Pact Signed With Big Pump Concern

Buffalo, N. Y.—The approximate 500 office employees of the Worthington Pump & Machinery Corporation, Buffalo Works, are now enjoying the benefits of collective bargaining: negotiations having been completed late last month.

These employees, represented by OEU Local 212, are now in line for immediate pay adjustments retroactive to January 15, 1951, such pay adjustments include a general increase of $3.25 per week.

In addition, the company and the local have agreed to reviewing a job evaluation program which it is expected will result in numerous reclassifications and resulting wage increases.

The agreement also provides for automatic progression, seniority, maintenance of membership, check-off of dues, overtime after eight hours, double time for holidays and week-end working and one half on Saturday, three hours guaranteed call-in pay, 75 cents per hour shift differential, automatic progression to mid-point of rate range, meriting every six months, liberal sick and personal leave, adequate grievance procedure, and other conditions.

Provision is also made for a re-opening of the agreement in November of this year for the purpose of further negotiations on rates of pay, vacations, paid holidays and related matters.

Our Buffalo Local 212 is justly proud of having been the first to have organized and negotiated an office workers contract in any of the over twenty offices of the Worthington Corporation located throughout the United States.

The Worthington Corporation has been in existence for over 115 years and produces equipment (engines and compressors) used in peace time but which is easily convertible to war use. Throughout its history, fluctuation of employment has been noticeably absent.

OEIU Vice President George P. Firth handled the negotiations of this initial pact and also assisted the local union with its organizational drive at this plant. Negotiating committee members assisting Vice President Firth are shown in a picture reproduced elsewhere in this issue.

OEIU CERTIFIED AT PAPER CO. OFFICES

Renogami, Quebec—The Quebec Labor Relations Board has certified OEU Local 272 as the exclusive bargaining representative of the office employees of the Renogami and Jonquiere offices of Price Brothers & Company, Ltd., a large paper manufacturing concern.

A large majority of the office employees of another mill of this company located in Rossland, Quebec, have also recently designated newly-chartered OEU Local 278 as their bargaining representative and a representation petition has been filed on their behalf with the provincial board.

AFL Representative Lucien Tremblay has been actively working on the organization of these offices and is assisting our newly established Local 272 with its contract negotiations for the Renogami and Jonquiere offices of this company.

OEIU Leader On State Wage Board

Los Angeles, Calif.—John B. Kinnick, OEU vice president and representative of Oakland, Calif., Local 29, has been appointed by the Industrial Welfare Commission of the State of California to serve on a Wage Board which is to make recommendations for amending that commission’s order made in June, 1947, regulating minimum wages, maximum hours, and working conditions for women and minors in professional, technical, clerical and similar occupations.

It is expected that considerable improvement can be made in the minimum conditions set forth in the previous order as it has been over four years since that order became effective.

The Wage Board is scheduled to meet in the State Building, Los Angeles October 26 and 27.

OEIU Chalks Up Another ’First’

Washington.—The OEU has just chalked up another big “first,” with the announcement by the U. S. Government of the award of a contract for construction of the first airplane to be powered by an atomic engine.

The contract was signed with the Consolidated Vultee Aircraft Corporation which will build the huge plane at its large plant in Fort Worth, Tex. Thus, members of our newly organized Local 277 in this plant will become the first employees to perform the paper work necessary in the building of atomic aircraft.

BANKRUPT

Washington.—Communism is bankrupt, AFL President William Green said in his Labor Day radio address:

“It has failed the people so completely that it does not let them compare their conditions with those prevailing in the free world beyond the Iron Curtain.”

Milwaukee Local Garners Two More

Milwaukee, Wis.—Last month we reported on Milwaukee Local 9’s overwhelming victory at the A. P. Controls Corporation, Milwaukee plant. The local didn’t stop there, two additional representation elections held early this month resulting in similar victories.

At the Oilgear Company in Milwaukee, the approximate 80 eligible office and clerical employees selected Local 9 as their bargaining representative by an over 75 per cent majority.

In addition, by an over 85 per cent majority, the approximate 40 office and clerical employees of the Baldwin Locomotive Works of the Railway Express Company in nearby Watertown voted for this local union.

Harrigan, Vice President and Local 9 Business Representative Harold E. Beck and the local’s Assistant Business Representative Arthur Lowenstamm, representing the local’s bargaining committee, are responsible for these gains.

