

THE OFFICE WORKER

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

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17

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 16.06 cents per hour divided as follows: \$25 per month increase, 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 employes 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 employes 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 salaries at this firm will range from \$227.50 to \$421.50 per month, averaging \$302.75.

Previous to this recent dispute with this company, the union had won an excellent pension plan, life insurance in the amount of 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 Energy 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 favored representation in the OEIU and a new local union, known as Local 280, is being established for this group of close to 300 office and clerical workers. OEIU Representative R. M. Daugherty 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 Panel and of the TVA management are shown during sessions of the recent successful negotiations for a new pay plan for white collar employes of the Tennessee Valley Authority. OEIU Vice President A. R. Carson, who is also president of the Tennessee Valley Council of Office, Technical and Service Employees Unions, is shown seated at the center of the far end of the conference table. 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 employes have been concluded. The agreement reached was ratified early this month by the unions 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 employes. TVA's Board of Directors approved the agreement shortly after ratification by the unions.

All 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 employes 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 about a year ago and which provided that TVA's salaries would be based on salaries prevailing in the Federal service.

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 would have resulted from the previous policy.

The agreed-upon 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 employe representatives, and is further evidence of the growth and progress of our unions in TVA."

BOARD MEETING

Washington.—The regular December, 1951, meeting of our International Union Executive Board has been 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.

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 2,500 employes of the Guaranty Trust Company.

The clerical employes of this company have been rapidly signing up, authorizing Local 205 to serve as their bargaining agent. Formal notification of the union's claim for representation of the employes 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 employes would have an opportunity by secret ballot to vote for union representation.

Other Petitions Filed

Three other elections have also been filed for by Local 205 with NLRB. These involve important brokerage firms in the Wall Street district—Harris-Upham & Company, Hirsch & Company and Eastman-Dillon 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 employes.

The filing of these election requests represents another step in the current organizational program of the local union in the Wall Street area. The local has recently sponsored a series of street rallies cul-

(Continued on page 3)

CHOOSE OEIU

Boston, Mass.—The office and clerical employes of the Hunt-Spiller Manufacturing Corporation have in an NLRB election and by a unanimous favorable vote designated Boston Local 6 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 employes of the Dartmouth Shoe Company.

Business Representative Helen Mejan of Local 6, in reporting on these two victories, indicates there were nearly 60 employes involved in these two elections.



My Union Card

I carry a union card because it carries me into the hearts and thoughts and sympathetic understandings of millions of other average human beings with problems like my own. My card guarantees me a living wage, decent working conditions and time to enjoy my home and family. It entitles me to the benefits of knowledge and experience of my fellow craftsmen. It gives me social contact I enjoy. It creates within me confidence, good fellowship and strong sense of security and well-being.

It promotes the brotherhood of man through honest work, fair bargaining, "live and let live" and a just reward for all.

It stands for self-support and mutual advancement, which means unending progress.

It advances patriotism, elevates my standards of thought and living, permits me time for cultural pursuits and spiritual thinking.

It puts experience and mutual assistance behind the weaker links in the chain of life and keeps the pace a steady one for all.

It makes understandable and unforgettable the brotherhood of man. There can be no forgotten men in such a universal brotherhood.

I carry a card because I believe that if the Carpenter of Nazareth were here today, He, too, would carry one, thus helping to make practical, through true trade unionism, the precepts He laid down for all mankind 2,000 years ago.

These are the reasons why I am a labor unionist and carry a union card.—(The Lather.)

This Trend Must Change

A shift in economic trends in the United States has convinced Producers Jerry Wald and Norman Krasna that emphasis in selling their RKO radio release, "The Blue Veil," must be concentrated on the skilled worker, rather than the white-collar class.

"During the past 12 years," said Wald, "the white-collar workers of America, the mainstays of theaters, have suffered from constantly increasing living costs while their incomes have remained at a relatively fixed level. The best indication of what is happening to them is in the Federal Reserve Bank figures which show they dipped into their savings for \$10,000,000 in 1950 alone, to meet overhead.

"On the other hand, the skilled worker last year put more money into savings than the white-collar worker withdrew. This group includes 21 million American families.

"We'll continue to appeal to the white-collar worker, but we're going to place heavy emphasis on the skilled workers, America's richest market." — (Milwaukee Labor Press.)

"UNION MAID"



"Just what, Miss Jones, makes you say my attitude toward labor unions is old fashioned?"

