WAGE EQUITY URGED BY OEIU

First Written Agreement With TVA Obtained By OEIU

Knoxville, Tenn.—Shown signing the first written agreement between the Tennessee Valley Authority and unions representing its office and professional employees is Ray L. Burgoyne (seated in center), and to his right, A. R. Carson, OEIU Vice President and President of the Tennessee Valley Council of Office, Technical and Service Employees Unions which represents the four AFL unions on the plant. Ore. The agreement is TVA representatives and officials of the four AFL unions and two independent associations involved.

The six organizations acting jointly as the TVA Salary Policy Employee Panel do not in addition to the Office Employees International Union the Public Safety Service Employees Union, the Building Service Employees International Union, the International Chemical Workers Union, all A. F. of L. and two independent associations of professional employees. The four A. F. of L. unions work together through the TVA Council of Office, Technical and Service Employees Unions. Over 2,000 TVA office employees are covered by the recent agreement and represented by OEIU.

The signed agreement covers collective bargaining relationships: selection for appointment, promotion, and retention; work schedules; classification plan and pay rates; handling of grievances, and other policies generally affecting these employees.

The OEU has played a dominant part in the development of relationships with the TVA to the point where the unions representing their white-collar employees could obtain full recognition as reflected in the recently signed articles of agreement. The initial organization work and cooperative effort was begun by the American Federation of Labor before the OEU was chartered. When the OEU was chartered in 1945 its international officers quickly recognized the significance of the pioneering work.

BOARD NAMES KRUG AS VICE PRESIDENT

Washington—The Office Employees International Union Executive Board, at its December meeting, by unanimous action elected Max J. Krug, Business Representative of OEU Local 174 at Holly wood, as a Vice President of the OEU for Region IV, to fill the vacancy resulting from the death of Lauren P. Amell.

Brother Krug has served continuously as business representative of Local 174 since that local was chartered in 1946, and has worked closely with Brother Amell, who was president of that local union during the same period.

In accepting the office of International vice president, Brother Krug stated: "I am happy to accept and can only hope that I can bring to this office some of the wisdom and experience and serve with the distinction that Lauren did."

U. S. CAUTIONED ON SALARY CONTROLS

Washington—Taking the lead to protect the interests of office employees, the Office Employees International Union has called upon the U. S. Wage Stabilization Board to give the nation's white-collar workers a better deal under the new U. S. Wage Stabilization Program than they received during World War II.

In a letter to Chairman Cyrus G. Field of the Wage Stabilization Board, OEU President Paul R. Hutcheson, speaking on behalf of the entire International Union, urged the U. S. Wage Stabilization Board to agree to add to the millions of the nation's office employees in drafting its wage stabilization rules so that such rules can have equitable application to office workers.

"Needlessly Harsh"

"Based on the experience of the wage stabilization rules applied in World War II," President Hutcheson argued, "it is our submission that under the circumstances avoiding the millions of the nation's office employees in drafting its wage stabilization rules so that such rules can have equitable application to office workers who return to the bargaining unit, a contract expiration date approximately the same as that of the plant workers, etc.

"The local union committee negotiating the agreements consisted of Robert S. Burgoyne, president; Louise O'Donnell, secretary-treasurer, and members Dan Finn, Lloyd Porter and Ralph Martin. The local was very ably assisted by AFL Regional Director L. J. Woodsworth and the local's attorney, Marjorie L. Schneider.

Cost of Living

Pinches Harder

Washington—Having a bare time making ends meet? No wonder. The cost of living is now at an all-time high—and it's still on the way up.

The Bureau of Labor Statistics (BLS) reported November 29 living costs October 18 rose six-tenths of 1 per cent from September. That is two-tenths of 1 per cent above the previous record high of August 17, September 1948.

The BLS bases its figures on the Consumers' Price Index. The Index measures the cost of an average family's goods and services. The BLS said all principal commodities cost more in October.

A day after the BLS made its report, the Agricultural Economics disclosed prices of farm products jumped 6 per cent between October 12—the date of the BLS report—and November 15.
Resolved:

THAT I will attend my local union meetings.
THAT I will take an active part in union affairs.
THAT I will sign up all the new members I can.
THAT I will support the full all efforts of organized labor to improve living standards and to bring peace to the world.
THAT I will be a full-time citizen and be active in the affairs of my community and keep myself informed about my country and the world.