Clearly, the office and clerical workers in the Milwaukee area are awakening to the benefits to be secured through collective bargaining.

Ask Merger Confab As ULPC Disbands

Washington—The American Federation of Labor withdrew from the United Labor Policy Committee with an invitation to the Congress of Industrial Organizations to resume negotiations “to bring about labor peace through organic unity.”

The negotiations, carried on for some years, reached a stage in mid-1950 when standing committees from the AFL and CIO had agreed on a plan of unity. Meetings were suddenly suspended at the CIO’s request.

The United Labor Policy Committee was established by the AFL, CIO, International Association of Machinists, United Electrical, and the railroad brotherhoods to fight for equal treatment in the defense mobilization program.

United Labor won that fight for which the committee was created. On August 28, representing the AFL Vice President William Green, Secretary-Treasurer George Meany, and Vice Presidents Groorne M. Harrigan, Daniel W. Tracey, William C. Doherty, William L. McFetridge and William C. Birthright presented the following statement to a regularly scheduled meeting of the United Labor Policy Committee:

(Continued on page 3)
Primary Interest?

Unions have often been accused by their enemies of being primarily interested in the privileges and members. One need not deny the importance of numbers and dues to the life of organizations that have no other source of support. But the primary consideration has always and will continue to be: "Are these our roots to fight for their rights? To fight to be free?" - (The Journeyman Barber)

The Main Event!

Local union meetings should be "main events."

Full benefits of labor unions are accorded those locals which have well-planned and well-conducted meetings.

Your local union meeting is the legislative body of your local; it enacts union laws; appropriates union money; gives directions to your officers. It is your democratic government.

You can make the local union membership meeting the "Main Event" for your members by follow a few tried and proven suggestions.

First, you have to let the members know that the local union meeting is going to take place. The following methods have proved effective:

1. Latest distribution.
2. A telephone committee, with each member of the committee assigned so many members to call.
3. A penny post card to each member as a reminder.
4. Spot announcements on the radio or newspaper advertisements.
5. A letter to each member two days before the meeting pointing out what is "on the fire" and is to be taken care of at the meeting.
6. Use of prominent meeting notices in the local newspapers and periodicals.
7. Award a prize to the department committeeman who has the largest attendance from his or her department at the meeting.

Simple but practical rules to follow at the meeting are:

1. Start the meeting on time.
2. Follow parliamentary rules.
3. Don't permit the rules to be used to disrupt or prolong the meeting. Avoid personalities and "backbiting."
4. Have committee chairmen give their reports.
5. Eliminate uncalled-for and unnecessary discussion.
6. End the meeting on time.

The rules of effective, responsible leadership are:

1. Know your problems. Decide what you can do, can't do, and should do.
2. Get the facts, write them down, discuss them thoroughly.
3. Select a positive, capable, and effective, responsible leadership.

Per Capita Income Rises, But Living Standards Fall

Washington—The Department of Commerce reported that Americans averaged an income of $1,436 for each man, woman and child in 1950.

Newspapers front-page the yarn as the biggest dollar total in history, a gain of $116 over 1949.

Meanwhile the AFL Labor's Monthly Survey pointed out that, while per capita income increased more than 3 times in the past 12 years, the American living standard is 8 per cent lower than in 1944.

The survey said that the high price of the Taft-HART Act in Congress and the high tax policies of the Dixiecrat-Republican Congress, discriminating against low-income workers, have chiseled away at the living standard.

In reporting the average per capita income, the Commerce Department divided total income payments—including dividends, interests, rents, profits, wages and salaries—to their progress. Give each the proper credit.

5. Assist each person doing a job; give suggestions, not orders.
6. Don't make decisions involving persons without first informing them.
7. Use the abilities of each; don't overload them; don't expect more than you, yourself, can do.
8. Follow through on each job or project. If it isn't done, "blow your top." Help get the job done.
9. Let the people who did the job make the report and get the credit.
10. Make plans according to the time required to properly do the job.

To get more from your union meeting, give of your time to the meeting. Make it the MAIN EVENT! - (The Anvil Chorus, Intl Brotherhood of Blacksmiths)
Celebrate Contract Gains

LEGAL NOTES

Merit Increases—A union had won a contract and requested the company to discuss a number of merit increases granted while the union was bargaining for a general wage increase. The company having advised the union it intended to put these merit increases on the bargaining table, the company refused to negotiate on these merit increases, taking the position that it had the right to make these increases since bargaining had reached impasse on the union's other demands.

