UNION SECURITY AT DIXON PENCIL CO.

Jersey City, N. J.—With only three dissenting votes, the large clerical staff of the Joseph Dixon Crucible Company has recommitted itself to unionism after the company in a union shop election recently conducted by the NLRB. Irving Barist, of OEIU Local 142, reports that contract negotiations with the company have been completed and have brought about substantial gains for all office workers. Sign-up for the union was so rapid that approximately 100 clerical employees were organized in two days.

Outstanding among the gains won are a general wage increase of $3 per week, time and a half for all hours worked over 7½ per day, and time and a half for Saturday work. The contract also provides for a week's vacation with pay, and a substantial increase in the retirement plan.

OEIU Local 142 has also recently organized the clerical force of the Standard Brands Company. An NLRB representation election for this group of about 50 office workers will be held this month. On the basis of the substantial majority-sign-up for the union and the enthusiasm shown by the group, an overwhelming favorable vote is anticipated.

Paul Styles Named As N.L.R.B. Member

Washington—President Truman nominated Paul L. Styles, of Hunteville, Ala., today to serve a five-year term as a member of the National Labor Relations Board.

The nominee is regional director of the board's tenth region with headquarters at Atlanta. If confirmed by the Senate, he will succeed J. Copeland Gray, who served a two-year term and was not re-appointed.

FILM OFFERED

New York.—The A.F.I., Workers Education Bureau offers at $10 per copy a 35-mm. filmstrip of 47 frames on the subject, "Making the Union Click." The film tells how "Mack," frequently an absentee union member, discovers that union meetings are interesting and worth attending when they are strongly supported by intelligent member support. Showing the filmstrip requires a 35-mm. filmstrip projector, projector screen and transcription player. For further information write the bureau, 1440 Broadway, New York 18, N. Y.

Abitibi Paper Co. and Unions Meet In Unique Conference

Toronto, Ontario—In a prece- dent-shattering meeting, the top officials of the Abitibi Power & Paper Company, Ltd., and the presidents of all of the local and international unions representing its employees met at the Royal York Hotel on January 20 for discussion of trends and problems of mutual interest to both management and labor.

The meeting grew out of a suggestion by Abitibi President D. W. Ambridge that the company and representatives of all of its local unions sit down at a time apart from general negotiations to consider their mutual problems.

The President of the Abitibi Power & Paper Company, D. W. Ambridge, in responding to brief remarks by OEIU President Paul R. Huyckuring you in the recent Toronto meeting, stated as follows: "I want to say this, Mr. Huyck, to the office workers union. When I arrived in Abitibi, one of the first things that struck my desk was some business about office workers union. 'Well' I said, 'they can't want an office workers union.' So I thought 'I'll sell these fellows that they don't have to have an office union, bring them here and I'll talk to them.' So they all came and I talked to them, and I talked to them, and when it was all over they still wanted the office workers union. (Laughter). So we've got an office workers union, and I am glad! I agree with you wholeheartedly it is a good thing, we are very happy with it, we are as happy as we are with these three other unions, and we regard them just as the same way."

More than 800 representatives of the company and each of the unions spent an interesting day in discussion of a wide variety of problems of common interest and concern. The company president, D. W. Ambridge, led off the meeting with an interesting talk on the role of management in the Abitibi Company. Professor J. C. Cameron of Queen's University, discussed Canada's economic position and problems facing management and workers in the paper industry. Dr. G. W. Taylor, former chairman of the U. S. War Labor Board, gave a most interesting talk on labor-management relations.

The Presidents of the International Unions with local unions operating in the Abitibi Company each addressed the gathering: President John P. Burke of the International Brotherhood of Teamsters, Sulphite and Paper Mill Workers, was principal speaker at the banquet; present at the dinner meeting; the Abitibi Company union president; Dr. Franklin Hing, president, Abitibi Power & Paper Co.; R. E. Deacon, president, Abitibi Paper Co.; James R. Biggers, president, Abitibi Paper Co.; and W. F. Bruneau and W. J. Conlin, labor relations representatives.

The Abitibi power company, Ltd., has its headquarters in Toronto, Canada, and shareholders in the United States and Canada.

OEIU AREA MEETING IN PHILADELPHIA

Washington—OEIU is sponsoring a week-end educational conference to be held at Philadelphia next month, according to International President Paul R. Huyck.

The call to this conference has been sent to all local unions of the OEIU in the New England States, New York, New Jersey, Maryland and the District of Columbia. It will be held at the Benjamin Franklin Hotel on Saturday and Sunday, April 15 and 16, under the general direction of OEIU Vice President F. P. Spring.