These things I resolve to do in 1951 because I am a trade unionist and firmly believe in the world-wide program of the Free Trade Unions to bring FREEDOM, PEACE and PROSPERITY to all mankind.

—From Public Employer, monthly publication of A. F. of S. C. & M. E.

First Written Agreement With TVA (Continued from page 1)

being done within the TVA and gave it their wholehearted support and assistance.

OEIU Vice President A. R. Carson, who also presided at the Tennessee Valley Council of Office, Technical and Service Employees Union, stated: "The signing of the Agreement marks the culmination of years of hard and tedious work on the part of OEIU members and their friends which they have grown and developed to such a degree of statesmanship in Labor-Management relationships that the TVA with apparent pride can safely enter into such a formal relationship. The signing also marks the commencement of what we confidently believe will be a long and mutually satisfactory arrangement by which the TVA and its salaried employees will demonstrate that the principles of democracy can be applied to the relationships between an employer and its "white collar" employees with benefits accruing to both parties as a result of it."

George F. Gant, TVA General Manager, commented: "It is gratifying that the relationships between TVA management and TVA 'white collar' employees have become so close through the years of mutual confidence and acceptance of responsibility that they can be reflected in signed articles of agreement."

In Memory of Lauren P. Amell

Washington—Recognizing fully its great loss, the International Union Executive Board at its December meeting prepared and passed unanimously the following memorial statement in respect to the memory of our late brother, Lauren Pierce Amell: "Delegates to the second annual Convention of the OEIU assembled at the Congress Hotel, Chicago, Illinois, in March of 1947, elected to our International Executive Board as a Vice President from the Fourth Region, Brother Lauren P. Amell."

Brother Amell quickly established himself as a vital force in the hearts and minds of his associates as one possessed of a ready wit, a willingness to serve and a good-natured tolerance of views opposed to his own. "Now Brother Amell has been suddenly taken from us and we mourn his loss. But as we bowed our heads in silent meditation as a tribute to our departed Brother, there came to us the thought, as though it were a message bridging the centuries of time and space, that Brother Amell would not wish us to mourn for him. With that thought we were comforted."

"We realize that his contribution to the development and progress of the union did not cease with his death; that it will continue to be felt through the influence of his personality and character upon his associates."

"May his soul rest in peace,"

Curbs Jobless Pay

Claims by Wives

Ottawa, Ont.—Canadian Minister of Labor Honorable Milton F. Gregg, has announced that regulations of the Unemployment Insurance Commission designed to prevent a drain on the unemployment insurance fund through claims for payments on account of an unemployment, are being quietly withdrawn from the employment field, have been approved.

The regulations were approved by recommendation of the Unemployment Insurance Advisory Committee, a committee representative of employers and employees.

The Minister made it clear that the new regulations do not put married women outside the field of unemployment insurance, nor make any departure from the principles of the Act.

The regulations do not apply to a married woman—

(1) Who has lost her employment because of a lay-off due to shortage of work;
(2) Who has lost her employment within two weeks prior to her marriage, and at any time following her marriage solely by reason of her employer's rules against retaining married women in his employ;
(3) Whose husband has died, or has become permanently and wholly incapacitated, or has deserted her, or has been permanently separated from her.

In any of these conditions applies, she will be treated for unemployment insurance benefit purposes as a single woman.

A married woman who is not exempted from the regulations is disqualified from receiving benefits during the two years following her marriage unless she qualifies by showing proof of further attachment to the employment market.

Paul R. Hutchings, President J. Howard Hicks, Sec.-Treas. 625 Bond Building Washington, D. C.

Published Monthly Entered as Second-Class Matter at the Post Office at Washington, D. C., as Second-Class Mail Matter.

Subscription Price $1 a Year

Labor Press Conference

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THERE WORKER
Seek Price Control In Canada

Ottawa, Ont.—Canada’s four major bodies of organized labor have launched a joint campaign for the imposition of price controls and the retention of rent controls.

