BIG ATOMIC WAGE BOOSTS WON

OEIU TRIUMPHS IN CUTTER ELECTION

Oakland, Calif.—By an overwhelming majority vote the approximately 600 office and clerical employees of Cutter Laboratories in Berkeley, Calif., have selected Oak- land Local 29 as their bargaining representative.

In emerging victorious in this NLRB election, Local 29 also defeated the CIO Oil Workers and the International Longshoremen’s and Warehousemen’s Union which each only received a very small number of the votes cast by the office staff.

This election was the outgrowth of a petition that was filed on behalf of these employees by Local 29 early last fall. At about the same time the CIO Oil Workers had also filed a representation petition requesting an over-all unit of all employees of the company; and the International Longshoremen’s and Warehousemen’s Union intervened in as it then held a contract covering all of these employees. The representation election in the name of the United Office and Professional Workers of America but the UOPA obtained a few weeks previous to the filing of the above petitions voted to merge with the Longshore.

(Turned to page 3)

WSB Recommendation Would Let Steelworkers ‘Catch Up’

Washington—Staggered wage increases totaling 17½ cents an hour over the next year, reduction in the North-South differential, improvements in certain fringe benefits, and the union shop were recommended by the Wage Stabilization Board on March 20, 1952, as a basis for settling the dispute between the United Steelworkers of America, the CIO, and the major basic steel producers.

The recommendations, which are not binding on the parties, were made after extended hearings by a specially appointed tripartite panel, and on most of them either the industry or the labor members of the Board dissented.

The union accepted the recommendations as a basis for negotiations, but the companies’ unwillingness to agree to them unless assured of a substantial price rise made it necessary for President Harry S. Truman to order the seizure and operation of the companies by the government. In an address to the nation, he pointed out that the companies could pay the increases recommended without a price increase beyond that allowable under the Capehart Amendment and still receive a fair rate of return.

Board Chairman Feinsinger, in a statement accompanying the recommendations, stated that they merely permitted steel to catch up to “increases already granted or fringe adjustments already in effect in major segments of American industry.” The Steelworkers had no increase since December, 1950, and their contracts with the steel companies contained no cost of living escalator clauses and no

TVA Labor-Management Session

Gatlinburg, Tenn.—At the recent Third Annual Valley-Wide Meeting of Cooperative Conferences of the Tennessee Valley Authority, held here, more than 140 people were present, 115 being conference delegates with 38 representing organized salaried employees and 37 management. Reports were given by representatives of each of the operating points of the Authority of the best or most unusual things done at these units during 1951. Management and employee representatives had separate sessions on what each group expected of the other. The employee session is shown above, with OEIU Vice President A. R. Carson as president of the TVA Council of Office, Technical, and Service Employees Unions presiding (standing behind table). The reports submitted by both of these groups and those from the operating points were carefully considered so as to make use of all worthwhile suggestions and ideas to improve and promote maximum efficiency in TVA operations.

SECURE NEW PACT FOR SANDIA BASE

Albuquerque, N. Mex.—The more than 500 office and clerical employees of the Sandia Corp., operators of the large Sandia Atomic Energy base, have obtained substantial further benefits and improvements in the renewal agreement recently entered into by OEIU Local 251 with the company.

Highlighting the gains made in the new contract are wage increases ranging from $3.50 to $5.75 per week over the rates prevailing in the old contract and estimated to bring an average increase of $.32 per week to the employees involved.

The contract, effective March 24 and running for one year, provides that the new rate schedule becomes effective retroactively to November 16, 1951—the date of expiration of the old agreement. It also provides for a wage re-opening each six months from November 16, 1951 for cost of living adjustments under WSB General Regulations No. 8.

The negotiations of OEIU Local 251 were conducted in conjunction with those of the Atomic Projects and Production Workers Metal Trades Council on behalf of the production and maintenance employees on the project. Negotiations were concluded and the pact signed at the Atomic Energy Labor Relations Panel, headed by Chairman Wm. H. Davis, after substantial hearings, both at Albuquerque and

(Continued on page 4)

Fast Sign-Up

Minneapolis, Minn.—A particularly fast sign-up of authorization cards among the approximately 850 office and clerical employees of the Twin Cities Arsenal in nearby New Brighton has made it possible for OEIU Local 15 of Minneapolis to file an NLRB representation petition asking that these employees within a few short weeks of the commencement of its efforts to bring them the benefits of collective bargaining. The ordnance plant is operated by the Federal Cartridge Corporation of Minneapolis.
MEAN WAGES BIG DRIVE ON POLITICS

Wilkes-Barre, Pa.—All-out political activity by labor is a "must" this year, A.F.L. Secretary-Treasurer George Meany told the delegates at the annual convention of the Pennsylvania State Federation of Labor.

