

THE OFFICE WORKER

Official Organ of the Office Employees International Union of the A. F. of L.

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17

MORE HARVESTER GAINS WON

GENERAL INCREASE, LIVING COST BONUS

Milwaukee, Wis.—The 464 office workers of the International Harvester Company, Milwaukee Works, won further substantial gains as a result of renewal contract negotiations recently completed by their OEIU Local No. 9 of Milwaukee and the International Harvester Company.

These gains included a general wage increase of 4c per hour or 3 per cent, whichever is the greater. A 6c per hour cost of living bonus is granted immediately and the cost of living bonus will be adjusted quarterly according to the BLS index with a 1c per hour increase for each 1.14 increase in the index figure. No reduction of the cost of living bonus can take place before June 1, 1951.

Differential Wiped Out

During negotiations the union was able to wipe out an unfavorable wage differential which existed between the Milwaukee and Chicago office workers of the company. This differential ranged from \$1 per week in the lowest classification to \$5 per week in the highest. The maximums of the twelve existing labor grades were raised accordingly and upward adjustments from \$1 per week to \$2.50 per week were applied to the present salaries in addition to the general increases provided.

Many Upgraded

In addition, a reclassification of jobs within the bargaining unit resulted in the upgrading of 66 employees. Adjustments in salaries were granted to these employees to place them in the same relative position in the higher labor grade as they previously occupied in the lower labor grade. This reclassification resulted in upward adjustments for such employees ranging up to \$6.50 per week.

Future Increases Assured

All wage increases, including the cost of living bonus and the differential adjustment were made retroactive to August 21. The contract runs for 5 years with an automatic 3 per cent wage increase to be granted on August 21 of each year for the duration of the contract.

Improvements were made in the promotional procedure of the agreement making office-wide seniority the guiding principle. The pact provides for a modified union shop

OEIU Means \$\$\$ To IHC Staff

Milwaukee, Wis.—OEIU organization has really paid-off for the clerical staff of the Milwaukee Works of International Harvester Company, represented by OEIU Local 9.

Prior to organization in 1946 all clerical rates fell within a range of \$20 to \$50 per week. The present twelve grades cover ranges from \$38 to \$115 per week!

The lowest grade, office boys and routine file clerks, presently has a salary range of \$38 to \$50 per week.

In other words, through OEIU organization, the persons in the lowest clerical grade can now receive as much as was paid to the top of the highest grade clerical job in the spring of 1946, while the top grade presently enjoys a range from \$88 to \$115 per week!

ANOTHER NEW PACT IN PAPER INDUSTRY

Grand Falls, Nfld.—The first collective bargaining agreement between the Anglo-Newfoundland Development Company, Limited, and OEIU Local 255 has been completed. The contract compares very favorably with other OEIU Canadian agreements in the paper industry. It provides for the modified union shop, grants two weeks per year vacation with pay, with three weeks for employees with 15 years or more service.

The agreement fixes hours of work at seven per day, Monday through Friday, and three hours Saturday morning, for a total of 38 hours per week. It has been agreed, however, that for the first period of the agreement the five-day week, seven hours per day Monday through Friday, will be observed on a trial basis with the understanding that a necessary skeleton staff will be maintained for Saturday morning operations.

Job Evaluation

The agreement provides for a joint company-union job evaluation program to be instituted without delay and with the parties thereafter to negotiate upon a mutually agreeable schedule of salaries and job classification. An annual merit review is also provided on a joint participating basis and with resultant merit increases to be granted as of January 1 each year.

The agreement was negotiated by the officers of Local 255 assisted by International President Paul R. Hutchings and by A. F. of L. Newfoundland Representative C. W. Strong. The Company was represented by its Vice President and General Manager, Mr. Philip Gruchy, together with Mill Manager Ross Moore, Personnel Superintendent Paul Shapleigh and Personnel Consultant Jack Latter. Negotiations consumed only a day and a half of actual negotiating time with an atmosphere of cooperation and good will prevailing throughout. The general membership ratified the results of the negotiations without dissent and were well pleased with the results obtained. The agreement benefits the more than 100 members covered by the same.