NLRB finds the company's actions to be a refusal to bargain and an attempt to undercut the union.

(Dealers Rebuilders, Inc., and IAM-AFL)

Pensions—The Bureau of Internal Revenue stated that employers can take a tax deduction for contributions to an employee trust even though the contributions are awaiting approval by stabilization authorities. In other words, if a union and a company agreed on a pension plan as required by the requirements of Internal Revenue Code, the company can go ahead and start making payments into the plan while you're waiting for WSB approval.

What's more, the Bureau approves the contributions, the company can recover the money paid into the plan, without tax penalty.

Round the Clock Delay—The union was certified in the middle of June. The company, after repeated requests from the union, finally agreed to commence negotiations in August when the plant owner was expected to return to town. The union had asked the plant manager to get authorization to negotiate when he就得 been turned down. Finally, the plant owner showed up for negotiations during the last week in September.

The company's new bargaining team, to be composed of combine bargaining charges and an NLRB Twin Examiner ruled for the union. In the last 30 days, the NLRB adopted the Examiner's recommendations. (Note: An NLRB decision, made in the absence of objections, does not necessarily stand as a precedent to be followed in later cases.)—(Spud's Laundry and Teamsters AFL)

Travel Time—When an employee is required to travel on the company's time, payment of travel time under Wage-Hour Laws is required.

The Wage-Hour division says that it is required to travel by train away from his usual place of work, all time spent in travel during his usual working hours counts as working time; (b) even on Saturday, Sunday, and holidays, normal working hours are worked; (c) travel time in normal sleeping hours ... from 11 p.m. to 6 a.m.; (d) travel time during normal working time unless the employee gets the price of sleeping accommodations on the train; (e) commute time is counted if the railroad; and (f) normal meal periods are not working time—(Opinion of Wage-Hour Administrator).

Women Ready

Director Frieda S. Miller of the U.S. Department of Labor's Women's Bureau, said women are ready to take up defense mobilization jobs.

She called on employers, workers, and local community organizations to plan now to provide women power resources that will be used effectively when the greatest need arises. She said in part in a Labor Day address:

"Patriotic housewives without work experience, but ready and eager to take defense jobs that may help pay the skyrocketing family food bills, are not being extensively hired under present conditions because jobs for them are not presently available.

"The chief reason that the defense effort is not yet making full use of the available womanpower is that there is no present-over-all shortage of workers except in specialized fields.

"Most of the women offering their services for defense jobs lack training and experience or have been out of the labor force long enough to need re-training. The problem and expense of training them will not be undertaken by industry until management faces a severe shortage of men and women trained for the jobs in which workers are needed.

"There are acute shortages in some of the fields in which women predominate, such as the clerical occupations, nursing, teaching, and hotel and restaurant work.

"Now is the time to review our experience in the last war and benefit from the lessons we learned then. Productivity was high, as was morale, in those plants where the women were trained and brought women's pay to the level of men's on comparable jobs.

"Productivity is high, due to low turnover and absenteeism, in plants situated where the community is organized for service, such as child care centers, adequate housing, transportation facilities and shopping facilities.

"I urge employers, workers, and local community organizations to plan together so that we can utilize our woman power resources effectively."

Lunch Box Tips

A new booklet, "Picnic Meals," will make meals more pleasant for members of union families who carry lunches— to work, to school or to camp. It was announced by Brevity, Inc., 270 Park Ave., New York City, co-authors of "Organized Woman Power," on "Shop Talk," the weekly news report of the National Association of Machinists.

The authors were inspired to write "Picnic Meals" by the success of the booklet "The Machinist," which appears in The Machinist.

The booklet contains the best ideas and recipes that have appeared in The Machinist.
Wage rate gains

NOTES from the field

Office workers at a number of plants have made gains recently.

Ontario—The Ontario Labor Relations Board has certified Toronto Local 131 as the bargaining representative of the office and clerical employees of Hobbs Glass (a subsidiary of Pittsburgh Plate Glass). Pennsylvania—Pittsburgh Local 32 has organized the offices of the United Baking Company and Eazar Express Co.

Wisconsin—Madison Local 39 has signed up a majority of the office and clerical employees of Kroger Stores in that city.