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, get them to vote and contribute \$1 to the 1952 campaign of Labor's League for Political Education to elect a liberal Congress.

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

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 and central labor unions to give united undivided cooperation to achieve LLPE aims so that there will be early repeal of the Taft-Hartley law.

President Green pointed to many successes in the 1948 and 1950 congressional campaigns.

Mr. McDevitt, on leave of absence from the presidency of the Pennsylvania State Federation of Labor, promised to give LLPE all of his best efforts.

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 coopera-

LABOR STATISTICS HANDBOOK READY

Washington.—The Bureau of Labor Statistics has announced publication of the 1951 edition of the *Handbook of Labor Statistics*, the first issue of this handbook since the 1947 edition. The *Handbook* contains basic BLS series and related figures, arranged in 12 major sections:

- Employment, unemployment, and payrolls.
- Labor turn-over.
- Earnings, hours, and wage rates.
- Prices and cost of living.
- Industrial relations.
- Output per man-hour and unit man-hour requirements.
- Work injuries.
- Building and construction.
- Housing and rents.
- Social security and related programs.
- Consumers' cooperatives.
- Production, income, and expenditures.

The 1951 edition is published in loose-leaf form to permit the insertion of current information from time to time. It is available from the Superintendent of Documents, Government Printing Office, Washington 25, D. C., at \$1.25 a copy.

tion 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 campaigns. The educational campaign to register and vote will be financed by the AFL.

Read Your Union Paper

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause."

SAMUEL GOMPERS,
Founder and First President, American Federation of Labor.

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OF THE AMERICAN FEDERATION OF LABOR					
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CITY	James L. McDevitt DIRECTOR				

EVERY AFL MEMBER SHOULD HAVE ONE OF THESE.—
Washington.—This is a membership card in Labor's League for Political Education issued to every AFL member who contributes at least \$1 to the national political fund to elect a liberal Congress in 1952. They can be obtained from the secretary of your local union under the planned system of distribution.



Women in Life-Insurance

Women life-insurance personnel lost out conspicuously in upper-level jobs after the war. Life Insurance Fact Book for 1951 shows 108,800 women employees, of whom 71,800 were home-office workers and 32,390 were agency cashiers and clerks.

Only 4,700 women (4.3 per cent of all women employees) were managers or agents in 1949, compared with 7,200 in 1945. Men managers and agents increased 30 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, 1945-49, was 30 per cent; the increase in women workers, only 24 per cent.

Infant Care

Publication of the ninth edition of "Infant Care," the U. S. Government's baby book and its best seller, has been announced and can be secured from the Government Printing Office, Washington, D. C., at 20 cents per copy.

Sometimes 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 emotional 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.



Marie Mann, president of OEIU Local 5, Denver, Colo., who is shown above 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.

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 Winslow, Secretary-Treasurer of Local 23; Glen E. Sigler, Assistant Plant Manager. Standing, same order: Paul T. Benson, General Superintendent; Jesse Owens; Jack Henderson; Bob Woods; and Duane Hamilton. 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

Washington—Government-sponsored union-shop elections cost U. S. taxpayers \$3 million in four years.

Not until last month, upon the signing of an amendment to the infamous Taft-Hartley Act by President Truman, was this huge and needless expenditure formally and legally ended.

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 12 to 1 in 97 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 NAM-written Taft-Hartley Act, insisted upon the provision that 51 per cent of the persons employed in a bargaining unit—not 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 it 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)

minating 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 effective organization by employees in Wall Street if they are to obtain a permanent five-day week and other lasting 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.

But while the amendment ends most federal union shop elections, it is still unsatisfactory to labor because it retains many restrictions. Before a union can negotiate a union shop, it must show that officers have signed non-Communist affidavits and financial information is filed with the NLRB.

The amendment still permits harassing of unions by allowing 30 per cent of the employees of a plant to petition to withdraw authorization of the union shop.

It continues to prohibit a union shop in states where this union security provision is outlawed.

The amendment also in effect provides that no contract is to be held invalid merely because the election on which the contract is based was held before top AFL and CIO officers complied with the filing requirements of the Taft Act, such contract to be valid must, however, contain an otherwise valid union-security clause.