Sign Anglo-Newfoundland Pact



Grand Falls, Nfld.—Shown at signing of initial agreement between Local 255 and Anglo-Newfoundland Development Company, Limited, are, left to right: Dorothy Pitcher, local recording secretary; Gerald Muldowney, local president; Philip Gruchy, vice president and general manager of the company; Paul R. Hutchings, OEIU president; Ronald Fewer, local vice president; and Austin Davis, local secretary-treasurer. Also present at the negotiations and subsequent signing but not shown in this picture were: AFL organizer C. W. Strong and the following representatives of the company: Ross Moore mill manager; Paul Shapleigh, personnel superintendent; and Jack Latter, personnel consultant. In the background appears a picture of the greatly respected founder of the company, Lord Northcliffe.

whereby all present members shall retain their membership and all new employees shall join the union after a 90-day probationary period, as a condition of employment. The union shop provision becomes effective immediately upon certification by the National Labor Relations Board after the holding of the required NLRB union shop election. The NLRB has scheduled this election for November 21, 1950.

Several supplemental agreements to the old contract covering such

matters as lay-off, office procedure and grievance procedure were incorporated into the new contract.

Negotiations were carried on for the union by the negotiating committee composed of Kenneth Clark, Jack Armstrong, Gilbert Zebel, Shirley Gunderson and Lawrence Kuhn, assisted by Harold E. Beck, business representative of OEIU Local 9 and a vice president of the International Union.

OEIU Local 9 has also recently negotiated with the company a con-

tributory annuity pension plan which gives many basic advantages to the employe and assures him of his vested rights in such plan.

LEGAL Notes

NLRB Time Limits—George J. Bott, NLRB's new General Counsel, has announced that two rules setting time limits on production of evidence supporting NLRB charges or election petitions will be continued; however, he says these rules aren't ironclad and inflexible regulations.

The 72-hour Rule: This rule requires a person making an unfair labor practice charge to bring in whatever evidence is available within 72 hours of submitting formal papers to NLRB offices.

The reason for the rule is to discourage filing baseless charges by parties (1) trying to stall off pending elections or (2) wanting a weapon to threaten a union or an employer.

Unions have attacked this rule under the impression that a "prima facie" case had to be made, that is, enough evidence had to be brought in which would support the charge, if uncontradicted. It was also pointed out that a practice of compelling the charging parties to bring in the evidence would work against unions, since they had neither the money nor legal know-how that most companies, with their attorneys have. Mr. Bott says this will not be the case.

The 48-hour Rule: Under this rule, unions asking elections are required to bring in authorization cards or other evidence of employee support within 48 hours of submitting a petition. Under the law, to get an election, a union has to show support of 30 per cent of the employees involved. Mr. Bott says that this rule, too, will be administered flexibly.

Grievances—A company had refused to take up the settlement of grievances with a union because the grievance committee included non-employees although the contract included such a ban.

The union took the matter to the NLRB, admitted the contract it signed gives the company the right to keep non-employees away from grievance sessions; however, the union claimed that the law overrides the contract and gives union officials the right to be there when grievances are settled.

An NLRB Trial Examiner says the law allows the worker to choose his own representative and that to deny the employees that choice as the contract did in this case is illegal, even though the union originally agreed to it. The Board still has to pass on this opinion.—(*Shell Oil Co. and Oil Workers, CIO*).

Questioning—Although company officials may have the right to question employees about union soliciting in order to determine whether plant rules are being followed, this sort of questioning cannot be used to find out what the workers think about the union.

An employe had on company time handed out application cards and talked up the union. The company asked him "to say he did or

"UNION MAID"



"Believe me, girls, collective bargaining is the only way to deal with the boss!"