If unions want to stay in business, they must stand up for their members. It is a clear responsibility of each and every union, he said, to help increase our membership during 1952.

Even when a union has been well organized, it must be remembered that considerable employee turnover is a normal condition in this country.

As a result of this turnover, labor always has the job of organizing those who come in to fill the vacancies and who have not previously been members of the union.

Thorough Unionists

Another very important job is making sure that those who are already members of unions become thorough unionists. There is a world of difference between the wage-earner who pays his dues but lacks interest in trade unionism and the wage-earner who not merely belongs to a union but takes a keen interest in it.

American labor's organizing work is far from finished. True, much has been accomplished in the organizational field over the years. It would not be accurate or fair to minimize these accomplishments. But we must not make any mistake about this No. 1 job of our movement— the job of organizing.

The time to get on this big job, which is so important, is not tomorrow, not next year, but right now.

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Tobin Installs Local Officers

**Legal Notes**

Retractive Union Shop—The NLRB will not permit a union shop in a contract to become effective retroactively—employees must be permitted 30 days from the date the contract is signed to join the union. (Kenne Dairy, Inc. and Teamsters, AFL.)

Certification Revoked—A local of the United Electrical Workers (IUE) and its president filed affidavits for its president, vice president, secretaries and business manager. On this basis the NLRA decided the union was in compliance and issued a certification to the union after it won an election about two years ago at the Sunbeam Corp. However, the company later claimed that there were no union members among its non-union workmen and another union was also officers. The Board finds that the union's constitution supports the claim, rules the local union is in compliance and revokes the union's certification.

Wage Increases—An employer's surn of wage increases before an election is held unlawful by the NLRB (97 NLRB No. 104). Increases were promised before a previous election, which had been set aside because of the promises. The Board held that when the second election had been directed, the employer carried out his original promise. The Board finds this to be a permissible preference with employees' organizational rights, and issues order to cease and desist.

Successor Firm—An employer had taken over a predecessor's business less than one year from the time a union was certified as a bargaining agent for the predecessor's employees. In a decision (97 NLRB No. 142), the Board, in determining the question of union recognition, applies the rule that a union is presumed to represent the majority within the certification year.

The Board says that there was "practical operation of the employing industry," as made clear by the facts that a third of the predecessor's employees and the same supervisor continued to work for the employer and the employer produced substantially the same products as his predecessor.

Premature Petitions—Recently NLRB rulings deny requests for elections emphasizing importance of a little noticed decision issued by the Board last August (National Heat Pooting Co.). In that decision the Board stated that: "a union is ordinarily entitled to a year from the time of certification to bring suitable candidates of the bargaining unit to bargain collectively, free from intrusion" and "that, absent unusual circumstances, a request for a certification petition filed more than one month before the end of the certification year should not be granted." The Board further said that even a petition which is filed during the twelfth month will not be processed until after the certification year has expired and that if the certified union signs a valid collective bargaining contract within 12 months of the certification, the contract will operate to bar a petition for a new election.

COMPLETE VICTORY WON AT CUTTER 'LAB' (Continued from page 1)

The Longshoremen at the NLRB hearing also contended for an over-all unit.

Arbitrary action by the NLRB's Regional Director in dismissing Local 29's petition for a separate unit of office and clerical employees made it necessary for attorneys for the union to appeal to the NLRB itself requesting that the action of the Regional Director be reversed and a hearing directed by the Board. The Board responded favorably.

