OEIU TRIUMPHS IN ATOMIC CASE

UNION'S DEMANDS BACKED BY PANEL


The recommendations of that Panel, headed by Chairman W. H. Davis, were received last month at OEIU headquarters. In making public the Panel's recommendations, OEIU President Paul R. Hutchings pointed out that of the seven disputed issues between the union and the Sandia Corporation (the prime contractor at the Sandia Project in New Mexico), the Panel had supported the union's position on six of the issues in dispute.

Seven Issues

OEIU established its exclusive bargaining rights for the more than 600 clerical employees of the Sandia Corporation last fall. Contract negotiations became deadlocked and, in accordance with established procedures, the Atomic Energy Labor Relations Panel assumed jurisdiction and set the case for hearing.

The seven issues upon which no agreement could be reached in direct negotiations and which the Panel covered in its recommendations include: relocation, job grading, overtime, procedure to be followed in notification of vacations, payroll deduction of initiation fees, wage increases and contract duration.

24-Day Vacation Plan

The Atomic Energy Labor Relations Panel recommended restoration of the 24-day vacation plan on January 1, 1950, when it took over operation of the project. The restoration of the 24-day vacation plan represents a major victory for the employees.

Overtime Rates

The Panel's recommendation sustains fully the union's position on overtime payments. The Corporation had contended that employees were paid for the overtime work rendered on the last day of work of the previous week, thus, the overtime rates for the employees are identical to those presently enjoyed by the production and maintenance employees on the project.

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SIGN AGREEMENT ON POWER PROJECT

Niagara Falls, Ont.—The OEIU has just entered into its first agreement in the construction industry in Canada with a large paper manufacturing company in the Hydro Electric Power Commission of Ontario and the Niagara Development Allied Council, A. F. of L., covering the construction of Sir Adam Beck Niagara Generating Station No. 3.

The OEIU is one of a group of 17 A. F. of L. unions which together form the Niagara Development Allied Council, and which are, jointly, parties to a master agreement covering the employees who will be working on the Commission's giant Niagara project.

A. F. of L. Regional Director Russell Harvey handled the negotiations of the new pact, which assures union shop conditions to the members of all 17 cooperating A. F. of L. affiliates who will man the project.

This is the first completely unionized construction project in the history of the Ontario Hydro Commission, and it is estimated that more than 80 office and clerical employees will be employed on the project which will be scheduled for completion by the spring or summer of 1954, by which time the new electric power from the project will be available from Niagara Falls.

Among other features the pact guarantees that the workers of the various trades brought in from outside the area will be paid the appropriate Toronto wage scales.

Another Big Paper Firm Is Signed Up

Waterville, Me.—The office and clerical staff of the Hollingsworth & Whitney Paper Company has just selected OEIU Local 260 as its exclusive bargaining agency by an approximate two-thirds favorable vote in an NLRB representation election.

AFL-OEU Representative Ed. C. Nagel handled the organization drive and is assisting the local union with its first contract negotiations.

With this victory the clerical staff of still another large paper manufacturing company has joined the growing ranks of such staffs which are represented through the OEIU and discharge because of their union membership or activity.

Ask Election at Bomber Plant

Fort Worth, Tex.—The Office Employees International Union has petitioned the National Labor Relations Board to immediately conduct a secret ballot election among the more than 2,500 office and clerical employees at the Fort Worth division of Consolidated Vultee Aircraft Corporation.

The OEIU is requesting that the Board give the big bomber plant's clerical employees an opportunity to vote as to whether they desire to establish OEIU as their exclusive collective bargaining agency.

The filing of this petition marks the first major entrance of the OEIU into the aircraft manufacturing industry. A huge pile of signed OEIU election authorization cards was filed with the NLRB in support of the election petition and in proof that a substantial number of the Convair clerical employees desire an election to determine OEIU representation.

The Convair plant at Fort Worth manufactures the giant B-36 bombers for the U. S. Air Force. The production and maintenance employees of the plant are represented by the International Association of Machinists which is cooperating with the OEIU in its drive.

