ELECTION WON AT A.P. CONTROLS

Milwaukee, Wis.—OEIU Local 9 has been selected as the bargaining agency for the office and clerical employees at the A.P. Controls Corporation, Milwaukee plant, as a result of the recent NLRB election in which approximately two-thirds of all votes cast favored representation through Local 9.

There are approximately 125 employees in the bargaining unit. The local union's campaign at A.P. Controls was conducted under the direction of Business Representative H. E. Beck and Assistant Business Representative Arthur Lowendowski, assisted by a voluntary organizing committee of the local union. Plans are moving forward for the drafting of a proposed agreement to be negotiated with the company.

Other Elections Pending

Local 9 has recently organized a substantial majority of the clerical employees of the Oil Gear Company at Milwaukee. An NLRB consent election has been agreed to and will be held on September 7 giving the more than 80 eligible employees an opportunity to select OEIU as their exclusive bargaining representative.

The local has also organized a substantial majority of the clerical employees of Brandt Cash Register Company at nearby Watertown and have petitioned the NLRB for a representation election for each group.

Seeks Election At Capitol Transit Co.

Washington—A representation petition has been filed by OEIU Local 2 with the NLRB requesting a secret ballot election among the 200 office and clerical employees of the Capitol Transit Company of this city.

A majority of these employees have designated this local union as their representative. It is expected that the informal conference arranged by the NLRB for late this month will result in a consent election.

A formal hearing on Local 2's NLRB petition to represent the 35 office and clerical employees of the Cafritz Building Parking Services, Inc., is being held late this month. Nearly all of these employees have designated the local union as their bargaining representative.

General Increase Won For Convair Clerical Workers

Pt. Worth, Tex.—A general wage increase of 4 per cent has been negotiated by the OEIU with the Consolidated Vultee Aircraft Corporation on behalf of the 1,500 clerical employees represented by the union.

Conferences were held between officials of the company and OEIU President Paul R. Hutchings which resulted in tentative agreement to such 4 per cent general increase without prejudice to the forthcoming contract negotiations between OEIU and the company. The proposed increase was presented to the employees at meetings held on August 7 and ratification was unanimously voted.

Unique Feature

OEIU won its bargaining rights for the clerical staff of this company through an NLRB election conducted some weeks ago. An overwhelming majority of the employees voted for OEIU representation.

The unique feature of the present increase is the fact that it was negotiated in advance of the forthcoming general contract negotiation and without prejudice to the same.

The Convair clerical employees received their 4 per cent general increase effective August 13 and this, coupled with the 6 per cent increase granted last November, brings the workers to the maximum of the 10 per cent general increase allowed under present Wage Stabilization formula.

Drafting Contract

The union is presently drafting its proposed contract which it is anticipated will be presented to the company at initial conferences later this month.

Similar 4 per cent general increases have been negotiating by (Continued on page 3)

INSURANCE PACT FURTHER IMPROVED

Galveston, Tex.—A revised agreement has just been completed between the American National Insurance Company and OEIU Local 27 which brings to the more than 250 office employees at the home office of this company further improvements and benefits.

Outstanding among the gains made in the new contract is a general wage increase which assures to all present employees 10 per cent more than what they were making in January, 1951.

Shorten Time Steps

The union was also successful in shortening the periodic time steps in the wage progression schedule and in bringing some upward adjustments in the minimum and maximum rates of the rate ranges of each classification. The union was also successful in obtaining equal representation with the company on the joint committee which is charged with handling promotions and reclassifications and provisions for check off of union dues.

Negotiations for the new agreement were completed only after the union by overwhelming vote took action to call a strike against the company if no peaceful satisfactory settlement could be reached.

Full Support

The entire AFL movement in Galveston gave to Local 27 its full support and cooperation. Brother Walt Newman representing the Galveston AFL Councils and the Central Labor Union, and AFL Organizer J. W. Park both rendered outstanding service to the local in assisting throughout its negotiations and in working out the settlement finally agreed to.

