BIG GAINS WON IN PAPER MILLS

THROGS SEE OEU EXPOSITION BOOTH

Philadelphia, Pa.—Records and precedents were shattered and new ones established at the AFL-Union Industries Show held in this city's huge Commercial Museum and Convention Hall. The total attendance exceeded the half-million which the show staff had hoped to greet.

More than $100,000 of merchandise, given away to lucky free ticket owners during the course of the show, according to the best estimates, they ranged from cookies and cakes to television sets, sides of beef, electric ranges and automobiles.

Visitors from the 48 states, the territories and Canada were among the throngs that passed through the exhibition. All expressed amazement at the lavishness of the displays, at the union-management cooperation involved and the spirit of goodwill and mutual respect that pervaded the whole proceedings.

The Voice of America, the radio station of the Department of State International Information Service, took recordings on the floor to make a comprehensive and vivid description of the show to be broadcast to Europe and Asia, with special attention to listeners in the Iron Curtain countries. Among those who spoke was the secretary-treasurer of OEU Local 14, Mrs. Marie M. Hutchinson.

Representatives of the Voice of America explained that the purpose of the recordings was to give men and women in other countries a clearer understanding of the relations of unions and management in this country.

One of the features of the show was the booth of the Office Employees International Union. Union members of Philadelphia Local 14 as well as representatives from other OEU local unions in the area gave out OEU literature and assisted the show staff, participants and exhibitors in preparing news releases, pamphlets, flyers, etc., for use in the show. Many representatives from OEU local unions in this area were on hand to take in the show.

Even before the show closed, the staff began working on plans for the 1951 display, which will be in St. Louis, Mo.

At AFL-Union Industries Show

Shown in the booth of the Office Employees International Union at the AFL-Union Industries Show in Philadelphia, are, left to right: OEU Vice President Edward P. Springman, Mrs. Marie M. Hutchinson, secretary-treasurer of Local 14, OEU Secretary-Treasurer J. Howard Hicks, and Representative George P. Firth.

Union Leaders Outscore ‘Bosses’

Washington—The industrial executive magazine, Business Week, reported with pained astonishment on a test called "How to Super-

"vice," conducted by the Purdue Research Foundation. The test was given to 100 management and 100 union representatives.

The embarrassing results showed that "understanding of the psychologically best supervisory methods is greater among union leaders than among industrial management.

That was dulling enough, but, continued the magazine, "As if to rub this in even deeper, the Purdue scholars asked the labor people to go back over the test and answer it as they thought 'a typical representative of management might.'

Here the labor group showed its contempt for management's handling of human relations by scoring consistently lower—as management—than they did, as themselves.

There is no more fitting link for labor-management relations than the union label.

OEIU Organizes Biggest Mill

Corner Brook, NFLD.—The clerical staff of the largest paper mill in the world—Bowaters Newfoundland Pulp & Paper Mills, Limited, has rapidly organized under the banner of OEU and been chartered as Local 264. An overwhelming majority of the clerical staff of this mill numbering over 300, have already signed up for membership in the new local union, and bargaining recognition has been requested of the company.

Canadian Representative Russell Harvey will assist the new local in its initial problems and in the preparation for contract negotiations with the company.

Following immediately upon the organizational development at Corner Brook, was the development of organization among the clerical staff of the Anglo-Newfoundland Development Company, Limited, another large paper mill located at Grand Falls. A substantial number of this staff of more than 200 have already organized and been chartered as OEU Local 285. The Newfoundland Federation of Labor, through its Vice President Arthur Bowe, assisted in the organization.
Pension Negotiations

If your local union is preparing for pension negotiations, it can save money by tabulating necessary work-force information, for which it would otherwise probably be charged professional rates by an insurance man or pension consultant.

In order to determine the man-hour cost of any proposed pension plan, it is necessary to know each covered worker's date of birth, race, sex, annual earnings, and length of service with the company. In addition, if dependents are to be covered, the number and age of dependents.

As will be noted, the facts required are simple and the union can easily do the job itself. In examining these facts, it is suggested that form cards be prepared and distributed for the workers to fill out.

If the company is aware of the fact that pension plans are going to be the subject of negotiations and is in a cooperative mood, these facts might be secured for both the union and the company directly from management's books.