NLRB Sets Standards For the Exercise of Its Jurisdiction

Washington.—The NLRB has announced the standards which will govern its exercise of jurisdiction under the Taft-Hartley Act.

Pointing out that these standards "reflect, in large measure, the results reached in the Board's past decisions disposing of similar jurisdictional issues," the Board said:

"The time has come when experience warrants the establishment and announcement of certain standards which will better clarify and define where the difficult line can best be drawn."

The Board also reiterated its policy of not exercising jurisdiction, despite its power to do so, over business operations so local in character that a labor dispute would be unlikely to "have a sufficient impact upon interstate commerce to justify an already burdened Federal Board in expending time, energy and public funds."

The Board's announcement stated that it will exercise jurisdiction over:

didn't" break company rules against soliciting. However, he and others were also asked which union they were soliciting for, how often they'd met with union officials, how many employes had met people from the union, and whether the union officers had been the ones to seek out the workers. Finally, some of the men who had been questioned were fired for violating the no-solicitation rule.

The union complained to NLRB and the Board decides that the questions asked employes were not directly on the point of rule violations, but had been aimed at prying into union affairs and how the men at the plant felt about the union. The discharges were held illegal by the Board.—(*Magee Carpet Co. and Textile Workers, CIO*).

1. Instrumentalities and channels of interstate and foreign commerce (for example, radio systems).

2. Public utility and transit systems.

3. Establishments which operate as integral parts of a multi-state enterprise (for example, chain stores, and branch divisions of national or interstate organizations).

4. Enterprises which produce or handle goods destined for out-of-state shipment, or performing services outside a state, if the goods or services are valued at \$25,000 a year.

5. Enterprises which furnish services or materials necessary to the operation of enterprises falling into categories 1, 2 and 4 above, provided such goods or services are valued at \$50,000 a year.

6. Any other enterprise which has:

(a) a direct inflow of material valued at \$500,000 a year; or

(b) an indirect inflow of material valued at \$1,000,000 a year; or

(c) a combination inflow or outflow of goods which add up to at least a total of "100 percent" of the amounts required in items 4, 5, 6(a) and (b) above.

7. Establishments substantially affecting national defense.

Most of the above are self-explanatory, the "combination inflow or outflow" being the most difficult to figure out. The Board has applied it to one company this way. The company purchased directly from out-of-state about \$66,000 in one year, about 15 per cent of the Board's standard direct inflow figure of \$500,000. It shipped to out-of-state customers about \$22,000, about 90 per cent of the Board's standard direct outflow figure of \$25,000. The two percentages total 105 or more than "100 per cent," therefore, the Board takes jurisdiction.

EMPHASIZES NEED OF UNION SECURITY

Chicago, Ill.—Commenting on a pastoral letter of the Archbishops and Bishops of Quebec on the problem of the worker in the light of the social doctrine of the church, the Rev. George G. Higgins, writing in *The New World*, which is published by the archdiocese in Chicago, says:

"The Taft-Hartley Act, as we know, absolutely prohibits the closed shop—even in industries in which labor and management have traditionally favored it—and makes it unnecessarily difficult for workers to obtain the so-called union shop.

"Some of the states are even more restrictive in their legislation against union security. The T-H Act, to its very great discredit, deliberately encourages such local restrictions by expressly providing that when state legislation restricting union security is more severe than federal legislation, the state laws may be permitted to prevail.

"How different is the attitude of the Bishops of Quebec. After outlining the essential aims of trade unionism, they conclude that 'in order to realize all these aims, and obtain an efficient joint action, the unions must be able to rely on the greatest possible number of members, without ever facing recruiting difficulties and open or hidden opposition to their action. Employers and legislation must favor this security.'

"The philosophy of the T-H Act and of state legislation restricting union security is basically the philosophy of individualism. Unionism is to be tolerated as a necessary evil, but it is not to be encouraged.