Other OEIU officers and representatives in the area will also participate in the two-day meet, which will be devoted to the presentation and discussion of helpful ideas and information to assist local union leadership. Problems of local organization, public relations and improvement in collective bargaining relationships will be considered.

No limitation is fixed on the number of participants from any local union. All locals in the area were urged to select the members to attend who are most actively engaged in carrying on the local union's activities.

A dinner meeting is being planned for Saturday evening. It is anticipated that this conference will prove interesting and valuable to the leaders of the local unions in the area and that it may be followed by other similar meets in other parts of the United States and Canada.

Deal With Unions in Good Faith, Industrialists Urge

Washington.—When some of the nation's outstanding business men come out with an appeal to fellow employers to deal in good faith with labor unions, that's first-class news. Such an appeal has been issued by several figures prominent in the business world. It is a very refreshing contrast to the usual anti-labor propaganda.

Signers are Robert Wood Johnson, noted manufacturer of surgical dressing and chairman of Johnson & Johnson, president, Bridgeport Brass Co.; John D. Bigners, president, Libby-Owens-Ford Glass Co.; Curtis E. Calder, big utility executive; Frank M. Folson, vice president, Radio Corporation of America; Jack I. Strauss, head of Macy's, giant department store chain, and Erle Cooko, Atlanta banker.

Their document, put out in booklet form by the publishing firm of Prentice-Hall, Inc., bears the title, "Human Relations in Modern Business." Its main theme is that employers must respect the human rights of their employees, pay decent wages, and offer the greatest possible security if they want loyalty and cooperation.

Particularly significant is the declaration that one of the best ways to build such cooperation is "honest acceptance of the union as the choice of the workers."

"If the union feels it is not en- (Continued on page 3)
Organization in Sweden

In Sweden the organization of so-called "white collar" employees has made more rapid progress. Many of the unions of non-manual employees are banded together in what is known as the Swedish Confederation of Labor, or TCO. The TCO was founded in 1944 by the amalgamation of two former federations of salaried non-manual employees. It is the dominant salaried employee organization in Sweden. The TCO, although an entirely independent organization from the Swedish Confederation of Labor, works side by side and closely with that body.

It is estimated that there are approximately 450,000 non-manual salaried employees in Sweden capable of being organized and well over half of this potential are members of one of the more than 40 salaried employees unions which form the TCO. The salaried employees unions in the TCO include officers of salaried non-manual unions of other so-called "white collar" employees such as teachers, railway clerks, social service employees, government employees, nurses, non-commissioned army officers, customs inspectors and others.

Principal Clerical Unions

The principal office employees unions affiliated with the TCO which cover membership largely comparable to our OEU are the Swedish Union of Clerical and Technical Employees in Industry, the Commercial Bank Employees Union and the Union of Insurance Employees. Thirteen employees unions are affiliated with the TCO and will be discussed in future articles.

The TCO operates under a constitution similar to that of the Swedish Confederation of Labor. Its highest authority is its Congress, which is elected every three years and which consists of about 200 delegates elected by each of the affiliated unions in proportion to their membership. The TCO Congress elects an Executive Committee composed of a chairman and eight members. There is also a General Council consisting of delegates from each of the affiliated organizations, elected in accordance with special rules and numbering about 60 members. This General Council meets twice a year. The activities of the TCO are financed by a proportional tax paid by each affiliated organization.

Political Neutrality

The TCO is trying to bring about more rational forms of organization, particularly by working toward the amalgamation of some of its smaller affiliates into larger unions and the elimination of their boundary lines between its affiliated unions and the unions of many other trade unions with the Swedish Confederation of Labor.

Political neutrality is a basic principle of the TCO. All political viewpoints might be found among its total membership. It is made

Expand OEU Research Service

Washington.—The research facilities of the International Union have been broadened and strengthened through arrangements made with The Labor Relations Information Bureau to provide OEU with general research and statistical services. The Bureau, a private research organization specializing in labor relations research work, has already started work on several basic research projects for our International Union.

The principal provisions will be recorded on punch cards and the data obtained from the analysis of such cards will furnish the basis for reporting special reports of value to our local unions and the International Union staff.

In addition to working on special research and statistical projects for OEU, the Bureau will provide our organization with general research and statistical services so that it will continuously have available such labor relations research information as is required.

In announcing the establishment of such improved research and statistical services for the benefit of OEU and its affiliated local unions, President Paul R. Hutchings pointed out that the International Union Executive Board at its recent meeting authorized taking such steps in accordance with the expressed desires of the 1940 International Union convention.