Paper Company Pact

Red Rock, Ontario—Another company in the pulp and paper industry has now been brought under OEIU contract with the signing of the first agreement by our Local 267 with the Brompton Pulp & Paper Company, Ltd., covering its office operations at Red Rock Mill Division and the Nipigon Groundwood Mill.

The agreement recognizes the exclusive bargaining rights of the local union and provides for the modified union shop and for all of the various features dealing with working conditions, such as hours of work, overtime, statutory holidays, seniority, sick leave, vacations, job rates and grievance procedure. Initial increases resulting from the agreement negotiations averaged in excess of 6 per cent. The contract assures that all new employees will progress from the minimum to the standard job rate within 18 months, and further provides for the establishment of a mutually agreeable merit review with annual merit adjustments.



Contract Extensions—An employer requested the NLRB to abandon its rule that an extended contract doesn't bar an election after the expiration or renewal date of the original contract. If a company reopens a contract and gives a wage increase, he said, it should get something in return—a contract extension which would do away with rival union claims.

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

Representation Elections—After recognizing and bargaining with a union, some employers are puzzled when the NLRB nonetheless grants a union's request for an election and a certification as their employees' bargaining agent. Or, they may find the Board directing an election, even though the union has never made a request for recognition or bargaining negotiations.

The reason for 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 accompany certification." Among them are:

1. Certified unions are protected from "raiding" by rival unions. A union is prohibited from forcing an employer to recognize or bargain 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 the Act's jurisdictional dispute provisions.

3. Since the Act permits only one election in a 12-month period, the certification would bar an election for at least that period and in many cases for 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 NLRB has ruled (*International Harvester Co., 95 NLRB No. 80*) 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 bar a petition for a representation election.

Assessments were not the same as periodic dues, the Board decided, because they did not "contain any element of regularity or periodicity" and therefore went beyond the permissive language of section 8(a)(3) of the LMRA.

By this ruling, the Board disagrees with an opinion of the U. S. Department of Justice which had interpreted the term "membership dues" in section 302 of the Act to include assessments as well as periodic dues.

CONFERENCES HELP CANADIAN LOCALS

Washington—Last month the Office Employees International Union held two weekend educational conferences for its local union leadership in two broad sections of Canada.

One conference was held at Port Arthur, Ontario, on October 13 and 14. It was well attended by approximately 30 of the leaders of OEIU local unions in western Ontario and Manitoba Provinces. The second two-day conference was held at Montreal, Quebec, on October 20 and 21, and was attended by about 20 leaders of OEIU local unions in Quebec, eastern Ontario and New Brunswick Provinces.

OEIU President Paul R. Hutchings and Canadian Representative Russell Harvey participated in both meetings, and Canadian Vice President Walter Milne in 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 membership in the local unions. Particular stress was laid on the local union meeting—how to make it more interesting 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 interest and participation. Stress was laid on the need for local union officers properly understanding their duties 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 the use of door prizes, the use of a higher dues structure with a rebate for meeting attendance, the exchange of visits with other nearby local union officers, the use of the invited speaker (particularly speakers whose subject would be of value and interest to the members), the showing of motion picture films in conjunction with meetings, and the use of recordings to bring to the local unions messages of interest from other local unions and from the OEIU.

Considerable stress was placed on the development of membership interest through participation in local union affairs through service on local union committees. The establishment of a local union Progress Committee to explore with the local Executive Board the various suggestions developed at the conferences which might be put to effective use in the local union was recommended.

The color sound film, "A Watch for Joe," obtained through the courtesy of the Retail Clerks 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 local unions in the Niagara Peninsula section of Ontario, and consideration is being given to the possibility of a similar conference for the OEIU local unions in Newfoundland.

NOTES from the field

Minnesota—The office and clerical employees of the Addison-Miller Company, recently organized by St. Paul Local 16, are awaiting the outcome of negotiations being carried on in their behalf by this local union.

Oregon—Portland Local 11 continues to bring the benefits of collective bargaining to the office and clerical employees of the Montag Stove & Furnace Works, having won by a substantial majority a recent NLRB decertification election.

California—The timekeepers of the Aircraft Engineering Maintenance Company are now represented by Oakland Local 29. This local is also presently attempting to secure through the NLRB representation rights for the approximately 60 office and clerical employees at Cutter Laboratories.

Tennessee—A substantial majority of the approximately 70 office and clerical employees of the Florence Stove Company in Lewisburg have designated the OEIU as their bargaining representative. An NLRB representation petition is presently being processed on their behalf.

