BENEFITS GAINED; STRIKE IS SETTLED

Tacoma, Wash.—Members of OEIU Local 23 employed at the American Smelting and Refining Company in this city are very proud of the benefits gained by their 2½-week strike against this firm which was settled last month.

The improvements made were included in a total “package” of 18.06 cents per hour divided as follows: $2.56 per week increase in three weeks vacation after 15 years instead of 20, company to pay for Pierce County Industrial Medical Bureau coverage (average premium is $3.13 per month), and company to contribute $1.50 per month toward existing pension plan, with employees contributing $1.50 less per month.

The settlement is retroactive to July 1, the agreement running until June 30, 1953, with a reopener for “compensation” bargaining on July 1, 1952.

Although the employees were on strike over Labor Day weekend, the company will give them full pay for that day.

Little difficulty is expected by the local union in securing WSB approval. After approval, the salary increase range from $227.50 to $241.50 per month, averaging $302.75.

Pending the settlement of the recent dispute with this company, the union has won an excellent pension plan, life insurance and preparation for the individual yearly salaries and full salary sick-leave up to six months.

ANOTHER ATOMIC ELECTION WON

Clinton, Ind.—The clerical staff of the Girdler Corporation, construction contractors on the Dana Atomic Power Project, have voted to establish the OEIU as their exclusive bargaining representative. A substantial majority of all votes cast at the election held earlier this month were in favor of the OEIU and a new local union, known as Local 280, is being established for this group of clerical workers. OEIU Representative M. L. Handerry is working with the group and assisted them in their hearings and preparation for the recently successful NLRB vote.

Bargain for TVA ‘White Collars’

Knoxville, Tenn.—About 100 representatives of the TVA Salaried Policy Employees Union and of the TVA management are shown during sessions of the recent successful negotiations for a new pay plan for white collar employees of the Tennessee Valley Authority. OEIU Vice President A. R. Carson, who is also president of the Tennessee Valley Authority, and Mr. Harry L. Case, TVA’s Director of Personnel, is in the immediate foreground with back to camera.

New Basic Salary Policy Won
At TVA in Joint Negotiations

Knoxville, Tenn.—Negotiations with the Tennessee Valley Authority for its approximately 6,000 salaried employees have been concluded. The agreement reached was ratified early this month by the union involved—the Office Employees International Union, the Public Safety Service Employees Unions, the Building Service Employees International Union, the International Chemical Workers Union, all A. F. of L., and an independent association of professional employees. TVA’s Board of Directors approved the agreement shortly after ratification by the unions.

Of the named union organizations negotiated jointly through the TVA Salary Policy Employees Panel. 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.

As a part of the negotiations a new basic salary policy was agreed upon to replace the salary policy contained in the Articles of Agreement initially negotiated last year ago which provided that TVA’s salaries would be based on salaries prevailing in the Federal Council of Office, Technical and Service Employees Unions.

The new basic salary policy is based on three factors:

1. Prevailing rates for similar jobs in the area.
2. Related TVA Trades and Labor rates.
3. Relative difficulty and responsibility of positions.

The increases resulting from the new policy ranged from $300 to $600 annually per person and represented an 11.6 per cent increase in the payroll, which is about 2 per cent more than what would have resulted from the previous policy.

The agreement and effective date of the increases is retroactive to July 8.

OEIU Vice President A. R. Carson, who is also president of the TVA Council of Office, Technical and Service Employees Unions and who played a dominant part in these negotiations, said: "The new policy and the resultant salary schedule represents months of careful study by the TVA management and employee representatives, and is further evidence of the growth and progress of our unions in TVA."

ELECTION COMING AT GUARANTY TRUST

New York, N. Y.—A petition has been filed with the National Labor Relations Board by OEIU Local 205 requesting that a secret ballot election be conducted among the more than 3,500 employees of the Guaranty Trust Company.

The clerical employees of this company have been rapidly signing up and during Local 205 to serve as their bargaining agent. Formal notification of the union’s claim for representation of the employees was made last month by M. David Keefe, President of Local 205 to the company. This notice was promptly followed up by the union filing for an NLRB election at which the employees would have an opportunity by secret ballot to vote for union representation.