The representation petition was filed with NLRB Regional Director Edwin Elliot on March 26. OEIU President Paul R. Hutchings flew into Fort Worth and participated in the filing and in several days conferences with A. F. of L. Southwestern Regional Director Lester Graham and the organizers working on this campaign.

He also met with R. J. Donnelly, manager of industrial relations for the company, and with officials of the International Association of Machinists.
Labor Policy Group Accepts Invitation to Top-Level Board

Washington — The United Labor Policy Committee has accepted President Truman's personally extended fair defense mobilization formula and has launched a series of rallies to publicize it. This action represents a major step forward in the labor movement's war against inflation. The board is meeting first on the specific problem of reconstituting the Wage Stabilization Board. United Labor regards the creation of the advisory board as a first step towards resolving the differences between labor and the mobilization agencies.

Food Purchasing Power Compared


Australia was the only foreign country studied where less working time was required than in the United States to buy a given amount of food. Of the 20 countries studied, the Soviet Union was at the bottom of the list.

Soviet workers had to work seven times as long as Americans to buy a given quantity of food, according to the best available estimates. Wage earners in Canada, Great Britain, Israel and the Scandinavian countries had to work 20 to 60 per cent longer than Americans.

White Collar Squeeze

Are you gasping for cash? Did you burst into rashes? At the thought of another Wage-Freeze? Are you down at your heels? Can't afford decent meals?

- You're the victim of White Collar Squeeze!

Do you scrape, do you scrape? Have your clothes lost their shape? Have your trousers big bags at the knees?

- You're the victim of White Collar Squeeze!

Do your elbow shine bright in the office lamp-light?

- You're the victim of White Collar Squeeze!

Is your self-respect down on its knees?

- You're the victim of White Collar Squeeze!

Is it merely bad luck or are you poverty-stricken?

- You're the victim of White Collar Squeeze!

But you won't get more money. More bees and more honey. Till you've all organized in the labor movement.

Broken the White Collar Squeeze! (With apologet to "Punch," London, England)
UNION DEMANDS BACKED BY PANEL

(Continued from page 1)

Written Notice on Vacancies
The Union insisted that written notification be given to the appropriate office of all job vacancies occurring within the bargaining unit, as well as written notification of the name of the person selected to fill each such vacancy. The Corporation, in a memorandum request and insisted that it be allowed to notify orally any Union members who were qualified, and that the condition fully sustained the Union's position on this issue.

The Union requested that the contract allow for voluntary authorization by the employes for the deduction of the minimum union initiation fee in addition to monthly dues, and insisted the security requirements of the project made such clause imperative, due to the inability of its stewards and representatives to contact individual employees because of such requirements. The Panel's recommendation on this point fully supports the Union's request.

General Wage Increase
Another basic issue upon which the Union fully sustained the Union's position was the amount of the general wage increase to be granted to employees, coupled with an automatic progression to the mid-point of each rate range. The Union insisted that the amount of the general increase should at least conform to the general increase granted in the recently completed agreement between the Corporation and the Atomic Projects and Production Workers Metal Trades Council, A. F. of L., which represents the production and maintenance employees. The Panel's recommendation fully sustained the Union's position on this matter to the effect that wage increases ranging from 25 cents to 40 cents per hour on the respective job grades should be granted, together with the automatic progression features previously included in the production and maintenance workers' agreement. The effective date of the clause read: "The Panel, in its final report, fixed the date as January 24, 1951.

Short Term Agreement
Another basic issue upon which the Union fully sustained the position of the Union was the duration date of the agreement. The Union insisted that the contract should renew the agreement date until November 16, 1951, which is the same expiration date found in the production and maintenance workers' agreement. The Corporation insisted that any resulting contract should remain in effect for a full year period. The recommendation of the Panel establishing the same expiration date of December 16, 1951, was found in the production and maintenance workers' agreement which will make it possible for the two organizations to work cooperatively on matters of common concern in connection with their respective agreements.