Ontario—We hope that the members of our Kapuskasing Local 166, employed by the Kimberly-Clark Corp. of Canada, Ltd. and Spruce

Falls Power and Paper Co., Ltd., the sole industry in this town of about 5,000 population, are by now back to normal living after entertaining royalty in the persons of Princess Elizabeth, heir to the throne of Britain, and the Duke of Edinburgh, last month.

Texas—An NLRB representation election was filed late last month by our Ft. Worth Local 256 on behalf of the approximately 50 office and clerical employees of the Retail Merchants Ass'n. (a credit association), nearly all of these employees having designated that local as their bargaining representative, however, it is reported that as of November 1 this firm was sold to new owners and is now known as the Credit Bureau of Greater Ft. Worth. Local 256 is amending its petition accordingly.

Wisconsin—Milwaukee Local 9 makes it four straight wins by a 100 per cent favorable vote in a representation election among the office and clerical employees at the Village Blacksmith Company in Watertown. Then, to top that, adds still another victory by winning its representation election among the approximately 35 office and clerical employees at Butler Bin Company in Waukesha.

New York—New York City Local 153 also is moving ahead, winning an NLRB representation election among the warehouse clerical staff at Baker Taylor by a vote of 53 to 1. Representation elections conducted by the N. Y. State Labor Board have also been won among the cashiers at the Tip Toe Inn and C & L Cafeteria. It has also recently organized the office employees of the Canadian Fur Company and the Blue Point Laundry, and the administrative employees of the Hotels Center, Abbey, Endicott and Lexington. Representation elections are pending at these firms.

Woods Clericals

Port Arthur, Ontario—OEIU Local 236 has just obtained certification from the Ontario Labor Relations Board granting to the local union exclusive bargaining rights for the Woods Department clerical employees of the Port Arthur Division of the Abitibi Power & Paper Company, Ltd. The successful expansion by the local union of its bargaining rights to the woods classifications of depot clerk, senior camp clerk, camp clerk and assistant clerk represents the first successful completion of organization of such woods clericals in the Abitibi Company.

The local union is presently moving forward toward the commencement of contract negotiations for this new unit.

SHARE IN HIGHER OUTPUT SOUGHT

Washington—The AFL opened a fight in the Wage Stabilization Board to get workers higher wages for their 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 result from more efficient production.

This policy will encourage workers to cooperate wholeheartedly in efforts to improve efficiency, cut costs and raise productivity, which are so vital to the defense program. By sharing the gains that result, they can earn wage increases, and can also know that such wage gains will not force price rises.

Such sharing of gains has been basic federation wage policy ever since it was adopted by the 1925 convention. And for more than a century, increasing efficiency in American industry generally has been the basis for a steady rise in wages and living standards.

To permit this type of wage increase now will right a wrong. It will restore to workers their just share in the income they help to create, which is now denied them. Also it will give them a chance to solve their wage problems without breaking price ceilings. This is the way impending wage demands can be constructively met.

By improving efficiency we do not mean a pernicious "speed-up" with increased work loads. That would impair, not increase, real efficiency.



Light & Power—Tennessee Valley Authority, Local 52—Sheffield, Ala., Local 119—Chattanooga, Tenn., Local 147—Jackson, Tenn., Local 217—Watauga Dam, Tenn., Local 246—Johnsonville, Tenn., Local 248—Stevenson, Ala., Local 268—Knoxville, Tenn., Local 273—Paducah, Ky., \$300 to \$600 per year.

Hospitals—Permanente Hospital; Local 86, Vallejo, Calif., 10 per cent; Local 36, San Francisco, Calif., \$10.35 per month.

Trucking—Western Truck Lines, Local 29, Oakland, Calif., 9 cents per hour.

Morris Draying, Local 29, Oakland, Calif., \$4 per week average.

Paper Mills—Alliance Paper Mills, Ltd., Local 263, Merritton, Ontario, 14 per cent plus individual adjustments averaging 4 per cent.

Brompton Pulp & Paper Co., Ltd., Local 267, Red Rock, Ontario, 6.3 per cent.

Copper Refining—American Smelting & Refining Co., Local 23, Tacoma, Wash., \$25 per month.

Direct Mailing Services—R. L. Polk & Co., Local 70, Trenton, N. J., 5 cents per hour plus increase in night differential from 5 cents to 10 cents per hour.