Other Petitions Filed

Three other elections have also been filed for Local 205 with NLRB. These involve important brokerage firms in the Wall Street district—Harris-Upham & Company, Hirsch & Company and Eastman-Diller Company. The clerical staffs of all three of these firms have overwhelmingly signed up with the local union and the combined staffs of the three companies amount to more than 700 eligible employees.

The filing of these election requests represents another step in the current campaign of the local union in the Wall Street area. The local has recently sponsored a series of street rallies culminating in a" (Continued on page 3)

BOARD MEETING

Washington.—The regular December, 1951, meeting of our International Union Executive Board was called to convene at the Statler Hotel in Washington commencing at 10 a.m. on Monday, December 3. Its sessions are expected to continue through most of that week.

CHOOSE OEIU

Boston, Mass.—The office and clerical employees of the Hunt-Spiller Manufacturing Corporation have an NLRB election and a unanimous favorable vote designated Boston Local 5 as their bargaining representative.

In still another NLRB representation election, this same local union was selected by a substantial majority as the bargaining representative of the office employees of the Dartmouth Shoe Company.

Business Representative Helen Mejan of Local 5, in reporting on these two victories, indicated there were nearly 60 employees involved in these two elections.
"Union Maid"

Unions Spearhead LLPE Drive To Register and Vote in 1952

Washington.—National and international unions agreed to spearhead the AFL drive to register union members through LLPE (Labor League for Political Education) to elect a liberal Congress.

Presidents and officers of the AFL unions addressed a 1952 LLPE strategy meeting November 1 addressed by AFL President William Green and Secretary-Treasurer George Meany, who also head LLPE, and LLPE Director James L. McDewitt.

The program approved provided:
1. Wholehearted support and cooperation to collect $1 voluntary contributions from every union member.
2. Steps in each organization to begin a registration drive in the locals among their members to bring about a higher percentage of their members registered and qualified to vote.
3. A call on local unions throughout the country to join with them and the state federations of labor, the national labor unions to give their undivided cooperation to achieve LLPE aims so that there will be early repeal of the Taft-Hartley law.
4. President Green pointed to many successes in the 1948 and 1950 congressional campaigns.
5. Mr. McDewitt, on leave of absence from the presidency of the Pennsylvania State Federation of Labor, promised to give LLPE all of his best efforts.
6. Mr. Meany reviewed the streamlining of the LLPE structure by the 1951 convention at San Francisco and emphasized again that the registration and voting job must be done at the local level.

"There is no law," he said, "to prevent a local union from getting the citizens of the country to exercise their right to vote."

"We're asking for the cooperation of the international unions. Only through that kind of cooperation can we hope to succeed."

Mr. Meany announced that every contributor of $1 will be enrolled as a member of Labor's League for Political Education. This money will be used for the political campaign.

The educational campaign to register and vote will be financed by the AFL.
Women in Life-Insurance

Women life-insurance personnel lost out conspicuously in upper-level jobs after the war. Life-Insurance Facts for 1941 shows 108,800 women employees, of whom 71,800 were home-office workers and 32,200 were agency cashiers and clerks.

Only 4,700 women (4.3 per cent of all women employees) were managers or agents in 1941, compared with 7,200 in 1946. Men managers and agents increased 50 per cent during this time, to 186,000. Conversely, the percentage of managers and agents who were women fell from 5 per cent at close of the war to 2.5 per cent in 1949. The increase in total number of life-insurance workers, 1941-49, was 20 per cent; the increase in women workers, only 24 per cent.

Infant Care


ometimes called the “mother’s bible,” “Infant Care” has been published by the Children’s Bureau since 1914. During its lifetime, advances in medicine, science, and in what we know about the emotionality and physiological development of children have altered much of the philosophy which the book carries.

Women Aid U.S. Armed Forces

A committee of 48 prominent American women has been appointed to give the United States Department of Defense advice on the administration of the women’s branches of the armed forces. The Defense Advisory Committee on Women in the Services reports to Mrs. Anna M. Rosenberg, the first woman Assistant Secretary of Defense.