The only remaining issue deals with job grading and job evaluation. The Union had opposed the unilateral method presently being followed by the Corporation in evaluating clerical jobs and offered an approach to this problem as a joint agreement. The Panel directed that the Joint Union-Company committee be established to study all phases of the company's job evaluation plan, which the Panel recommends be continued during the first contract period. The Panel also expressed the intention and hope that the work of such joint committee may result in the parties reaching a position by November 15, so they could arrive at a mutually satisfactory job evaluation procedure.

This case was heard by the Atomic Energy Labor Relations Panel in New York during four days in February. Both the OEU and the Corporation submitted pre-hearing briefs and also post-hearing briefs dealing with the several remaining disputed issues. The Union was represented at the hearing by OEU President Robert W. Kaspin, and by its local committee consisting of Robert W. Kaspin, president, and Kenneth C. Sherman, secretary-treasurer of Albuquerque Local 251.

The International Union also had its research consultant, S. Herbert Weiner, participate, particularly on the job evaluation and wage increase issues.

Local 3 Marks Fortieth Year

San Francisco, Calif.—Local 3 of this city is celebrating 40 years of activity in the labor movement at a ruby anniversary dinner and dance this month at the Sir Francis Drake Hotel. Adden Walsh, chairman of the dinner, is shown presenting San Francisco Mayor Elmer E. Robinson with an invitation to the affair, while Phyllis Mitchell, secretary-treasurer, and business representative of the local, looks on. Mayor Robinson will be among the speakers at the banquet. Entertainment at the occasion will include a fashion show of office wear 40 years ago and today. In addition to Mrs. Walsh and Mrs. Mitchell, members of the committee in charge of the anniversary celebration include Mrs. Dwight Lovell, local president, Mrs. Mildred C. Gonzalez, recording secretary, Mrs. Frances Shannon, Anna Marie Grace and Joanne Nichols.

Local 13 Member Queen of Ball

St. Louis, Mo.—Miss Kathy Nagy, the candidate of OEU Local 13, was crowned queen of the Mary Ryder Charity Ball held at the Kiel Auditorium on February 21. Shown above is Queen Nagy receiving her crown from Harry Hagen, business representative of the Latherea District Council, who officiated at the coronation ceremony. Kathy was featured in the January issue of "The Office Worker" as one of our Local Lovelies.

House Cleaning

The Government Printing Office, Washington D. C., is offering housewives ten booklets that have to do with how to keep house. The subjects covered include the repair and upkeep of care of sewing machines, the best way to remove stains from fabrics of all kinds, how to care for floors. The ten cost $1. Ask for House Cleaning Packet, Catalog Number HC-51, if you decide to order them.

Housing Facts

Housing figures based on the 1500 census show there's been a big increase in home ownership. For the first time since 1890 when the housing census began, "owners" outnumber "renters" by just over 10 per cent more families own homes than did in 1940.

We have more houses too, 23 per cent more than in 1940, although the population rose only 14.5 per cent. And the average family number 3.2 persons against 3.0 in 1940. And three-fifths of us now live in single detached homes.

The trend away from the farm continues. There are a million less farm houses than in 1940. And many more trailers—over 100,000 more than there were ten years ago.

Plus and Minus

All in all, we've made some gains. Not only have we more houses but more homes with plumbing facilities. But there are still some 5 million "renters"—the same number as in 1940. Although overcrowding declined, the census shows over two million houses to be in poor state of repair.

But there's still plenty to be done according to Housing Administrator Polay. "Despite the high rate of building," he says, "we are going into this emergency with a vacancy rate of only 1.7 per cent."

Historic Nails

If you're a souvenir hunter, here's your chance. Old square nails, small pieces of stone or pine, hand-made bricks and other fragments of the old White House are now for sale in "The Commission on Renovation of the Executive Mansion," Fort Myer, Virginia, and they will send you a list of 13 such items. Cost runs from 25 cents on up, plus mailing charges. The money will be used to defray handling and packaging.