"The philosophy of the Quebec pastoral, on the contrary, is the philosophy of solidarism. Unionism is not a necessary evil but a positive good and an indispensable agency of social justice—the normal means through which the worker is to fulfill his social responsibility to his fellow workers and to the economy as a whole. The worker, therefore, has not only the right but the duty to organize."

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Wage rate GAINS

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Retail Jewelry—Milens, Kays, Brents, Gensler & Lee, Davidson & Licht, Local 29, Oakland, Calif., \$4.33 per month.

Ship Repair—Todd Pacific Shipyard, Local 29, Oakland, Calif., \$10.50 per month.

Retail Men's Clothing—Bond Clothes, The Capitol, Dundee Smart Clothes, Federal Stores, Foreman & Clark, Gray's, House of Harris, J. J. Krieg Co., Lee's Men's Shop, Roger's, Schwartz & Grodin, Siegel's, Silver's, Inc., and Smith's, Local 29, Oakland, Calif., \$4.33 per month.

Sheet Metal & Plumbing Supplies—Oakland Sheet Metal Supply Co., Local 29, Oakland, Calif., \$12.50 per month.

Stoves & Furnaces—Montag Stove & Furnace Works, Local 11, Portland, Oreg., 5 cents per hour.

Taxis—Yellow Cab Co., Local 14, Philadelphia, Pa., 8¼ cents per hour.

Charge-Plates—Pittsburgh Charge-Plate Associates, Inc., Local 33, Pittsburgh, Pa., \$2 to \$8 per week.

Retail Groceries—Fred Meyers, Inc., Oregon Piggly Wiggly, Dan Kienow Stores, Safeway, Local 11, Portland, Oreg., 2½ cents per hour.

Retail Furniture—John Breuner Co., Local 243, Richmond, Calif., up to \$11.50 per month.

Paper, Etc.—Spruce Falls Power and Paper Company, Limited, and Kimberly-Clark Corporation of Canada, Limited, Local 166, Kapuskasing, Ont., 5 per cent.

Gaylord Container Corporation (mill division and container and bag division), Local 89, Bogalusa, La., 5 per cent.

International Paper Co. (Southern Kraft Div.); Local 71, Mobile, Ala.; Local 80, Panama City, Fla.; Local 209, Kreole, Miss.; Local 233, Georgetown, S. C., 6 per cent but not less than 5 cents per hour plus fifteen \$25 per month adjustments.

American Writing Paper Co., Local 247, Holyoke, Mass., 5 cents per hour.

Printing Machinery—Lanston Monotype Machine Co., Local 14, Philadelphia, Pa., \$2 per week.

Wholesale Drugs—McKesson & Robbins, Inc., Local 18, Birmingham, Ala., 10 cents per hour.

McKesson & Robbins, Inc., Local 29, Oakland, Calif., \$10 per month.

Hospitals—Permanente Foundation Hospital, Local 29, Oakland, Calif., and Local 243, Richmond, Calif., \$10 per month.

Hardware—May Hardware Co., Local 11, Portland, Oreg., 10 cents per hour.

Simon Hardware Co., Local 29, Oakland, Calif., \$10 per month.

Trucking—Consolidated Freightways, Inc., Local 11, Portland, Oreg., 5 cents per hour.

Bigge Drayage Co., Local 29, Oakland, Calif., \$17.50 per month average.

Oregon Motor Stages, Local 11,

OEIU Protects Its Members



St. Louis, Mo.—President Leonard Amrhein (center in top photo) of OEIU Local 13 hands checks for \$1,618.50 to H. W. Rahmoeller (left) and V. O. McWhorter as settlement of an NLRB case by Transit Casualty Company for pay lost after the firm discharged the two claim adjusters for union activity. Two other former employees also received payments in the case, bringing the total to \$4,000. Bottom photo shows Rahmoeller's check, concrete proof that the union protects its people against injustice by employers. See story in September, 1950 "Office Worker."