If a pension plan is presently in effect and the company intends to propose improvements to that plan, management might give the cost of the present plan as the NLRB has often ordered firms to furnish unions with information necessary for real bargaining. Costs of any present plan will of course be of interest to the insurance men.

In either event, gather your facts well in advance to prevent the prolonging of negotiations resulting from uncertainty of data during the fact-finding process.

Ten-Ton Touch

Sir James Barrie once wrote an amusing playlet called "The Twelve-pound Look." The title referred to pounds sterlmg not avoirdopouls.

If a British statistician with an adding machine mind is to be believed, the "Ten-Ton Touch" would have been a better title. It seems that it takes a 14 oz. pressure to budge the average typesetter key. A typed line averages six inches, or 60 impressions for a line, totaling 840 ounces.

A 15 line average letter translates into 12,600 ounces. Make it 30 letters as the typesetter's daily output, and you have 378,000 ounces or 22,025 pounds, or more than 10 tons.

So, the little lady with the delicate touch and a spilled fingertip doesn't deserve a 10-/-" Strike-out truck."—Post Scripts by Newark N. J. OEU Local 32.

Protect your wages, your working conditions and your family's welfare by voting. Protect your voting privileges by registering.

Women of the Jury

Three states have accepted women for jury service during the past year. Only nine states now bar the ladies. They are: Alabama, Georgia, Mississippi, South Carolina, Tennessee, Virginia, West Virginia, Texas and Oklahoma.

Twenty states compel them to serve, when eligible, and eighteen have a voluntary type of service. About 15 states have been so excused if home or family needs her at the moment.

Is It Love?

Parents of teenagers will, we think, get their money's worth from a new pamphlet by the Public Affairs Committee, Inc., 22 East 39th Street, New York City, called "So You Think It's Love."

It's written for boys and girls of dating ages but adults can learn a few things from it, too. Copies are 20 cents each.

That Tired Feeling

Psychiatrists tell us that all too often fatigue is an imaginary state. Sometimes we use it as an excuse to avoid unpleasant jobs or difficult situations. But, they add, by the simple process of facing facts, we can conquer that tired feeling.

If it's your mother-in-law that gives you that backache, just knowing she does will help you lick the problem.

We Vote No

Experts to the contrary, we vote for basements. Even if the first floor utility room saves building costs and provides space enough for laundry and furnace.

Friends who've bought new houses without basements come asking us to store their garden furniture and tools, trunks, ping-pong tables and preserves in ours. And on rainy days, they call and ask if their small fry can come over to play.—Polly Edison.

Cannibal: "Did you know the chimp was a boy?"

Medicine Man: "Serves him right. I told him not to eat that grass widow."

Negotiate Improvements in Canadian Paper Contracts

Quebec City, Que.—OEIU President Paul R. Hutchings discusses proposed changes in agreement with Anglo-Canadian Pulp and Paper Mills, Limited, and Northeast Paper Products, Limited, at meeting of Local 241 which represents the office and clerical employees of these companies. At head table, left to right: Percy Burton, Recording Secretary, C.I.P., Local 241; President Hutchings; J. S. DuPont; President, Local 241; OEIU Vice President Lucien A. Bruneau; H. E. Davis, Vice President and Burton Egan, Recording Secretary of Local 241.

(Continued from page 1)

New Gains at Anglo

Quebec City, Que.—A general wage increase of 7 per cent for all the members of the clerical staff represented through OEIU Local 241, a 5-day work week, a firm program for the establishment of job evaluation and merit rating, highlighted the gains made in the negotiations just completed between the Anglo-Canadian Pulp and Paper Mills, Ltd., and Northeast Paper Products, Ltd. and OEIU Local 241. This is the second contract negotiated with these companies, whose staffs organized into OEIU less than a year ago.

The general across the board increase of 7 per cent is effective May 1 and applies to all office employees and is also applied to minimum, standard and maximum rates for all job classifications in the office.

The 5-day week work, which was established on a trial basis last year, is to be maintained on a continued firm trial basis during the ensuing contract year.

The qualifying period for a third week's annual vacation was reduced from 20 to 15 years continuous service.

