical conclusion, would deny to the OEIU the right to represent employees properly coming within its jurisdiction.

The Executive Board asked that the NLRB reconsider its decision and permit the petition to proceed on oral and written argument in support of its position.

Union wages are only half of the battle. Buy back Union Label goods and win the other half!...
Picketing—A strike for recognition against a company that's already certified but non-certified union is illegal under the T-H law, but the U. S. District Court of Northern California has ruled that while a strike may be illegal against such a plant, a picket line, telling the public that the company does not employ members of the non-certified union or have working conditions comparable to those of such union, isn't necessarily illegal. The court holds that this type of informational picketing, directed at potential customers, is speech. (Brown v. Retail Salesman's Union, AFL.)

Executive Branch of NLRB has made the following decisions on claims that existing contracts bargain in:

(1) Change in Affiliation—An existing contract bars a decertification election, despite claim that contract union was induced into change in its affiliation. The change had no effect on the structure, functions, or membership of the union. (Chesapeake & Potomac Telephone Co. v. NLRB 24.)

(2) Schism in Contracting Union—A contract between an employer and pre-existing bargaining agent cannot bar a representation election where there is a schism in the contracting union, leaving an unresolved dual as to which of the two unions is majority representative of the employes. (Intl. Harvester Co. v. NLRB 25—RR 28; Bowen Products Co. 3-RC-354, 359.)

(3) Illegal Union Security Clause—A contract between the employer and an intervening union may not bar an immediate representation election where the contract contains an illegal union-security clause. (Erie Traffic Co. 6-RC-416: RR 24.)

(4) Automatic-Renewal Contract—An automatic-renewal contract does not bar a decertification petition, although the petition was filed after the automatic renewal date, when actually the contract was not renewed. Timely notice had been given to terminate, and certain provisions of the prototype contract had been discontinued after the automatic-renewal date. (Graceland Plating Co. 16-RD-59: NLRB 24.)

Expulsion of Communists—The N. Y. Superintendent has refused an injunction sought by some workers against a union which had expelled them from membership as being communists, under a constitutional provision allowing for such action.

According to the court, the union had a right to make such a provision, and that it didn't interfere with the right of union members to join or withdraw from the union. The court admitted membership in the Communist Party.

The court concludes that unions have the right to protect themselves by expelling Communists after proper trial. (Weinstock v. Ladinsky and Painters, AFL.)

Illegal Data—A company supplied the union with an alphabetical list of employees and a separate list of pay scales in its various departments, but declined to match the two lists so the union could tell which individual employees were actually being paid.

The NLRB held that the employer had failed to fulfill the duty imposed by the law "to furnish this information in a manner not so burdensome or time-consuming as to impede the process of bargaining." The Board also determined that the union needed information on merit raises made under its contract with the company.

The Board orders the company, upon request, to furnish the union with a list of all employees in the unit identified by name, department, and pay-roll number, and showing (a) the salary of each employee before and immediately subsequent to an increase given July 1, 1948, (b) the present salary of each employee, and (c) the number of performance awards the employee has received by each employee in the last rating. (B. F. Goodrich Co., 8-CA-509.)

New Local Launched In Jersey

White Horse, N. J.—Shown at initial meeting of the new OEU Local 258 are left to right, seated: Local 258 Recording Secretary C. F. Richardson, Secretary-Treasurer F. E. Anderson, President J. P. McCusker, Vice President W. O. Jobes, and Sergeant at Arms W. W. Parcells. Standing (same order): Local 96 Vice President J. Eisenhardt, Local 104 President J. McMillian, OEU Vice President Edward P. Spratley, President J. C. Simmons of the System Council of Office Employees Unions (Public Service Electric and Gas Co. of New Jersey). The new local consists of the clerical employees of the distribution division of the Public Service Electric and Gas Co. in the Trenton area, for whom it has recently won bargaining rights through an NLRB election. Local 258 has taken action to affiliate with the System Council of Office Employees Unions.