Coupled with its negotiations the local union has been conducting in a large scale organization campaign among the employees of this company and in the past few weeks several hundred additional clerical employees have signed up for OEIU membership, according to Local President, Mrs. Emily Moses. The local has recently taken action to employ as its business representative, Larry Gallagher, who is working closely with all of the other AFL trades in Galveston who are giving full support in the building and strengthening of OEIU Local 27.

When money is found growing on trees, there's usually some grafting going on.

LABOR'S DECLARATION!

B uy UNION

I Promise to Patronize Firms which Display:

UNION LABELS
SHOP CARDS & UNION BUTTONS

UNION LABEL WEEK
September 2-8, 1951

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

No. 30
WASHINGTON, D. C., AUGUST, 1951
1. Beware the 23rd

Ever hear of the proposed 23rd amendment to the U.S. Constitution? More than $3,000 civic organizations, a first draft of the proposal and past resolutions of support. It sounds very patriotic, for it provides that: "The government of the United States shall not engage in any business, professional, commercial or industrial enterprise in competition with its citizens as specified in the Constitution."

Sound innocent? Well, all it would do would be to wipe out social security, old age and survivor's insurance, insurance of bank deposits, all aid to housing, workmen's compensation, all GI insurance, the postal savings system, all aid to cooperatives, all aid to farmers, regulatory agencies like the Federal Power Commission.

That's only a partial list. The full list contains 25 various federal government or service agencies that would be abolished. The Bridges of Washington (Int'l Assoc. of Ironworkers).

2. Union Label Week

The Union Label Week for this year has been set for September 2-8. The period is officially authorized by the American Federation of Labor and sponsored by the Union Trades Department of the AFL. It will run through Saturday, September 8. The general purpose of the declared period is to improve public relations and promote goodwill for all organizations to the public.

The Union Label Trades Department is urging all branches of the American Federation of Labor, Union Labor Leagues and Women's Auxiliaries to cooperate in making the 5-day period the most impressive in history of organized labor.

3. EQUAL PAY

Geneva—The 34th Conference of the International Labor Organization adopted an Equal Remuneration Convention concerning equal pay for men and women workers for work of equal value. Although the equal pay principle has been incorporated in the ILO Constitution since its earliest days, the Organization considered for the first time last year drafting of international regulations for effecting equal pay. At that time a first draft was adopted for final consideration in 1951. During the meeting this June, after discussion of various forms of international regulations, the Conference voted 100 to 38 for the adoption of the recommendations and they were adopted by a recommendation. The Conference lays down general principles concerning equal pay and the recommendation sets forth specific approaches to ensure that the principles are carried out.

4. Secretary of Labor Boosts 'White Collar' Organization

Excerpts from address by Maurice J. Tobin, Secretary of Labor, before AFL Retail Clerks International Association 21st Convention.

The frontier of the American labor movement is the 15,000,000 white collar workers of the United States.

That's the challenge to American labor. That's where it must concentrate its energy and its strength.

Less than 2,000,000 of the 15,000,000 white collar workers are members of labor unions. These workers need organized labor, and organized labor needs them.

Ten years ago there were less than 11,000,000 of them, and they made up slightly more than 24 per cent of all employed workers in the country. Today, there are more than 15,000,000; and they make up nearly 38 per cent of all employed workers.

The number of white collar workers is steadily growing; and American labor has got to keep up with it.

I've said that these workers need organized labor. Let me explain what I mean. The average weekly earnings of production workers in industry have gone up 15 per cent since 1929. The average weekly earnings of clerical and professional workers have gone up only 3 per cent.

The average factory worker, in March of this year, was making $4.93 a week, or 58 cents an hour. A part of the superior wage position of the factory worker, I am convinced, is due to the strength of his labor unions.

But unionism for white collar workers isn't only important because it brings higher wages and better working conditions. It's important also because it gives the worker an opportunity to participate in deciding what those wages and working conditions should be. It makes him a citizen of his firm or factory with a democratic right to a voice in its affairs. He isn't just a number on a time card. He's a man who has his say, through his elected representatives, in the way things are run.