Provision was also made for a 10 a.m. starting time on four rotating feast days, so as to allow for church attendance by the members of the staff.

Of particular significance was the agreement obtained that a job evaluation study would be undertaken, without delay, on a joint participation basis, and that upon the completion of the same further bargaining conferences would be held between the union and the companies for the formation of a mutually agreeable schedule of salaries to replace the present schedule.

Coupled with the job evaluation program, an agreed to program of merit review provides that all employees will be reviewed for merit increases at a joint merit review to be held about November 1 of each year, with the increments of merit increases to be as jointly agreed upon, by the companies and the union.

The negotiations were conducted by a committee of local union officers assisted by OEIU President Paul R. Hutchings and Canadian Vice President Lucien A. Bruneau. The results of the negotiations were brought back to a special meeting of the members and were quickly ratified without dissent.

CIP Gains Won

Montreal, Que.—Contract negotiations on a renewal agreement with the Canadian International Paper Company and affiliated companies were concluded at joint sessions held in this city, with 12 representatives of OEIU local unions from Quebec, Ontario and New Brunswick Provinces participating. W. J. Quinn, President of Gatineau Local 110, served as chairman and spokesman for the OEIU local delegates, ably assisted by OEIU Canadian Representative Russell Harvey.

Improvements won included a 5 per cent increase for all clerical employees, to apply also to the minimums and maximums of the rate ranges. Other gains included the formal recognition of the 5-day week, two extra half-day holidays, and one additional full day and a half-day floating holidays—days to be decided at the various mills jointly with the OEIU local.

Toronto, Ont.—Shown above are the OEIU representatives who negotiated the improved contract with Abitibi Power and Paper Co. Limited, and its subsidiaries. Back row, left to right: Percy Burton, Local 151, Ironwood Falls, Ont.; Lucien Bruneau, OEIU Canadian vice president, Local 151, Temiskaming; J. Von-n, President, Local 154, Temiskaming; H. Emmerson, Personnel Supt., C.I.P., Temiskaming; Leo Lauth-driault and Joe Ryan, Local 154; Leo Cannon, Local 111.

Of particular significance to the employees was an agreement obtained to the effect that a merit rating plan would become effective January 1, to be introduced on a trial basis among the largest mill staff—that at Gatineau. It worked out satisfactorily, such plan is then to be introduced throughout the other organized mill offices.

Other improvements obtained include strengthening of the grievance procedure, changes in job classification, shift differentials for salaried employees and hourly paid shift workers, increased maximum salaries on such occupations, and the full restoration of 1945 differentials for all hourly paid clerical employees. Better working conditions regarding office space was also worked out for several individual units.

This year's negotiations reflect a greater appreciation on the part of the companies for the complex problems of the clerical staffs. The results of the negotiations are, of course, subject to ratification by the local unions at the various mills involved.
**LEGAL NOTES**

**File Room Humor**

**NOTES from the field**

**Wage rate SAVES**

**V**erbalizing—The Pattern Makers, AFL, had been certified by the NLRB for a small unit of highly skilled employees who formed an independent craft group among hundreds of other production workers of a national manufacturer. The company had refused to consider any wage increases in terms of what patternmakers were making because it was offering workers the same wage increase at the same time, and offered a much lower increase that it was willing to give to all employees.

The NLRB finds that management's attitude on this point, coupled with an NLRB election in the case, indicates that it wasn't bargaining in good faith, that the patternmakers were entitled to have their demands considered on their own terms in relation to the unit, not in relation to the whole plant.

Actually, the Board reasons, what the company was doing by refusing to consider patternmamers separate from the whole unit, was cancelling out the NLRB's certification of them as a separate bargaining group. —Ladies' Garment Tool Co. and Pattern Makers, AFL.

**Working Conditions**—After the employees had voted in a union as their bargaining representative, a company removed heaters needed to keep the place of employment of some of these employees warm in the winter time and refused to continue its policy of advancing employees money on their pay (actually not a loan as the company kept one week's pay behind, and by the time the loan was made the employee had worked another two necessary to pay the advances). The NLRB finds these changes in working conditions violations of the Act and will have the company put back and a continuation of the company's previous loan policy. —Industrial Paper & Box Co. and Woodworkers, CIO.