At the hearing which was held last December and in a subsequent brief filed by the local union, it was pointed out that these employees constituted a homogeneous identifiable group and should be given an opportunity to determine by an NLRB election whether they desired to constitute a separate bargaining unit. In support of its petition, OEIU Local 29 directed the attention of the Board to the historical differences recognized by the Board in Union Shop—Union A had never complied with the filing requirements of the Taft-Hartley Act but had entered into a union-shop agreement with an installed office. Union B filed a representation petition for the employees covered by the agreement and the NLRB found that the agreement did not consti-

OEIU Booklet Aids On WSB Problems

Washington—As a research and education service of the OEIU, the International Union has prepared under the direction of its research consultant, S. Herbert Unterberger, a booklet entitled "Operating Under Wage Stabilization Rules" which summarizes and analyzes the vital portions of the U.S. Wage and Hour Board regulations and resolutions which were in effect on March 1, 1952.

Copied and distributed by the International, it has been supplied all OEIU local unions in the United States, including all of the International's business agents. It is our hope that this booklet will be of real help in assisting our membership throughout the United States to obtain the greatest possible increases and improvements in their compensation permissible under stabilization rules.

As pointed out in the booklet, the International has been and will continue supplying our local unions in the United States with copies of the BLS General Wage regulations and applicable resolutions as they are issued.

High Court Backs Time Off To Vote

Washington—A long championed effort to obtain federal backing last month by the United States Supreme Court when it upheld a Missouri law which requires employers to give their workers four hours off with pay on election day.

The court was told 24 other states have similar laws, but not all of them require that workers be paid for the time taken off to vote.

SOLUTION TO WOES OF 'WHITE COLLAR'
The wage increases obtained in the new agreement reflect the recommendations of the Atomic Energy Panel and have already received the required Wage Stabilization Approval. The third step was eliminated from each of the ten rate range grades applying to the clerical staff and $3.50 per week was added to each step in each job grade. This has resulted in increasing the starting rate to each of the ten job grades by $5.75 over that provided in the old agreement. The agreement also provides for automatic step progressions of $2.25 per week for each six months to the job rate with increases being the top remaining on a merit basis.

The new pact assures maintenance of the 24-day annual paid vacation and provides for payroll deductions for initiation fees and regular monthly dues.

Other gains over the old contract include double time payment for all holiday work and two paid rest periods each day. The agreement provides an improved method for the handling of job grade grievances to provide that it will be consulted in connection with contemplated layoffs due to temporary conditions.

The 24-day annual paid vacation was preserved. The restoration of such vacation had been one of the outstanding victories won in the previous year’s contract, after the company had reduced it.

The joint negotiations were handled by a committee headed by Joseph Ramsey and Carl Hoekstra, of the Machinists Grand Lodge Washington staff, with Machinists Representatives, John Asgill, Associate Director, OEU, social President, Robert Hawk and Local Secretary-Treasurer, Ken Shinn participated for the OEU, assisted by Representa-tive Frank Morton. Research Consultant S. H. Unterberger and President Paul E. Hutchings before the Atomic Energy Panel.

Recommendation

For Steelworkers

(Continued from page 1)

providing for annual productivity increases.

With regard to the recommended stag- ing clauses, the OEU Board Chairman noted that “the amounts requested take into account all the inequities and anguish advanced by the parties, including cost of living, productivity, the maintenance of a balanced wage structure, comparative wage movements in other industries, and the recommendation that there be no cutbacks in employees.” The recommendations made no specific provision for a separate annual improvement factor increase.

California—The Family Service Laundry and Victor Laundry has signed Oakland Local 29’s laundry industry agreement, office and clerical employees of this firm have recently been organized by this local union. In addition, office and clerical employees of P. X. Market and Lee Markets have designated this local as their bargaining representative and their employers have signed the local’s food industry agreement. A majority of the office employees of Retailers Credit Association have designated Local 29 as their bargaining representative and recognition has been requested.

Richmond Local 243 is formally negotiating an agreement for the recently organized office employees of the Richmond Credit Bureau.

Florida—A majority of the office and clerical employees of Tampa Transit Lines (a subsidiary of National City Lines) have designated Tampa Local 48 as their bargaining representative and an NLRB representation petition has been filed on their behalf by this local union.

Illinois—Chicago Local 23 has recently won recognition as the bargaining representative of office and clerical employees of a third branch of the RCA Service Co., Inc., in that city. Negotiations for initial contracts for these three branches have been completed. The local union expects to “button up” the fourth and final branch of this company in this city in the near future.