Portland, Oreg., 5 cents per hour.

Service Transfer & Storage Company, Local 44, LaCrosse, Wis., 8 cents per hour.

Dairy Products—Bordens Dairy, Carnation Co., Challenge Creamery, Creamcrest Dairy, Diamond Dairy, Fenton's Creamery, Golden State, Oakland Central Creamery, Shuey Creamery, South Berkeley Creamery and Williams Dairy, Local 29, Oakland, Calif., \$5.50 per month.

Arden Farms Co., Local 11, Portland, Oreg., 7½ cents per hour.

Raven Creamery, Inc., Local 11, Portland, Oreg., \$25 to \$35 per month.

Radios—Radio Corporation of America (Service, Inc.) Local 6, Boston, Mass., 5 per cent now plus 4 cents per hour in 1951 which is over and above 10 per cent granted recently.

Can Machinery Repair—Continental Can Co., Inc., Local 28, Chicago, Ill., \$9 per month or 5½ per cent whichever is greater.

Charitable Organizations—Community Chest, Local 29, Oakland, Calif., \$20 per month.

Grain-Mill Products—Pillsbury Mills, Inc., Local 220, Ogden, Utah, \$12 to \$22 per month (\$15.80 average).

Direct Mail Advg.—R. L. Polk & Co., Local 70, Trenton, N. J., 5 cents per hour.

Oil Burners—Ray Oil Burner Co., Local 36, San Francisco, Calif., \$11 per month.

Shoes—Jay - Allen - Ward Shoe Mfg. Co., Local 13, St. Louis, Mo., \$6 per week.

Asbestos Products—Keasbey and Mattison Company, Local 13, St. Louis, Mo., \$13 per month.

MANAGES "WORLD"



Chattanooga, Tenn.—The "Labor World" (an AFL labor newspaper in this city) has recently designated Mrs. Brownie Cuthbert, shown above, as its general manager charged with the responsibility of the over-all management of the paper. Sister Cuthbert is a member of Chattanooga OEIU Local 179.

Deerfoot Milk Division of General Ice Cream Corporation, Local 6, Boston, Mass., \$3 per week.

Armored-Car Services—Brink's, Inc., Local 6, Boston, Mass., 9 cents per hour plus 5 cents per hour in 1951.

Leather—Leach-Heckel Co., Local 6, Boston, Mass., \$3 to \$5 per week.

Bus Lines—Florida Greyhound Lines, Local 73, Jacksonville, Fla., 3 cents per hour.

to the Ladies

It's Up to You

The President's message to all consumers is: "Buy only what you really need and cannot do without. Save as much of your income as you can."

Consumer goods are not scarce. Main reason for such advice is to keep them from becoming scarce through hoarding and bad distribution, and—most of all—to keep prices stable.

Only you can decide just how carefully you are going to follow this advice. Regardless of what others do, determine that YOU will do what you honestly and calmly think is best for your country.

What It Means

It means not being swayed when you see others buying to escape higher prices "later on." It means standing firm against the temptation to buy an extra pair of shoes, for instance, "just in case." It means making what you have on hand do, making over clothes, using leftovers, cutting down on waste of all kinds, teaching your children and family to fall in line on a savings program, etc.

Insult to Injury

Not all merchants will try to hold prices, but some of them will—and you should trade with those who have your welfare at heart. We hold a special grudge against merchants who up the price to us BEFORE the price is upped to them.

Rents

Under the amended rent control passed before Korea changed the thinking about inflation, Federal controls continue after December 31 ONLY in towns and cities whose governing bodies vote to keep them.

If a community takes no vote at all, the ceilings automatically end when the year ends—unless it has a rent control law of its own, such as Washington and New York have.

What is the situation in your town? Are you pushing the governing body of your town or city to retain rent control?—Polly Edison.

Life Expectancy

The general health of married women has improved since 1900 much faster than that of unmarried women. The death rate for married women at ages 20 and over has been cut in half, while that among single women, widows, and divorcees has been reduced by only two-fifths.