New York—Buffalo Local 212’s agreement with Mautner Co., Inc., has resulted in substantial improvements for the office and clerical employees of that company, and a 100 cent favorable vote in an NLRB union shop election has made effective the contract's union security provisions. Only one opposing vote was cast in a recent representation election requested by this local and held among the vendor, rate ranges increased 10 per cent (salesmen increased 7.50 per week).


Work Clothes—H. D. Lee Co., Local 20, Trenton, N. J., $15 per month.

Utilities—Washington Gas Light Co., 24 Washington, D. C., 3 cents per hour retroactive to April 1 (deferred increase negotiated last fall approved by WSBB).

Plumbers Supplies—American Radiator & Standard Sanitary Corp., Local 61, Louisville, Ky., 3 to 6 cents per hour.

Engines & Compressors—Worthington Pump and Machinery Corp., Local 32, Buffalo, N. Y., $2.25 per week.

Athletic Equip.—A. G. Spalding & Bros., Local 269, Chicopee, Mass., up to $9 per week.

office and clerical employees of Hotel Tosi.

Naturally all of the office and clerical employees of the Fort Orange Distributing Co., Inc. (electrical appliance distributor) have designated Albany Local 58 as their representative and an NLRB petition has been filed on their behalf.

Thirteen hundred administrative employees, formerly members of Hotel & Club Employees Local 6, have transferred into OEIU New York City Local 153 by virtue of an agreement reached between the Hotel Trades Council, Local 6, and Local 153.

Lousiana—By a substantial majority, the office and clerical employees of the Hodge Street and Frank Building offices of Cities Service Refining Corporation have in an NLRB election designated Lake Charles Local 87 as their bargaining representative. This local has for several years represented the office staffs of this company as its Tutwiler Refinery and Butadiene Plant.

Alabama—An NLRB hearing on Tuscaloosa Local 192’s petition to represent the office employees of the Gulf States Paper Corporation in that city is being held this month.

Indians—The office and clerical employees employed by the Girdler Corporation in Cincinatti are awaiting a direction of election expected to result from an NLRB representation hearing held early this month.

New Jersey—Newark Local 32 has won the NLRB representation election conducted among the office employees of W. S. Ponton, Inc., which election was only ordered as a result of vigorous protest filed by the OEIU and Local 32 against an earlier NLRB decision which had held that the bargaining unit was inappropriate as the employer was a part of an employer association. The Board reopened the case and as a result of new evidence offered ordered an election.

Price Control Changes

President Truman asked Congress to make three important changes in the Defense Production Act to prevent an unreasonable rise in the cost of living.

But the Dixiecrats and Republicans turned him down before his message was read by union-shop leaders who saw to it that consumers pay more than $10 billion in increased costs since the outbreak of the Korean War.

Mr. Truman asked:

1. Repeal of the amendment sponsored by Republican Senator Homer E. Capehart which permits individual sellers to pass on to consumers all cost increases since the outbreak of the Korean War.

2. Repeal of the amendment sponsored by Dixiecrat Rep. A. S. Herlong, Jr., of Florida, which guarantees the same percentage of profit as pre-Korea on each item for wholesalers and retailers.

3. Removal of authority for imposition of livestock slaughtering quotas to prevent black markets.

Union-Shop Elections

The U. S. Senate has approved the Taft-Humphrey bill which would bar union-shop contracts—most of them CIO agreements outlawed by the U. S. Supreme Court—National Labor Relations Board decisions in recent months. These are the considerations of wholesalers and retailers who have been held to run union-shop elections held when top CIO officials havent yet signed the non-Communist affidavits.

The bill would also remove from the TH law the requirements for elections before otherwise legal union-shop agreements would be valid. But it would still permit elections of employees wanting to take away the union's right to negotiate or continue such an agreement.

In the Senate debate, Senator Humphrey stated that the bill would not undo recent NLRB action dismissing a series of unfair labor practice orders based on charges filed while top union officials were out of compliance. These orders, according to Humphrey, would remain voided.

The bill is now before the House of Representatives where action is expected some time this month or next.

Hazy Herb

I'M UNDER WATER & UNDER FEED.

MY STORY OF A TYPICAL NON-UNION WHITE-COLLAR WORKER

I wish you wouldn't put flowers on my desk. It looks too conspicuous.

But, haven't you got something more conservative?

Just how conservative?

Yes, sir; yes, sir. Never says no to the boss

He looks and acts like his fellow workers.

But... try to get him to join a union?

I am an individualist. I don't need a union. I like to act and think for myself.