There are a lot of white collar workers who still turn up their noses at the benefits of trade unionism. They do it out of a kind of snobbishness; a feeling that unions are for factory workers, and that factory workers are beneath them. They don't want to degrade the white collar by belonging to the same labor movement with workers who wear overalls.

You would have thought that kind of thinking went out with the horse and buggy. You would have thought that kind of snobbishness was reserved for people who had something to be snobbish about. And the unorganized white collar workers haven't. Not a thing. I have said that organized labor needs white collar workers, just as white collar workers need organized labor. Many of these workers, particularly in the technical and professional groups, have background and experience and training that can prove tremendously valuable to the labor move-
How to Protect Yourself Against Illegal Rent Hike

Washington.—Is your landlord eligible for a 20 per cent increase operating under the new rent law approved by President Truman July 31? If he thinks he is, he'll file an application for an increase with the area rent director.

You can protect yourself by making sure all the statements made in the application by your landlord are correct.

The Area Rent director will mail you a copy of the application with his decision.

He'll state on the form whether your landlord is eligible for an increase— is eligible, and if so the new maximum rent he can ask.

Here's what you want to look for:

1. Has your landlord given you all the essential services you are entitled to (such as electricity, heat, etc.)? Has your rental unit been allowed to deteriorate?

2. Has your landlord made all ordinary repairs and replacements? Changes in conditions are stated on your landlord's sworn statement. If there are any misstatements on the form, you should let your Area Rent director know about them immediately.

You have 15 days after receiving the copy of the application and notice of increased rent to request the rent office for a review to see if they can modify the increase.

Put all your facts in a letter to the rent office and mail or deliver a copy to your landlord. Put in your letter all the information given in Box B of the landlord's application and use the words "140" at the top of your letter. Following this procedure will help the rent office to review more quickly the rent decision in your case.

Your landlord has 15 more days to make his reply to the Area Rent director. When the Area Rent director finds the landlord is not eligible for the increase, he will be notified. But if you have proof of misstatements on the form his decision will be retroactive to the date of the increase.

Your landlord won't be entitled to an increase in any of the following cases:

1. If your landlord's rent has been increased since June 30, 1947, more than 20 per cent for reasons other than capital improvements, additional services, furniture, furnishings, equipment and space.

2. If his unit was rented for the first time after the date of the new law (Aug. 1).

3. If the present rent is higher than the amount the 20 per cent increase provided in the new law would give him.

It was the intent of Congress to grant a 20 per cent increase to landlords for increased operating costs in those cases where they had not already received such an increase.

The new law provides for rent control for all rental housing in localities designated as critical by the Secretary of Defense and the Director of Defense Mobilization. Where an area is a "critical defense area" all housing will be under control including new construction, additions and conversions, hotels, tourist homes, trailers, trailer space and more courts.

You have more protection now from illegal evictions. For the first time Congress provides monetary damages for illegal evictions. Your landlord must pay $50 or one month's rent, whichever is the largest amount, and all court and attorney costs, for violating eviction rules.

Also he must prove that his intent for use of a building when evicting tenants is the same as it was before evicting tenants and he is subject to monetary damages under the law.

WSB Approves Deferred Raises

Washington.—The Wage Stabilization Board approved "deferred" wage increases negotiated by many AFL unions.

Unions previously had approved cost-of-living escalators but delayed an okay for deferred raises of varying increases where many unions had negotiated in 1950 to take effect at various dates in 1951, 1952 and 1953.

WSB said it would approve "deferred increases" granted to employees before last January 26, provided the increases would not have an un stabilizing effect on other wages and thereby create a basic cause for more widespread increases or be subject to monetary damages under the law.

The new policy affects the constructional area of the Building Trades and in those cases where the new law is controlling.

The new law provides for rent control for all rental housing in localities designated as critical by the Secretary of Defense and the Director of Defense Mobilization. Where an area is a "critical defense area", all housing will be under control including new construction, additions and conversions, hotels, tourist homes, trailers, trailer space and more courts.

