

THE OFFICE WORKER

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

No. 76

WASHINGTON, D. C., APRIL, 1951



OEIU TRIUMPHS IN ATOMIC CASE

UNION'S DEMANDS BACKED BY PANEL

Washington, D. C.—The OEIU and its Local 251 at Albuquerque, N. Mex., won a notable victory in its first disputes case before the Atomic Energy Labor Relations Panel.

The recommendations of that Panel, headed by Chairman Wm. H. Davis, were received late 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 Atomic Energy Base in Albuquerque), 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 conclusion could be reached in direct negotiations and which the Panel covered in its recommendations include paid vacations, job grading, overtime, procedure to be followed in notification of vacancies, 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 annual vacation which the Sandia Corporation had unilaterally cut to 10 days 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 employes.

Overtime Rates

The Panel's recommendation sustains fully the union's position on overtime payments. The Corporation had endeavored to water down the overtime clause by making it subject to wage and hour exemptions. The Panel recommended an overtime clause for the clerical employes identical to that presently enjoyed by the production and maintenance employes on the project.

(Continued on page 3)

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 employes at the Fort Worth division of Consolidated Vultee Aircraft Corporation.

The OEIU is requesting that the Board give the big bomber plant's clerical employes 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 employes 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 employes of the plant are represented by the International Association of Machinists which is cooperating with the OEIU in its clerical 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 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.

SIGN AGREEMENT ON POWER PROJECT

Niagara Falls, Ont.—The OEIU has just entered into its first agreement in the construction industry in Canada with the signing of a contract between 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. 2.

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 employes 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. It is estimated that more than 80 office and clerical employes will be employed on the project which is scheduled for completion by the spring or summer of 1954, by which time the new electric power thus made available from Niagara Falls will be in use.

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

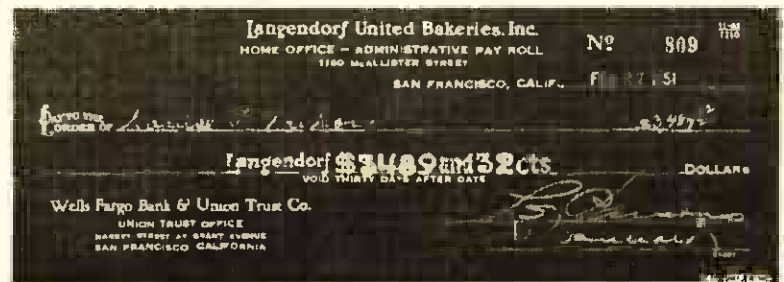
Waterville, Me.—The office and clerical staff of the Hollingsworth & Whitney Paper Company has just selected OEIU Local 260 as its exclusive bargaining agency by an approximate two-thirds favorable vote in an NLRB representation election.

AFL-OEIU Representative Ed. C. Nagel handled the organizational 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 who are represented through the OEIU.

and discharge because of their union membership or activity.

Example of Protection of Rights of Office Workers



Los Angeles, Calif.—OEIU Local 30 won its NLRB unfair labor practice case against Langendorf United Bakeries, Inc. (Barbara Ann Baking Company division) when the NLRB held that employes Louise J. Tudor and Ellen V. Johns had been unlawfully discharged from the office of the company because of their membership and activity on behalf of Local 30.

In accordance with its established procedure, the NLRB ordered the Barbara Ann Company to reinstate these two employes to their full or substantially equivalent positions without prejudice to any seniority or other rights or privileges which they previously enjoyed, and to make them whole for any loss of pay as a result of the company's discrimi-

natory action.

Shown above is the back pay check received by Louise J. Tudor, which covers reimbursement of \$4,350 in salary loss, from which the normal social security and withholding tax deductions have been made. Upon reinstatement to her job Miss Tudor received the above net check of \$3,489.32.

The second employe, Ellen V. Jones, was placed on another more suitable job shortly after her discharge. Her back pay nonetheless totaled \$948.88, which amount less social security and withholding tax deductions she received at the time of settlement.