Guaranty Trust

(Continued from page 1) morning last month in an hour-long rally held October 6, protesting the reopening of Saturday trading by the Stock Exchange and its member firms which had been operating on a five-day trading week during the months of June through September.

The program, put on with the cooperation of the Actors’ Equity, the American Federation of Radio Artists and the American Federation of Musicians, consisted of a series of skits dramatizing the need for the protection of employees in Wall Street if they are to obtain a permanent five-day week and other employee-benefits. International President Hutchings was one of the speakers at the rally meeting which was held during the hour prior to the opening time on Saturday morning.

Sign Agreement Ending Dispute

Tacoma, Wash.—Bargaining committee members of OEIU Local 23 are shown together with representatives of the American Smelting and Refining Company at the recent signing of the agreement which settled the successful strike by this local against this firm. Seated, left to right: Gus Fischer; E. R. Marble, Plant Manager; Cal Wilson, Secretary-Treasurer of Local 23; Glen E. Sigler, Assistant Plant Manager. Standing, same order: Paul T. Benson, General Superintendent; Jesse Oller; Jack Henderson; Bob Wood. Except as otherwise indicated, all are members of the local’s bargaining committee at this company. (Story on page 1.)

Taft-Hartley Act Elections Squandered Taxpayers’ Money


Not until last month, upon the signing of an agreement to the infamous Taft-Hartley Act by President Truman, was this huge and needless expenditure formally and possibly finally called into question. In four years, more than $5,000,000 American workers—most of them AFL members—voted on whether they wanted a union shop in 41,587 different plants in every state in the union. They voted yes to 1 in 39 per cent of the polls in favor of a union shop, which requires all workers to join the union within 30 days of taking a job. Senator Robert A. Taft, who sponsored the NLMWACT, insisted upon the provision that 51 per cent of the persons employed in a bargaining unit—just a majority of those voting—had to vote for the union shop. He theorized that union members don’t want a union shop that is “imposed” on workers who are “prisoners” of the unions. American union men and women showed how wrong Mr. Taft is.

Guaranty Trust

(Continued from page 1) morning last month in an hour-long rally held October 6, protesting the reopening of Saturday trading by the Stock Exchange and its member firms which had been operating on a five-day trading week during the months of June through September.

The program, put on with the cooperation of the Actors’ Equity, the American Federation of Radio Artists and the American Federation of Musicians, consisted of a series of skits dramatizing the need for the protection of employees in Wall Street if they are to obtain a permanent five-day week and other employee-benefits. International President Hutchings was one of the speakers at the rally meeting which was held during the hour prior to the opening time on Saturday morning.

Marie Mann, president of OEIU Local 5, Denver, Colo., who is heretofore is still another of our members who have risen in the ranks of labor. She is not only president of her own local union but also a vice president of the Colorado State Federation of Labor.

Contract Extensions—An employer requested the NLRA to abandon its rule that an extended contract doesn’t bar an election after the normal time had expired to determine the date of the original contract. If a company reopens a contract and gives up a union shop, it should get something in return—a contract extension which would do away with the election.

The Board refuses to accept this argument and holds that it is more important to protect the employer’s right to choose a new bargaining representative. —(National Gypsum Co. and Coke & Chemical Workers, CIO.)

Representation Elections—After recognizing and bargaining with a union, some employers are puzzled when the NLRA nonetheless grants a union’s request for an election and certifies the election. If an employer has never made a request for recognition or bargaining negotiations. The NLRA feels that this is simple, says the Board. Even though an employer has not refused or been requested to bargain with a union representing his employees, the union is entitled to the “privileges and immunities that a company enjoys after certification.” These privileges include:

1. Certified unions are protected from “bullying” by rival unions. A union is entitled to extending its certification for recognition or bargaining with it if another union has been certified (not merely recognized) as the representative.

2. A certification may be a defense in certain situations, to a charge that the union has called a strike or taken other action in violation of any provision of the NLRA.