**Illegal Firing**—Just how far the NLRB will go in giving back an employee any benefits he lost as a result of a company's firing him illegally is indicated by a recent decision.

The company fired one employee shortly after the NLRB election because he knew he would vote for the union, then ordered him out of a company-owned house rented to him for $1 a week. The worker borrowed $3 from the union organizer and paid three weeks rent in advance; but the company found out where the money came from and sent the $3 to the organizer and evicted the employee.

The board held that the eviction was also caused by the company's anti-union bias, and orders the company to offer the worker immediate occupancy of one of the company-owned houses with three weeks' rent paid and to pay him for any other losses (such as moving expenses) that he suffered as a consequence of his eviction. —Indianapolis Wire-Bond Box Co.

**New Jersey**—A recent NLRB representation election conducted in a unit of office employees of the Public Service Electric and Gas Co. in Newark, New Jersey, brought victory for Trenton has resulted in a win by the OIEU.

**New York**—Local 153 of New York City has won a certification election among the front office employees of the Hotel Wyndham, has organized a majority of the employees of the U. S. Trucking Corp., Boiler Beverage and Parkdale Distributors and has filed certification petitions with the NLRB covering these three employers.

Ohio—Cincinnati Local 227 is getting a good response from its organizing efforts among the over 900 employees of B. L. Folk and Co.

**File Room**

File Room Humor

"We are having a raffle for a poor widow. Will you buy a ticket?"

"Sure. My wife wouldn't let me keep her if I won."

Teacher (pointing to deer at zoo): "Johnny, what is that?"

Johnny: "I don't know."

Teacher: "What is your Mother call your Father?"

Johnny: "Don't tell me that's what that is."

Sufferer: "I feel terrible."

Friend: "It's all a matter of mind. When I feel tough, my wife puts her arms around me and consoles me, and in no time I feel great."

Sufferer: "Is your wife home now?"

Drunk: "What shall we drink to?"

Ditto (hopefully): "To excess?"

"Let's go sit out on the porch."

"No, I'm afraid if we do you'll...

"No, honestly I won't."

"Well, what's the use then?"

A westerner entered a saloon with his wife and three-year-old boy and ordered two straight whiskies.

"Hey, Pa," said the kid, "Ain't maw drinkin'?"

"I expect they won't start before this year."

"Short? Say I had to lather mine to mow it?"

**Footwear**—Brasley-Cole Shoe Co., Limited and Karl's Shoe Stores, Limited, Local 30, Los Angeles, Calif., $2 per week.

**Printing**—Virginia-Carolina Chemical Corp., Local 237, Mulberry, Fla., $3 per hour.

Gas & Electric Co., Local 29, Madison, Wis., 4$ per cent.


Distributor of Periodicals—American News Co., Local 29, Oakland, Calif., 4% cents to 0% cents per hour.

**Cigarette Making Machines**—Wright's Automatic Machinery Co., Local 84, Durham, N. C., 5 cents per hour.


**Canadian Int'l Paper** Co. and affiliated companies, Local 110—Gatineau, Quebec; Local 114—Dalhousie, N. B.; Local 154—Temiscaming, Quebec; Local 168—Winnipeg, Manitoba per cent.

**Balloons**—Fitzgibbons Boiler Co., Inc., Local 125, Oswego, New York, 25 cents retroactive to January 1.

**Food Products**—Standard Brands, Inc., Local 142—Jersey City, N. J., 22 cents per hour.

**Radio Broadcasting**—Columbia Broadcasting Station, Inc. (Radio Station KNX), Local 174, Los Angeles, Calif., $5 to $20 per week.

**LLPE Needs Those Contributions Now**

Washington.—Labor's League for Political Education needs money now to hold radio time and billboard space next September, October and November for liberals running for Congress and state legislatures.

That's why each AFL member should be urged to make a contribution to his local LLPE collector now.

"Let's get that money collected now so we can use it in Washington next September and October to counter the efforts where it is needed to help our friends," LLPE Director Joseph S. Gluck said. "The kind of Congress we want we won't need to worry about whether the Taft-Hartley law will be repealed by the other laws which the people want passed. That will be done."