At the turn of the century, married women at ages under 35 had a higher death rate than unmarried women, but at present married women have a lower mortality rate at every age.

Progress in safeguarding pregnancy and childbirth has played a major part in lowering mortality rates among married women.

PURCHASING POWER OF DOLLAR FALLS

New York.—The purchasing value of the U. S. consumer's dollar has decreased almost 40 cents in little over a decade, according to the National Industrial Conference Board.

"With the January, 1939, dollar equal to 100 cents, the purchasing power had decreased to 60.7 cents by August, 1950," it pointed out.

"Moderate-income families are now spending about \$1.65 for the same market basket they bought in January, 1939, for \$1.00. Food costs more than doubled. Housewives had to pay over 70 cents for the same amount of food previously bought for 33 cents. Each of the other five components that make up the consumers' price index increased but in much smaller proportions. These figures do not take into consideration the shifts in buying habits as reflected on the standards of living."

I. A. M. Council Votes For Reaffiliation

Chicago, Ill.—The executive council of the International Association of Machinists has voted unanimously to urge the union's more than 600,000 members to reaffiliate with the American Federation of Labor.

The I. A. M. council directed a membership referendum on reaffiliation to be held in January.

I. A. M. President A. J. Hayes said that all differences between the I. A. M. and the AFL had been worked out and an understanding reached.

Mr. Hayes hailed the step as a challenge to all organized labor to unite organically under one banner for the more effective prosecution of the aims and objectives of working people.

RECORD PROFITS

New York.—American corporations are piling up the lushest profits in history.

Even before the war-profiteering began, most companies had experienced the biggest six-months profits in their existence but still they moan about the wickedness of a wartime excess profits tax.

Recent reports show that the profits of Philco Corp. for the first six months of 1950 are 234 percent over the same period in 1949.

Goodyear profits were up 46 percent. B. F. Goodrich profits were up 39 percent.

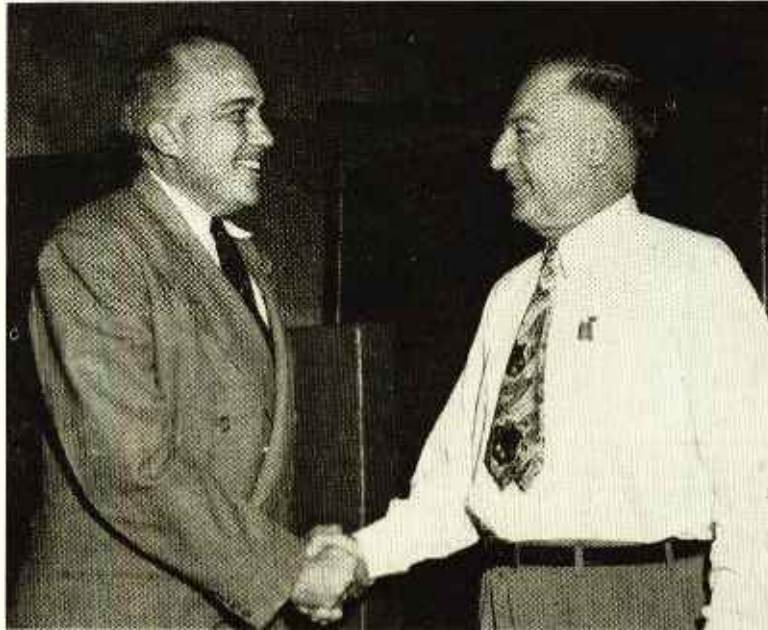
Eastman Kodak reported profits up 21 percent on an increase in sales of less than 1 percent.

Western Union converted a loss of \$3,672,241 in the first six months of 1949 to a profit of \$3,206,300 for the first six months of 1950.