3. Since the Act permits only one election every period, the certification would bar an election for at least that period and in many cases a reasonable period thereafter, thereby providing a certified union “a measure of security and permanence not enjoyed by a union whose majority status is established otherwise than by a Board election and certification.”

Assessments—The NLRA has ruled (International Harvester Co. vs. NLRA) that a union security contract which required as a condition of employment the payment not only of periodic dues and initiation fees but also of general assessments, was illegal and could not be a condition for a representation election.

Assessments were not the same as periodic dues and initiation fees, because they did not “contain any element of regularity or periodicity” and therefore went beyond the limits of the phrase in section 8(b)(2) of the NLRA.

By this ruling, the Board disagreed with a decision of the U.S. Department of Justice which had interpreted the term “membership dues” in section 202 of the Act to include assessments as well as periodic dues.
CONFERENCES HELP CANADIAN LOCALS

Washington—Last month the Office of the Worker held two weekend educational conferences for its local union leaders in two broad sections of Canada.

One conference was held at Port Arthur, Ontario, on October 13 and 14, which was attended by approximately 30 of the leaders of OEU local unions in western Ontario and New Brunswick provinces. The second conference was held at Montreal, Quebec, on October 21, and was attended by about 20 leaders of OEU local unions in Quebec, eastern Ontario and New Brunswick provinces.

OEU President Paul R. Hutchings and Canadian Representative Russell Harvey participated in both meetings. OEU President Walter Milne was present at the meeting at Port Arthur.

The meetings were of an exploratory nature and centered around the problem of building and maintaining a strong, active, well-informed and interested local union membership.

Particular stress was laid on the local union meeting—how to make them attractively arranged and how to improve attendance. Discussion was had on a wide range of procedures and devices which the local unions could consider using in an effort to build and maintain active membership, including the use of participation.

Stress was laid on the need for local union officers properly to inform the rank and file and seeing to it that the business of the meeting was conducted in a concise, democratic and orderly manner.

The suggestions to improve attendance and interest in union meetings included a sign-up of door prizes, the use of a higher dues structure with a rebate for meeting attendance, the exchange of visits with other local union officers, the use of invited speakers (radio and television people whose subject would be of value and interest to the members), the abolishment of dues for attendance in conjunction with meetings, and the use of recordings to bring to the local union messages of interest from other local unions and from the OEU.

Considerable stress was placed on the development of membership interest through participation in local union affairs through service on departmental councils. The establishment of a local union Progress Committee to explore with the OEU for help toward the various suggestions developed at the conferences which might be put to the local union leadership, was recommended.

The color sound film, "A Watch for the Worker," obtained through the courtesy of the National Labor Relations Board, Canadian International Association, was shown at both conferences and was greatly enjoyed by the delegates.

An additional conference is being planned for the leadership of the Northwest Maritime Union in the Peninsula section of Ontario, and consideration is being given to the possibility of a similar conference for the OEU local unions in Newfoundland.

SHARE IN HIGHER OUTPUT Sought

Washington—The AFL opened a fight in the Wage Stabilization Board to get higher wages for its increased efficiency and output.

AFL members of the WSB proposed that the Wage Stabilization Board approve the policy of permitting wage and salary increases which resulted from more efficient production.

This policy will encourage workers to keep improving in their jobs to be productive to the maximum capability. The workers will be able to receive a wage increase when they demonstrate increased efficiency in their work.

This will result in a higher productivity which is needed in order to maintain a high standard of living for all workers. It is expected that this policy will lead to an increase of workers' wages and salaries.

The new policy is expected to be a win-win situation for both workers and employers. Workers will be able to receive a wage increase when they demonstrate increased efficiency in their work, while employers will be able to maintain a high standard of living for all workers.

The new policy will encourage workers to keep improving in their jobs to be productive to the maximum capability. It is expected that this policy will lead to a higher productivity which is needed in order to maintain a high standard of living for all workers.

This policy will encourage workers to keep improving in their jobs to be productive to the maximum capability. It is expected that this policy will lead to a higher productivity which is needed in order to maintain a high standard of living for all workers.