The most pressing problem facing all Canadians today is the combination of wage increases and a rise in the cost of living. The threat of a widespread increase in prices, it is pointed out in a joint statement announcing the campaign, “could prove the danger of a breakaway by all the groups of workers we wish to see refuse to cater to the demands of protection of job requirements, working conditions and essentialities. Such a difference in the treatment of all workers should certainly be avoided.”

Equitable Principle

The third main point expressed the concern of our International labor movement as it is possible to establish a fairly equitable balance between wage and plant employees will be understood in the face of the problem of the establishment inequities between office and the plant and the job which we believe will be added to the careful consideration of your Board.

The Wage Stabilization Board was especially organized against drafting any rule which would only permit increases on a percentage basis (similar to the principle of formula of the Wage Labor Board in World War II). The Board was reminded of the fact that office wage rates have been increased for many years and that the wage stabilization program was designed to avoid the tremendous discrepancy between office wages and other worker’s rates by emphasizing percent increases. The Wage Stabilization Board is called upon to avoid any formula for wage adjustments which contain similar “built in” inequities.

Treated As Mass

The OEU pointed out that under the present wage stabilization program United States office workers were treated as an undifferentiated mass. The OEU statement went on to say: “When the establishment inequities were determined under the Wage Labor Board program, office workers were generally compared with wage rates of workers in similar job classifications in the same industry. Thus, riveters in the aircraft industry were compared with other riveters in that industry but not with riveters in toy-making. But generally the rates for office workers were compared with the cent October, 1950, and 2 cent per May, 1951.

Armed-Car Service—Wells Fargo Security Armored-Car Corp., Local 164, Manhattan, 5 per cent plus cost of goods you and I can buy? Where will it cut deepest and will the shortages be the same as during World War II?

As yet, no one person knows the complete answer to these questions; however, he has several facts which can help us take up our own minds about what to expect:

Metals

Airplanes, ships and guns take a lot of metals, and metals have been in great demand since the other war ended. It’s certain we will feel the cut in metals. Recent estimates of the amount of aluminum will be less aluminum products. Cuts for other metals are promised soon.

Wool and Cotton

The world consumption of wool is running ahead of the present world stock. The U. S. has no metal stockpiles of wool now although it had a big stockpile at the beginning of World War II. This shortage of wool will not become reality soon but you are going to have to pay more for them.

We’re not in a better shape when it comes to food. The Department of Agriculture says food will be plentiful all this year but prices will be higher. On only one food does there seem to be a chance that the price might go down. The government will have no support prices under 1950 potatoes this year so consumers might get a bargain here.

Houses

It will be harder to build or buy a new home. The government does not want production goals set at more than 800,000 new homes for this year. Rather than raise the price of new houses, it has shut down on money going into housing and making payments tougher.

Food is Different

We’re in much better shape when it comes to food. The Department of Agriculture says food will be plentiful all this year but prices will be higher. On only one food does there seem to be a chance that the price might go down. The government will have no support prices under 1950 potatoes this year so consumers might get a bargain here.

Praise

A chairman of one of the large railroads complimented his employees for their gratitude, “The Union Pacific” is doing well because of the fact that the union has been an active and vigorous one. A 35-cent increase in wages is being given to the employees. The raise is on the basis of a $10.50 per month increase.

Consumer Goods

Will the defense and rearmament program cut into the amount of goods you and I can buy? Where will it cut deepest and will the shortages be the same as during World War II?

As yet, no one person knows the complete answer to these questions; however, he has several facts which can help us take up our own minds about what to expect:

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Grievances—The company fired an employee for using strong language in presenting a grievance. The employee had called a supervisor "the meanest, most unreasonable woman he ever met" in a charge that the supervisor was treating union adherents unfairly.

The NLRB says the employee was protected by the T-I Law in presenting her grievance, and a certain "right to free expression" must be permitted to grievors.—(Salant & Salant, Inc.)

Bargaining—A union signed an agreement with a trade association representative. One of the companies stated it had only authorized this representative to talk but not to sign an agreement on its behalf, and refused to put the contract into effect.

Better make sure what authority management has given to its negotiator as later another union petitioned the Board for a new election. The company refused the request, and the Board allows the election. The agreement, as far as this particular company is concerned, has been worth more than its face value to the union, although it wasn't fully authorized to sign as well as to negotiate.—(Yellow Owos Co. and Machinists, Ind.)