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CONVAIR INCREASE

(Continued from page 1)

The International Association of Machinists, which represents the basic production and maintenance workers, by the House of Representatives of the Brotherhood of Electrical Workers on behalf of the electricians covered in its unit and the Independently Organized Independent Texas Union which represents a small unit in the state.

The clerical employees represented by OBEU are moving for membership in the new OBU local union which will be chartered for them and known as Local 277.
OEIU Executive Board Acts
On Military Service Provisions

Washington.—In accordance with the amendments to the International Union constitution as adopted at the recent Toronto convention, the International Union Executive Board has acted to designate the period commencing with the month of June, 1950, and continuing until otherwise determined by the Executive Board as "constituting an emergency period for the purposes of effectuating the provisions of Article XVI, Section 8 and Article XVIII, Section 2 of the International Union constitution."

The International Union constitution in Article XVIII, Section 2 makes provisions for the issuance of military service cards to members entering the armed services of the United States or Canada, during emergency periods as determined by the Executive Board. Such members must be in good standing with all obligations paid including the month in which they entered the armed service.

Military service cards on which continue their membership without payment of dues or other fees shall be issued to such members effective for the period of service required by such emergency period and an additional 30 days or until they again resume work within the jurisdiction of the local union, whichever occurs first.

The action of the Executive Board in recognizing the period commencing with June, 1950, as an emergency period allows for OEIU preparation and local union issuance of military service cards as provided in this section of the constitution to any good standing member entering such service on or after the month of June, 1950.

The action of the Executive Board also established the same period as an emergency period for the purpose of effectuating the provisions of Article XVI, Section 8, which requires that OEIU local unions admit to membership without the payment of any initiation fee any person who entered the armed services of the United States or Canada on or after June, 1950, and who applies for membership in the local union. This raises, or court bargain, does not extend his discharge providing that he has other than a dishonorable discharge and that the employment is his initial employment following his discharge from the armed services.

Union-Shop Election—Just before a union-shop election, the employer told employees that under no circumstances would there be a union-shop agreement and posted a notice to this effect.

Perhaps the NLRB points out, made improbable a free choice by the employees as to whether they wished the union to enter into an agreement requiring membership in the union as a condition of continued employment.

The board set aside the election on the ground that the employer illegally interfered with the election. —(A. R. Woods, Westport Conn. NLC-A Local 242, 93 NLRB 173.)

Merit raises.—An employer said he was unable to give merit raises for workers in the lower jobs, but refused to give the union information on merit raises going to workers in top-level jobs and to bargain over these raises, stating that merit raises for high-paid workers weren’t bargainable.

NLRB finds nothing in the law or in Board or court decisions that some merit increases are bargainable, while others aren’t, and merit raises are related to rates of pay. The Board orders the company to bargain over these merit increases and to furnish the union with merit wage information on these increases in a bargain intelligently. —E. H. Scripps Co. and Newspaper Guild, CIO.

Free Speech—The Virginia Supreme Court of Appeals has ruled that that part of the State’s Anti-Picking law, which makes it unlawful for a non-employee to picket, is unconstitutional, as abridging the rights of those not covered by the law and guaranteed by the Fourteenth Amendment to the Federal Constitution.

A recent ruling the Court has made on the meaning of the picketing is ordered. —(Edwards v. Commonwealth of Virginia.)

Contract Bar,—A contract that provides for its own renewal, in the absence of notice of change to be given between two specific dates, may not be renewed before the earlier date and still bar an election sought by a rival union, if the rival’s claim is entered before the earlier date.

In so ruling, the NLRB holds the renewal premature in contravention of its own terms, and directs a self-determination election. —(Phelps-Dodge Corp., 92 NLRB 293.)

Bargaining.—A company insisted that an AFL Federal Labor Union have a representative for the AFL sign the agreement. This was one of the main issues at issue when negotiations broke down.

The union charged management with indifference to the contract because of its refusal to enter into an agreement without the AFL. An NLRB representative took the company’s demand as a sign of bad-faith bargaining, and the Executive Board, called meetings of the members on the demand. —(Taormina Co. and Citrus, Cannery Workers & Food Processors Union 21478, AFL.)