This is still another tangible example of the fact that office and clerical employes are protected by federal law against discrimination



The Clerical and Administrative Workers Union in Great Britain is presently celebrating its 60th birthday. That organization has a jurisdiction very similar to our own O.E.I.U. The problems which it has faced and must face in moving forward to organize its jurisdiction are parallel to ours.

In the year 1891, the National Union of Clerks came into being and absorbed two smaller unions which were already functioning in the industrial centers of Leeds and Hull. The new clerical union grew slowly in the face of the apathy of the white collar workers. About 1900 it still had less than 100 dues-paying members. During the first decade of the 20th century British trade unionism beat back a series of attacks that had been launched against it and won a number of gains for British workers. These victories stimulated clerical organization and by 1912 the National Union of Clerks had grown to 12,000 members.

During the first World War there was a great expansion as thousands of temporary workers came into the union for a short period. Most of them left after the war and by 1924 that union had to work its way up again from a base of about 7,000 members.

In 1940 the National Union of Clerks merged with the Association of Women Workers and Secretaries into what is now known as the Clerical and Administrative Workers Union. The Clerical and Administrative Workers Union today has a membership of 36,000, of whom just over one-half are women. This figure represents only about 10 per cent of its potential membership in Great Britain.

The story of the 60-year struggle of British clerical workers to develop a strong union of their trade is a commentary on the changed status of office workers in industrial civilization and shows the gradual breakdown of their isolation from the main body of industrial workers.

During the Middle Ages the "clerk" was a man of letters. Usually he took Holy Orders. The industrial revolution and the tremendous expansion of industry and trade during the last century created a demand for thousands of new office workers. This work was considered "genteel" and required educational standards above those generally available. There thus grew up among clerks a feeling of superiority over manual workers. With the growth of mechanization in the office and the development of popular education, large supplies of potential office workers became available. Office workers rapidly lost their "preferred status" as the potential supply forced wages down to starvation levels.

In England, as in North America, the so-called "pride" of office employees kept them from associating with other workers and they watched their standards of living

"UNION MAID"



"Morning, boss—you'll never guess where I found a part-time job!"

Labor Policy Group Accepts Invitation to Top-Level Board

Washington—The United Labor Policy Committee has accepted President Truman's personally extended invitation to participate equally with business, agriculture and public members on his top-level National Advisory Board on Mobilization Policy.

Defense Mobilization Administrator Charles E. Wilson will serve as chairman. The labor members are AFL President William Green and Secretary Treasurer George Meany, CIO President Philip Murray and Vice President Walter P. Reuther.

United Labor's proposals for a fair defense mobilization program were laid before President Truman and his new National Advisory Board at the board's first meeting.

The program was drafted in behalf of all the people of the country. It would impose strict dollars-and-cents ceiling price controls, tight rent curbs, and provide a tax plan to skim the huge profits of corpor-

ations while favoring the low-income wage earner.

United Labor's proposals would establish a fair catch-up wage stabilization formula administered by a board authorized to deal with disputes brought to it by the parties or certified by the President.

The board is meeting first on the specific problem of reconstituting the Wage Stabilization Board. Industry and public members forced labor members off this board last February 15 by adopting an unfair wage formula. Industry members and the loopholes in the Defense Production Act have blocked reestablishment of the board.

Inability of the board to function has created probably the worst logjam in American history in labor-management wage negotiations.

United Labor regards the creation of the advisory board as a first step towards resolving the differences between labor and the mobilization agencies.

fall, frequently far below that of the manual trades. From a humble birth 60 years ago the Clerical and Administrative Workers Union has moved ahead substantially on its gigantic task and today stands on a firm base of 36,000 members or about one-tenth of its potential.

In November of 1949 I had a chance to visit briefly with the officers of this union at its London offices. I found during our discussions a great similarity in the type of problems which we must face and overcome in developing strong clerical unionism on both sides of the Atlantic. Those of us who are inclined to feel that our progress is slow can take heart from the fact that the problems which we face in overcoming "white collar apathy," breaking through false clerical pride and overcoming long-standing clerical fears, are also major problems for

our British cousins who have been working diligently on the development of their union for the past 60 years. It is also interesting to note that our British counterpart has given to the Labor Party many of its prominent members, including Prime Minister Clement Atlee and Deputy Foreign Minister Herbert Morrison, who have both been members of the C and AWU for over 40 years. It also has among its members about 20 other Members of Parliament, including two who were directly sponsored by the Union.