Boycotts—A union had signed separate contracts with a number of companies in one area. Each contract had a clause stating the contract wouldn't be violated if any employees of the company refused to go through an authorized or legal picket line of a union. A picket line of a union struck one of the companies, and then went to the other employers, advising them that their contracts allowed their employees to refuse to cross the picket line at the struck firm. These employers refused to send workmen to handle the goods of the struck company.

As a result, the union was charged with secondary boycott. With promoting a secondary boycott, the Board allows the election. The agreement, as far as this particular company is concerned, has been worth more than its face value to the union, although it wasn't fully authorized to sign as well as to negotiate.—(Yellow Owos Co. and Machinists, Ind.)

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The Board, of course, is not ruling on the strikes in such contracts under state anti-trust laws.—(Teamsters, AFL and Arkansas Express.)

Picketing—Virginia's Supreme Court of Appeals has ruled unconstitutional one section of the state's striking picketing law. The invalidated section prohibited picketing by anyone who, at the time of an election, was not employed by the company or in the industry involved.

The court's decision reverses the conviction of a worker who had paraded in front of a theater protesting "Jim Crow." They weren't, and had never been employed by the theater, so they were arrested.

Legal Notes from the Field

Minnesota—The clerical employees of Minnesota Power and Light Co. at International Falls will soon be voting by secret ballot to determine whether they desire to be represented by the OEU as the NLRB has recently directed an election at this company. A substantial favorable vote is anticipated as a preponderant majority of the clerical staff of this company have signed on.

Ohio—Toledo Local 19 has been certified by the NLRB as the representative of the office and clerical employees of Allis-Cardner Mfg. Co. Only one dissenting vote was cast in the NLRB election which was held last November.

New York—Last month Jersey City Local 145 NLRB represented and in the election among the circulation employees of the Jersey Observer, a newspaper operating in Hudson County.

Pennsylvania—As the result of winning a recent representation election, the NLRB has certified Pittsburgh Local 33 as the representative of the office and clerical employees of the International Motor Truck Corp.

Louisiana—Substantial salary increases and other improvements have been won by Lake Charles clerical employes of Allis-Chalmers Mfg. Co. Only one dissenting vote was cast in the NLRB election which was held last November.

New York—Buffalo Local 212 came out on top in a recent NLRB representation election among the 200 office and clerical employees of Baker-Porkins Company in Saginaw, and among the 100 clerical employes of Electric Auto-Lite Company in Port Huron.

Missouri—St. Louis Local 13 is conducting an organization campaign among the 400 office and clerical employes of the head office of General American Life Insurance Company.

SEEKS CROWN

Kathy Nagy

St. Louis, Mo.—Kathy Nagy, a member of OEU Local 13, is supporting that local union as a contestant for Queen of the Annual Charity Ball for the benefit of Mary Ryder Homes for Elderly Women in St. Louis. She has also been endorsed for this honor by OEU Local 190 of East St. Louis, Illinois.

Proceeds from the Annual Char-

File Room Humor

"All aboard!" yelled the conductor.

"Wait until I get my clothes on!" screamed a woman. The other occupants strained their necks as she put the laundry basket inside the trolley door.

A little old lady expounded her ailments, real and imaginary, to a doctor, but seemed most concerned about a recurring dream in which she was diligently pursued by a personable young man who wanted to flirt with her. The doctor advised her she might sleep more soundly, but in a few days she returned.

"Don't tell me you aren't sleeping better nowadays," said the docor.

"Oh, I'm sleeping fine," the patient replied, "but, to tell the truth, I certainly miss that young man!"

A traveling representative sent his wife a check and in the space marked "amount" he wrote $1,000. Kisses. In a few days he received a wire which read, "Thanks. Milkman cashed check."

"Your wife displayed a marvelous knowledge of parliamentary law at the Woman's Club the other afternoon."

"Why shouldn't she? She's been speaker of our house for 15 years."

The horse is a friend of man so long as man doesn't bet on him.

Canadian Labor Laws

Ottawa, Ont.—"Labor legislation in Canada as existing December 31, 1948," has just been published by the Canadian Department of Labor, it has been announced by Hon. Milton F. Gregg, Canadian Minister of Labor.

Best of luck, Kathy. We don't see how you can lose.