The Bureau's Research Director, S. Herbert Unterberger, has engaged exclusively in labor research during the past 15 years. In 1946, he served as Executive Secretary on the President's Board of Inquiry into the bituminous coal labor dispute; in 1940 he directed a number of studies for the Office of War Mobilization and Reconversion and during the war he was Director of the Case Analysis Division of the War Labor Board and served as Executive Assistant to the Chairman of the National War Labor Board.

McFetridge Named AFL Vice President

McFetridge, named AFL Vice President

Miami, Fla.—William L. McFetridge, 56, president of the Building Service Employees International Union, was elected to the AFL Executive Council as fifth vice president.

He was picked at the midwinter meeting of the council to fill the vacancy created by the death of the late W. D. Mahon, former vice president of the Association of Street and Electrical Railway Employees.

Mr. McFetridge is vice president of the Illinois Federation of Labor.

EMPLOYERS TRY TO DUCK WAGE FLOOR

Washington.—Persons employed for the first time as stenographers, typists, clerks, and in other similar types of "white collar" jobs may not be classified as not subject to special provisions of the Fair Labor Standards Act governing the payment of minimum wages, according to Wm. R. McComb, Administrator of the U. S. Labor Department's Wage and Hour and Public Contracts Divisions.

McComb reported to Maurice J. Tobin, Secretary of Labor, that applications from all sections of the U. S. for permission to hire new workers in these occupations at sub-minimum wage rates have been filed with the Division since the President signed the Fair Labor Standards Amendments of 1943; however, this ruling means, he said, that these workers must be paid at least 75 cents an hour as provided by one of the new Congressional amendments to the Act.

McComb said: "Subminimum rates (in these occupations) are not necessary to prevent curtailing of opportunities of employment. Thus the exemption for learners permitted under the Act is not applicable to their employment."

THE OFFICE WORKER

Welcome to the new enlarged OFFICE EMPLOYEES INTERNATIONAL UNION.

"YOU STILL HAVEN'T PAID YOUR UNION DUES WHEN ARE YOU GOING TO PAY UP?"

"When they get red in the face, you know they can read the bottom line."

"WHEN ARE YOU PAID? YOU PAID UP."

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PUBLISHED MONTHLY

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Subscription Price, $1 a Year
Cupid and Houses

There's a new campaign on to make us think that the housing shortage is very nearly over. It's even going so far as to publish some pretty big figures: 3,600,000 dwelling units completed since the war, and probably 1,600,000 more added by remodeling.

But there's a small chap named Cupid who's probably pretty busy this summer. He's produced about 8,000,000 new couples during that same time. Remember, home and probably pretty short in the future.

If you are one of those local authorities who let their rent control lowered too soon it's like taking away a sick man's medicine to see whether he will get well or get worse. Rent control can be ended by local, state, or municipal action or by the Housing Expediter. When the Expediter lifts controls, he can put them back on if it doesn't work. Why let go of rent control until we're sure the housing shortage is licked?

Did You Know

That the average American woman can expect to live six years longer than the average American man? Same say it's due to labor saving devices which their husbands work overtime to buy. Maybe that's not the reason, but it gives women a chance to use some of their freedom to take more active part in the political welfare of their community.

Wives or Workers

Wives have a special stake in Social Security, can draw benefits even though they never worked a day in management. For example: Suppose Tom Brown, 65, retires this year and his Social Security check is $96 a month. Now, if he is 65, will get $18.04—giving the Browns $104.12 a month for life. If Mrs. Brown is only 50, she gets a lump sum equal to six times his monthly check—$576.48—but no monthly check until she's 65.

Done With Mirrors

The Equal Rights Amendment just passed by the Senate is practically a fait accompli. The next step is the tricky piece of legislation that's been around for the past 27 years. It's been patched up but still comes out of the same magenta bag that holds the catchy phrase "equal rights."

If ever it really is passed by both houses without any obstruction by marriage, support, divorce, women's property rights, would be thrown in question.

That not some of the above laws don't need improving, but the way to correct them is to attack them one by one.

Women have the only "equal rights" they need for improving their lot—THE VOTE. — Polly Edisson.

Joint Committees Expand in Canada

Ottawa, Ont.—The value of joint committees in production problems was brought forcefully to the attention of both labor and management by the announcement by Canadian Minister of Labor, Hon. Humphrey Mitchell, that at the beginning of 1935, there were 141 Labor-Management Production Committees in operation throughout Canadian industry and 346 at the end of the war.

The committees consist of representatives from management and labor and operate in an advisory capacity on matters affecting industrial productive efficiency. They do not deal with subjects covered by collective bargaining agreements.