The Three R's

There's an excellent pamphlet you can use, "Nutrition Up-to-date, Up to You," Write to Office of Information, U. S. Department of Agriculture, Washington 25, D. C. It might be helpful—it tells how to plan meals that include the Three Vitamin R's, A and G. Plus the necessary protein, fuel, calcium and iron.—Folly Edison.
LEGAL

Wage Stabilization—U. S. Wage Regulations, No. 17 (per cent formula) appears to split bargaining units down the middle if they include some employees who are exempt from the overtime provisions of the Wage-Hour Law, and some who aren’t.

However, WSB administrative officials say, where the normal bargaining unit includes both, this separation shouldn’t be made for purposes of wage stabilization. This interpretation was issued in a case involving a newspaper unit involving both kinds of employees—(Cincinnati Post, WSB Interpretation #1).

Threats—The union had requested recognition of the company. The company officer’s reply was that he didn’t want any union telling him how to run his business. He then went on to say that he would not recognize “this or any other union.”

This threatened refusal to bargain has passed more so as it is a company organizing, and a company making such a threat breaks the law, according to the NLRA. (Augusta Bedding Co. and William G. Denyer).

Unfair List—The NLRB, in a new case, has explained when a union’s use of an “unfair” list is prima facie illegal, when it is secondary and illegal.

Seems that if a union passes a resolution informing its members that a company is unfair, that’s a matter of the union’s internal business, and primary so long as the union has a dispute with the company.

But if the union informs members when there has been of other companies, at their place of work, about the unfair listing, this action will be considered an unfair act, and the union will be held liable for illegal secondary activity.

The NLRA reached this conclusion when it telephoned members working for other companies that a meat packing company was on the unfair list. This, the Board says, is “unlawful secondary inducement tantamount to a specific direction to cease work.”—(Meat Cutters, AFL, and Western, Inc.)

Decertification—An NLRA Regional Director, while going over some challenged ballots in a decertification election, found evidence that convinces him the company has been the prime mover behind the decertification petition. As a company is not supposed to have anything to do with moving to get a decertification election, he does away with the petition, which, in turn, kills the election. As neither side objected to his action, the NLRA Regional Director, says, the NLRA may rule otherwise in other similar cases if one of the parties objects to any NLRA Regional Director. (Quality House & Mach. Div., Copper & Steel Indus., Inc. and Machinists, AFL).

Bargaining—A law in the state of Georgia says that a union can’t sue or be sued under its own name unless it registers with the local court. A union and a company had practically agreed on the terms of a contract, but the company refused to sign unless the union registered with the court to make itself liable.

This demand by a company that a union register itself under a state law as the price of a contract is an illegal refusal to bargain, according to the NLRB. And now this ruling is upheld by the U. S. Court of Appeals at New Orleans.—(NDBR v. Dalton Telephone Co.).

OEIU Signs up Carbide Concern

Beauharnois, Quebec.—The signing of the first OEIU agreement among the employees of the Remington-Richardson Industries, Inc. (a subsidiary of Union Carbide and Carbon Corporation) is shown above.

Outstanding among the contract gains is a general salary increase ranging from $20 to $35 per month and a jointly administered job evaluation plan.

Heading the Union’s negotiating committee was A. F. of L. Representative Lucien Tremblay, shown second from the left in the above picture. Others shown, left to right include Anatole Grenier, president of Local 295; Miss M. G. Murphy local secretary-treasurer; Jacques Doral, personal local negotiator; Jules Lemaire, member local negotiating committee; and A. I. Haimy of the company.

NOTES

California—The union shop election held among the office and clerical employees of the Metrick Grocery Company has resulted in a 100 per cent victory for Los Angeles Local 30. This local has also recently secured representation authorization cards from a majority of the timekeepers employed at the Alexandria Hotel.