On the occasion of its 60th birthday we salute the Clerical and Administrative Workers Union of the United Kingdom on its progress to date. We congratulate its officers and members on their steadfast efforts in the organization of the office employees of their country into a sound functioning union.

Food Purchasing Power Compared

Washington. — The purchasing power of American workers' hourly earnings—in terms of food—ranked second among 20 countries in 1950.

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

Do your elbows shine bright
In the office lamp-light?
—You're the victim of *White Collar Squeeze!*

Are your Savings declining?
Your Bankers repining?
Is your self-respect down on its knees?

Is it merely bad luck
That you're poverty-struck?
—You're the victim of *White Collar Squeeze!*

You may toil like a slave,
Put one foot in the grave,
Do your utmost the "bosses" to please;

But you won't get more money,
More bees and more honey
Till you've all organized in the O.E.I.U. and

Broken the *White Collar Squeeze!*
(With apologies to "Punch," London, England)

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**OFFICE EMPLOYEES
INTERNATIONAL UNION**



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PUBLISHED MONTHLY

Entered in the Post Office at Washington, D. C., as second-class mail matter.



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Subscription Price \$1 a Year

UNION DEMANDS BACKED BY PANEL

(Continued from page 1)

Written Notice on Vacancies

The Union insisted that written notification be given to its appropriate officer 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 resisted this reasonable request and insisted that it be allowed to notify orally any Union committeeman. The Panel's recommendation fully sustained the Union's position on this issue.

The Union requested that the contract allow for voluntary authorization by the employees 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 issue in dispute 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 10 to 15 cents per hour for the respective job grades should be granted, together with the automatic progression features presently observed in the production and maintenance workers' agreement. The effective date of the clerical wage increase was fixed by the Panel as January 24, 1951.

Short Term Agreement

Another basic issue upon which the Panel fully sustained the position of the Union was the duration date of the agreement. The Union insisted that the contract should remain in effect only until November 15, 1951, which is the same expiration date found in the production and maintenance workers' agreement. The Corporation insisted that any resulting contract should run for at least a full year period. The recommendation of the Panel establishing the same expiration date in our agreement as that contained in the production and maintenance workers' agreement will make it possible for the two organizations to work cooperatively on matters of common concern in connection with their next contract negotiations.

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

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. Addra 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 for 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. Sada Parish, local president, Mrs. Mildred C. Gonzales, 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 OEIU Local 13, was crowned queen of the Mary Ryder Charity Ball held at the Kiel Auditorium on February 24. Shown above is Queen Nagy receiving her crown from Harry Hagen, business representative of the Lathers 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.

evaluating clerical jobs and offered an approach to this problem through the development of a joint mutually agreed-to job evaluation program. On this issue the Panel directed that a joint Union-Company committee be established to study all phases of the company's job evaluation plan, which the Panel recommends be allowed to continue 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 OEIU and the Corporation submitted pre-hearing briefs and also post-hearing briefs dealing with the seven remaining disputed issues. The Union was represented at the Panel hearing by OEIU President Paul R. Hutchings, Vice President L. G. Nygren, AFL-OEIU Representative Frank E. Morton, and by its local committee consisting of Robert W. Hawk, president, and Kenneth C. Shinn, secretary-treasurer of Albuquerque Local 251.

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



House Cleaning

The Government Printing Office, Washington 25, D. C., is offering housewives ten booklets that have to do with how to keep house. The subjects covered include the repair and mending of rugs, the care of sewing machines, the best way to remove stains from fabrics of all kinds, and how to stain and 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 1950 census show there's been a big increase in home owners. For the first time since 1890 when the housing census began, "owners" outstrip "renters." 71 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. The many marriages account for this difference in ratio. Figures also show that households are smaller. In 1940, the average family numbered 3.2 persons as against 3.0 in 1950. And three-fifths of us now live in single detached houses.

