MORE HARVESTER GAINS WON

GENERAL INCREASE, LIVING COST BONUS

Milwaukee, Wis.—The 460 office workers of the International Harvester Company, Milwaukee Works, won a general increase and a living bonus 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 6c 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 maximum of the two 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 their 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 $6.00 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 personnel program of the agreement making office-wide seniority the guiding principle. The pact provides for a modified union shop 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 Zebei, Shirley Guntherman 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 contract which provides for a substantial cost of living increase and a substantial increase in the present salaries of the highest clerical grade.

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 Mulhowney, 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 the 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.
**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 operative. He feels these rules aren’t ironclad and inflexible regulations.

The 48-hour Rule: Under this rule, unions asking elections are required to submit card blanks 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 this rule, too, will be administered flexibly.

**Grievances—A company had refused to settle a grievance involving non-payment of wages. The contract included such a ban.

The union took the matter to the NLRB, and the Board, after exhausting the grievance committee, awarded it the right to keep non-employees away from grievance sessions; however, the union claimed that the law over-rides the contract and gives union officials the right to be there when grievances are settled.

An NLRB lawyer says the law allows the worker to choose his own representative and that to deny the employment 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.

**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.

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 $50,000 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.

"The philosophy of the T-H Act and of state legislation requiring 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 fundamentalism. Unionism is not a necessary evil but a positive good. It is the indispensable instrument of the church, the state and the nation in the struggle for social justice—the normal means through which the worker is to fulfill his duty to his fellow workers and to the economy as a whole. The worker, therefore, has not only the right but the duty to organize."
OEU Protects Its Members

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 thing for such advice is to keep them from becoming scarce through hoarding and having distribution curtailed. To do so is 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 remembering what you have on hand, making over clothes, using leftovers, cutting down waste, 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 try to make their mark with those who have your welfare at heart. We hold a special grudge against merchants who are attempting to force the price to you 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 rent control automatically ends 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 Edi-son.

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 divorced women has been reduced by only two-fifths. At the turn of the century, married women aged 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 more than a decade, according to the National Industrial Conference Board. "When the January, 1929, dollar equal to 100 cents, the purchasing power had decreased to 60.7 cents by August, 1939," it was found out. "Multitude-increase 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 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 reaffiliate the union with the American Federation of Labor. The I. A. M. council directed a membership referendum on reaffiliation to be held in January. L. 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 richest profits in history.

Equity.—Although war-profiteering began, most companies had experienced the biggest six-months profits in their existence but still they mean 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 254 percent above 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, 1950, but the earnings for the three months ended May 31 were the highest in the history of the company, $4,053,683, against the comparable period a year ago of $2,769,292.

Food Fair Stores reported earnings of 61½ 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 F. Burke, president of the International Brotherhood of Pulp, Sulphite and Papermill 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, whose organization has similarly whole-heartedly aided the OEIU in its organizational work in this industry.