A majority of the employees of Marimont’s Hospital have authorized San Francisco Local 30 to represent them. This local has also recently been recognized by the Permanente Hospital as the representative of its office employees.

Nearly all of the office and clerical employees of the Westinghouse Electrical Supply Corporation in Oakland have designated Local 29 of that city as their bargaining representative. Recognition is presently being sought.

Pennsylvania—Organizing efforts of Pittsburgh Local 32 has spread to another specialized field, a representation petition being filed with the Pennsylvania State Labor Relations Board for bargaining rights for the 69 office and clerical employees of the United Dairy Guaranty Co.

New York City—The office and clerical employees of Hospital Service Corporation of Western New York (Blue Cross) of Buffalo have, by voting overwhelmingly in favor of union shop authorization, made effective the union security clauses contained in the agreement between Buffalo Local 212 and this company.

The NLRA has ordered an election among the office and clerical employees of the Manson News Agency, Inc. to determine whether they want to be represented by Rochester Local 34.

New York City Local 153 has organized and won a representation election among the office and clerical employees of the Hydrox Ice Cream Co.

Local 265 of New York City has filed an NLRA representation petition for the 65 messengers employed at the Guarantee Trust Co.

Massachusetts—AFL Organizer William F. Malone has been instrumental in pointing out the benefits of collective bargaining to the approximately 100 office and clerical employees of A. G. Spalding & Bros. of Chicopee. A substantial majority have signed authorization cards and an NLRA representation petition is presently being processed.

Texas—Fort Worth Local 266 is engaged in an organizational campaign among the office employees of the Boeing Aircraft Co.

Wisconsin—Still another Blue Cross office is showing definite interest in the benefits of representation by an OEIU local union. The

Office Machines—Remington Rand, Inc., Local 137, Elmira, N. Y., 15 cents per hour.


Sheet Metal Products—Keiner William Stamping Co., Local 155, New York City, 10 cents per hour.

Credit Unions—Raytheon Credit Union, Local 5, Boston, Mass., 5 and 10 per cent.

Milk Products—Cody Farms Milk Co., Local 153, New York City, 83 cents per hour.

Highland Dairy, Local 251, Longview, Kelso, Wash., 5 cents per hour.

East Bay Dairy Co., Local 29, Oakland, Calif. and Local 243, Richmond, Calif., 15 cents per hour.

Charitable Association—International Guiding Eyes, Inc., Local 30, Los Angeles, Calif., 28 cents per hour.

Metal Refining—St. Lawrence Alloys & Metals, Ltd. (subsidiary of Union Carbide & Carbon), Local 262, Beauharnois, Quebec, $20 to $35 per month.

Construction—Stone Webster Engineering Co., Local 94, San Jose, Calif., 10 to 12 1/2 cents per hour.

Atomic Energy—Sandia Corp., Local 251, Albuquerque, N. Mex., 10 to 15 cents per hour.

INSTALLMENT PAY INCREASE IS DENIED

Washington.—The stabilization of wages by rule of favor and discrimination of economic Stabilization Director Eric Johnston hit AFL unions again.

Mr. Johnston refused to approve a deferred 5 cents an hour wage increase to be effective April 1 for the 400 office and clerical employees of Local 2 and the International Chemical Workers Union, Locals 53 and 180, representing Washington Gas Light Co.

Originally Mr. Johnston told union officials that he approved these so-called "installment" wage increases because they came in the same classification as cost-of-living escalators. Mr. Johnston has given a blanket okay to these escalators in effect prior to Jan. 25.

He now denies equal treatment for installment wage raises agreed upon prior to Jan. 25, which, in many cases are less than the cost-of-living adjustments.

The office and clerical employees of its branch in Milwaukee are signing forms authorizing the International Designating Local 9 of that city as their bargaining representative.

New Jersey.—An overwhelmingly favorable vote in a recent NLRA union shop election has made effective the union security clauses contained in the agreement between Newark Local 29 and the American Can Co.