Kaiser Aluminum & Chemical Corp. reported a drop in sales for the 12 months ended May 31, 1950, but the earnings for the three months ended May 31 were the highest in its history. The figure was \$4,053,683, against the comparable period a year ago of \$2,769,209.

Food Fair Stores reported earnings of 61 1/2 percent over last year.

OEIU Thanks Paper Unions



Houston, Tex.—OEIU President Paul R. Hutchings is shown at the recent AFL convention expressing his appreciation to John P. Burke, president of the International Brotherhood of Pulp, Sulphite and Paper-mill Workers for the splendid assistance given by his organization to the OEIU in bringing the benefits of collective bargaining to the many office and clerical employees in the paper industry in Canada and the United States. President Hutchings also expressed his appreciation to Paul Phillips, president of the International Brotherhood of Paper Makers, which organization has similarly wholeheartedly aided the OEIU in its organizational work in this industry.

NOTES from the field

Minnesota—Minneapolis Local 12, as a result of a recent NLRB election, now represents the office and clerical employees of the Minneapolis Iron Store (wholesale heavy hardware).

Ontario—Nearly all of the office and clerical employees of the Alliance Paper Mills Limited at Merriton have designated the OEIU as their bargaining representative. A charter is being issued to this newly organized group and an application for certification is being processed by the Ontario Labor Relations Board.

Indiana—The office and clerical employees employed by International Harvester Company in Richmond have indicated a real interest in being represented by the OEIU and a substantial number have signed authorization cards.

New York—Buffalo Local 212 has recently organized the office and clerical employees of the Hotel Richford.

Illinois—The OEIU is being well received by the office and clerical employees of International Harvester Company in Rock Island, a number having already signed authorization cards.

Ohio—In a recent NLRB election, the office and clerical employees of Newark Stove Company in Newark

authorized Newark Local 173 to bargain for a union shop with this employer. The election was won by a substantial majority.

Florida—Over 75 per cent of the office and clerical employees of the Tampa Drug Company have made application for membership in Tampa Local 46, bargaining rights have been requested and an NLRB representation petition filed.

California—The timekeepers employed by Gladding-McBean Company have, in an NLRB election, authorized Los Angeles Local 30 to bargain for a union shop. This Local has also collected \$442 in back pay and overtime payments due its members employed at Union Service, Inc., and ABC Finance Company.

A majority of the office and clerical employees of the Times-Herald Publishing Company and of Stratford's Clothing have designated Vallejo Local 86 as their bargaining representative and recognition is presently being sought.

Oakland Local 29 has recently organized the office and clerical employees at Tuttle Cheese Company and at Langendorf Bread Company. The latter company has refused to agree to a consent representation election, which will necessitate a formal NLRB hearing.



A doctor has discovered that radio is sometimes beneficial in cases of deafness. On the other hand, deafness is sometimes beneficial in cases of radio.—*London Opinion.*

"Wife dear, if I had to do it over, do you know who I would marry?"

"No, who?"

"You of course."

"Oh no you wouldn't!"

We understand the Germans tried a new technique in sea warfare during the early part of the late war. They named their ships after jokes so the English couldn't see them.

Steno Lou: "Did you hear about the two flies who met in a bugle?"

Steno Sue: "No; what about the two flies that met in a bugle?"

Steno Lou: "They went off on their first toot together."

"The average woman has a vocabulary of only 1,800 words." It is a small stock, but think of the turnover.

Recordings Offered

New York—Two recorded radio programs devoted to Samuel Gompers are now being made available to AFL groups by the Samuel Gompers Centennial Committee (55 W. 42nd St., New York, N. Y.) for use on local radio stations.

One of these, "Turning Point," is a 13-minute dramatic sketch of Gompers' life, featuring Edward Arnold, star motion picture and radio actor, as Gompers. The other recording is a 13-minute address on Gompers' achievements and democratic philosophy by AFL Vice President Matthew Woll, centennial committee chairman.



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"Get going! Can't you realize that Union means YOU union?"