Wage Rate Gains

Trucking—Denver—Chicago Trucking Co., Inc., Local 5, Denver, Colorado, was granted a raise of 5 cents an hour.

Men's and Boy's Work Clothing—Oakbrook G'co, Inc., Local 59 Oakghosh, Wis., $2 to $3 per week.

Armored Car Services — Wells Fargo Armored Service Corp., Local 133, New York City, 4½ cents an hour.

Pencil Mfg.—Joseph Dixon Crucible Co., Local 142, Jersey City, N. J., $3 per week.

Printing Presses Mfg.—R. Hoe & Co., Inc., Local 133, New York City, $2 per week.

Wholesale Groceries—John Sexton & Co., Local 153, New York City, $2 per week this year and additional $2 per week next year.

Milk Dealers—Consolidated Dairy, Local 153, New York City, $3.52 to $10.88 per week.

Beverages — Hoffman Beverage Co., Local 153, New York City, $2 to $5 per month plus two additional 10 per cent increases during two-year contract.

Business Forms Yawman & Riebe Mfg. Co., Local 34, Rochester, N. Y., $1 to $5.23 per week.

"The boss was so mad he ate the union contract, but he still found it binding!"

Veterans' Rights—The company decided to close several of its plants, and the employees in the smaller one were shifted and integrated. Later, the company signed a contract with the union by which the seniority of all employees in the smaller plant was made a matter of contract by the transfer, with employees in the larger plant retaining seniority as of the date they were originally employed. This meant that many employees in the smaller plant, including veterans, lost a good bit of seniority.

The Court of Appeals at Cincinnati has ruled that it isn't discriminatory as it applies equally to veterans and non-veterans alike, and there's nothing that veterans can do about it. (Pratt v. Britt.)

Strike Liability—It is unlawful refusal to bargain with the Court of Appeals at New Orleans (NLRB v. Corrigan Cotton Mills, No. 27) which did not insist on a union's assuming liability for all strikes, not only those engaged in by union members but also strikes by non-members.

According to the Court, another form of employer conduct which tends to destroy freedom of choice is the adamant insistence that a certain person—and no other—name an arbitrator.

Freedom of Speech—in the case of O'Reilly v. NLRB, the San Francisco Court of Appeals finds nothing coercive in the following employer's pre-election speeches against a CIO union: (1) If the AFL union won the election the company could sell more products, and (2) the company isn't going to get jobs elsewhere if they did not join the AFL union.

The NLRB had previously found such statements to be tactful and constituted interference. But, according to the court, the statements contain no threat or promise and are protected under the new free speech provision of the T-H Act.

Urged Initial Fees—The Retail Clerks, AFL, had waived initiation fees during an election campaign. The Root Dry Goods Co. had charged that non-union members were told they'd better join up while the joining was good. The union would be upped after the union won the election, and they'd have to join because the union was shooting for a union security contract. The company charged this was obstruction of the freedom of employees to vote.

The NLRB remarks that waiving initial fees can be a great encouragement to encourage non-members during an organizing drive is a legitimate tool. It also says there's no indication that the union is going to raise the fee above what the union's constitution provides.

The company had protested about a union shop contract didn't interfere with the vote, the Board finds because nobody hinted that employees who wanted to join wouldn't be let in.
President Truman has told his congressional leaders that within a year or two the states and localities by their own action may terminate the Alaska housing control. The recommendations of the Appropriations Committee may very well lead the AFL to look for some other means of action. Congress last year gradually turned the rent problem over to the states and cities. It wrote into the current law four ways by which a state or locality could get out of the federal control. In the last year 703 desert control actions have been taken, affecting 1,418,000 dwelling units. About 11,000,000 housing units in 283 areas remain under federal control.

AFL President William Green told Congress that the American housing industry is failing to build enough homes for the workers and those being erected are too small. He urged Congress to go after the worst problem job being done in the Washington area to meet the need for decent housing. He urged passage of the middle-income cooperative housing bill. Mr. Green said that the cooperative housing bill is supported by the AFL "because we believe that more than any previous housing legislation it will really meet the needs of workers and their families."

"Loafing Won't Win!"

Lobo's political battle cannot be won by weaker citizens. Every worker, every member of his family, all his neighbors must vote. To lose means to lose by im- progressives. It means to lose the battle. To lose means to lose the future. It means to lose the nation. loafing will only help our enemies. loafing is selling out to our enemies. loafing is selling out to tomorrow. loafing is selling out to ourselves.

TODAY and NOTES FROM THE FIELD

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