Louisiana—As a result of its substantial majority vote in an NLRB election Lake Charles Local 57 has designated Local 29 as its bargaining representative of approximately 75 employees of The Fair, Inc., a department store in that city. Over 200 employees of The Muller Co., Limited’s main and branch store in Lake Charles and its branches in Sulphur and DeRidder are voting this month in an NLRB representation election as a result of a petition filed on their behalf by this local union.

Michigan—The office and clerical employees of the Radio Distributing Company are voting for or against Detroit Local 42 in an NLRB representation election being held this month.

Missouri—St. Louis Local 13, as a result of an NLRB election, is now the representative of the office and clerical employees of the St. Louis branch of RCA Service Co., Inc. Negotiations for the initial contract for these employees have been completed.

New York—The recently organized office employees of Zimbalist & Umbra-ga are enjoying the benefits of their initial agreement as negotiated for them by New York Local 153. The eight-week strike of this local union against the Baker & Taylor Company culminated in recognition of the local union as the bargaining representative of its employees and with all unresolved questions submitted to arbitration. The company had taken the position that the local no longer represented these employees.

New OEU Buttons Available

Golden Letters Blue Letters Gold Background Blue Letters Gold Background Silver Background

These pin-back type buttons in colors as indicated, and approximately 1½ inches in diameter, can be obtained from the Secretary-Treasurer of the Office Employees International Union (OEU), local union secretary-treasurers at 10 cents each. When ordering, be sure to indicate the type and quantity of each button desired.

The Board’s recommendations on fringe benefits, in the words of the shop stewards of shop stewards of most of the companies: “The Board eliminated an existing inequity to the Steelworkers and bring them closer to the average. Last year the board had 10 cents per hour. The year before it was 15 cents per hour. The 1952 recommendations made no specific provision for a separate annual improvement factor increase.

Oil Refining—Gulf Refining Co., Local 19, Toledo, Ohio, 4 per cent. Mining—Dominion Wahana Ore Ltd., Local 294, Bell Island, Newfoundland, 10 cents per hour. Retail Furniture—Sears & Co., Local 33, Pittsburgh, Pa., $5 per week.

Batz & Dayton, Local 30, Los Angeles, Calif., 5 per cent plus cost of living adjustment. Insurance—American Insurance Co., Local 86, Vallejo, Calif., $2.75 per week.

Organizations—Eagle Club, Local 9, Milwaukee, Wis., $10 to $20 per month.

Archdiocese of Portland in Oregon, Local 11, Portland, Ore., 15 cents per day.

Hardware & Printing Mach.—R. Hoe & Co., Inc., Local 133, New York City, 12 cents per hour.

RCA Wholesalers of America, Inc., Local 14, Philadelphia, Pa., $3.50 per week.

Paper Mills—Fraser Paper Ltd., Local 232, Madison, Wis., 3 cents per hour (cost of living).

Rollingworth & Whitney Paper Co., Local 260, Waterville, Me., 26 cents per hour (cost of living).

Great Northern Paper Co., Local 192, Minnecott, Me., 1.50 cents per hour (cost of living), previously at 10 cents per hour.

Grain Products—Pillsbury-Globe Div. of Pillsbury Mills Inc., Local 220, Ogden, Utah, $10 to $15 per month.

Traveling Western Truck Lines, Local 103, Oakland, Calif., 9 cents per hour.

Frisco Transportation Co., Local 239, Los Angeles, Calif., 7 cents per hour.

Woolen Liqueur—Young’s Market, Local 139, San Diego, Calif., $8 per week.

Shell—City Fuel Co., Local 10, Boston, Mass., 4.2 cents per hour (cost of living).

Rug & Carpet—Washington Carpet Co., Local 30, Los Angeles, Calif., $5 per week.

Appliances—La Brea Sales Co., National Appliance Co., and Vernon Sales Co., Local 30, Los Angeles, Calif., 6 per cent plus cost of living adjustment.

Desert Paper Co., Local 153, New York City, 4 per cent.

Utilities—Central Illinois Electric and Gas Co., Local 107, Lincoln, Ill., 3 cents per hour (cost of living).

Atomic Energy—Sandia Corp., Local 251, Albuquerque, N. Mex., $3.50 to $5.75 per week ($5.25 average).