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 homes than ever before, but more homes with plumbing facilities. But there are still some 5 million houses without indoor toilets—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 Foley. "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. Write to "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 B's

There's an excellent pamphlet you can get for free called "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 B's, A and C, plus the necessary protein, fuel, calcium and iron.—*Polly Edison.*

LEGAL Notes

Wage Stabilization—U. S. Wage Regulation No. 6 (the 10 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*).

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 might possibly hamper organizing, and a company making such a threat breaks the law, according to the NLRB.—(*Augusta Bedding Co. and William G. Denry*).

Unfair List—The NLRB, in a new case, has explained when a union's use of an "unfair" list is primary and legal; and 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 who are employees of other companies, at their place of work, about the unfair listing, this action will look to the NLRB like illegal secondary action.

The NLRB reached this conclusion where a union 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 NLRB Regional Director, while going over some challenged ballots in a decertification election, found evidence that convinced him the company had 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 NLRB approves; however, the NLRB may rule otherwise in other similar cases if one of the parties objects to any such action by a Regional Director.—(*Quality Hdwe. & Mach. Div., Copper & Steel Industries, 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

OEIU Signs up Carbide Concern



Beauharnois, Quebec.—The signing of the first OEIU agreement between Local 262 and the St. Lawrence Alloys and Metals, Ltd., (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 program.

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 262; Miss M. G. Murphy local secretary-treasurer; Jacques Dorval, member local negotiating committee; Andrew Turnbull, vice president of the company; Jules Lemay, member local negotiating committee, and A. I. Hainey of the company.

NOTES from the field

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 office employees of Marimonte's Hospital have authorized San Francisco Local 36 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 33 has spread to another specialized field, a representation petition being filed with the Pennsylvania State Labor Relations Board for bargain-

ing rights for the 69 office and clerical employees of the Union Title Guaranty Co.

New York—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 NLRB 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 205 of New York City has filed an NLRB representation petition for the 65 messengers employed at the Guaratee Trust Co.

Massachusetts—AFL Organizer William F. Malone has been instrumental in pointing out the benefits of collective bargaining to the approximately 160 office and clerical employees of A. G. Spalding & Bros. of Chicopee. A substantial majority have signed authorization cards and an NLRB representation petition is presently being processed.

Texas—Fort Worth Local 256 is engaged in an organizational campaign among the office employees of the Bell Aircraft Co.

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

Wage rate GAINS

Office Machines—Remington Rand, Inc., Local 137, Elmira, N. Y., 9.13 per cent.

Valves & Fittings—T. McAvity & Sons, Ltd., Local 207, Saint John, New Brunswick, 8 per cent.

Sheet Metal Products—Keiner Williams Stamping Co., Local 153, New York City, 12 cents per hour.

Credit Unions—Raytheon Credit Union, Local 6, Boston, Mass., 5 and 10 per cent.

Milk Products—Codday Farms Milk Co, Local 153, New York City, \$3 per week.

Highland Dairy, Local 231, Longview-Kelso, Wash., 5 cents per hour.

East Bay Dairy Co., Local 29, Oakland, Calif. and Local 243, Richmond, Calif., 13 cents per hour.

Charitable Association—International Guiding Eyes, Inc., Local 30, Los Angeles, Calif., 25 cents per hour.

Metal Refining—St. Lawrence Alloys & Metals, Ltd. (subsidi. 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 12½ 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 under Economic Stabilization Director Eric Johnston hit AFL unions again.

Mr. Johnson refused to approve a deferred 5 cents an hour wage increase to be effective April 1 negotiated last December by OEIU Local 2 and the International Chemical Workers Union, Locals 63 and 185, 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.

office and clerical employees of its branch in Milwaukee are signing authorization cards designating Local 9 of that city as their bargaining representative.

New Jersey—An overwhelming favorable vote in a recent NLRB union shop election has made effective the union security clauses contained in the agreement between Newark Local 20 and the American Can Co.