Workers Are Not Machines, Cornell Professor Stresses

Ithaca, N. Y.—"Employers who ignore their employees social and emotional needs are likely to have their whole personnel program backfire on them." This is stated by Dr. Temple Burling of the New York State School of Industrial and Labor Relations at Cornell University in a new bulletin entitled "You Can't Hire a Hand." Dr. Burling is an eminent psychiatrist, well known for his work in human relations in industry.

"Workers' social and emotional needs are not something an employer can play around with," states Dr. Burling, "they are the very core of the job."

Throughout his booklet, Dr. Burling emphasizes that employers must consider human relationships between people and between groups as just as important to the operation of a plant as the physical equipment or the economic scene in which it operates.

Sound planning, he says, must be based on a clear understanding of the many ways these are united into a whole. "To add a consideration of human motivation and social need as an afterthought doesn't deserve the name of human relations."

Birthday-its

Afraid of birthdays? That's bad. Best way to keep young is to "think old." Whether you tell or not, you're as old as you think you are.

Besides, new rules say 40 is the beginning of our best years. Good nutrition, continued mental growth and a real enjoyment of living can extend the prime of life to 70.

Make Grandpa Happy

Our grandfathers took voting seriously. Back in 1896, at least 55 per cent cast their ballots on election day. Let's equal that record this November, or set a new high this year when people like the old 'Polly Edison.'
You Can Help OEIU Help You

OEIU Headquarters, through its research and statistical service, is engaged in the analysis and coding of clauses contained in agreements negotiated by all OEIU local unions.

The completion of this project will result in preparing and supplying to all OEIU local unions reporting trends in OEIU collective bargaining agreements.

Agreement information for specific industries, areas or individual companies will then be more readily available for use in assisting local unions in their negotiation or organizational programs.

Several months ago all local unions were requested to supply OEIU Headquarters with certain specific information relative to their current agreements and with copies of any current agreements not previously filed together with information requested on the revised OEIU Agreement Report Form.

The action of these local unions is interfacing with the progress of this project and delaying the benefit which members of OEIU local unions will obtain through its completion.

Each officer and member of each OEIU local union can help by making sure that the information requested has been sent to Headquarters and that each of local union new, amended or renewal agreement is forwarded as completed together with an Agreement Report Form.

California—The timekeepers of Glass-McBee Co. have organized in Los Angeles Local 30, which is presently engaged in contract negotiations with the company.

Prenos Local 69 is receiving substantial support from the rest of AFL labor movement in its organizing activities. A new contract has been signed recently with Garon Show Case Co.

The office and clerical employees of Blue Cross and Bigbee Drayage in Oakland are showing interest in organizing into our Local 29 of that city.

San Jose Local 94 expects to sign agreement covering office and clerical employees of Coffee-1utch Co. in near future.

District of Columbia—The winning of a union shop election by Washington Local 2 has made effective the union shop clause in its agreement with the Columbia Reporting Co.

Oregon—Portland Local 11 has just won the NLRB election and thus established its exclusive bargaining rights for the office and clerical employees of the Rose Drayage Co.

Minnesota—The office and clerical employees of the Minnesota-Ontario Paper Co. in International Falls are rapidly organizing in OEIU. An NLRB representation petition is expected to be filed in the very near future.

Maine—In addition to improvements in salaries and other working conditions, Local 8 of Milliken and Local 233 of Madawaska have reduced the years of service required for 3-week vacations to 15 at Great Northern Paper Co. and Fraser Paper Limited.

Washington—An overwhelming majority of all eligible clerical employees of the Gulf and Western Plant of Hunt Foods, Inc. have signed up for membership in Tacoma Local 23, which is presently seeking exclusive bargaining rights and union shop authorization for this group.

Seattle Local 8 recently won a union shop election at James Henry Puckinhouse Co. and is presently negotiating an agreement there.

Alabama—Birmingham Local 18 has won a union shop election among the office and clerical employees of the U. S. Pipe & Foundry Co.

New York—Office and clerical employees of the Food Machinery Corp. have in an NLRB election authorized Midlooper Local 184 to bargain for union shop conditions.

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