OEIU WINS CURTISS-WRIGHT

BANK WALLOPED BY COURT ON LOW PAY

Toledo, Ohio—Federal Judge Frank L. Kloeb set some sort of a precedent here last month when he heaped the blame for an employee’s embezzlement on bank officials.

The employee, George W. Sponsler, 53, received $1,000 a year, the judge said, when he began work for the bank in 1920. In 1942, his salary had only risen to $1,000 a year, the judge said, pointing out that the money was taken in small amounts before 1941 and used by Mr. Sponsler only for the support of his family.

Judge Kloeb said the bank officials themselves should have been indicted for paying the cashier such a low salary.

"It is a shame to look at such a record," he said. "The bank should actually have been indicted in this case. If I had the authority, I would sentence the bank officials and the board of directors to read the story of Scrooge at Christmas and think of the defendant."

"If the bank was honest and decent when this shortage was discovered, they would have permitted this man to resign and marked the loss off from their surplus funds without any embarrassment to this man."

The judge deferred sentencing indefinitely and permitted Mr. Sponsler to go free. He said he would not put Mr. Sponsler on probation because that would make him a criminal and he did not feel that he was one.

Better Community Services Needed For Working Women

Washington—If married women, particularly mothers, are to continue to work outside their homes in increasing numbers, important adjustments will have to be made by industry, the community, and the family, according to a pamphlet published by the Public Affairs Committee, New York City.

"Today, there are more and more women in the business and industrial world, and more and more are needed," declared Dr. Lillian Gilbreth, internationally known management consultant.

Industry Responsible

"Industry has the responsibility, not only of doing away with discrimination against women, but of affording them special privileges such as maternity leaves and part-time jobs—if women with home responsibilities are to give satisfactory service and lead satisfying lives," she added.

Pointing out that most women workers today are married and living with their husbands and that more than 40 per cent of all mothers with school-age children work, Mrs. Stella Applebaum, author of the pamphlet, stressed the need for better community services.

"Whether or not a mother holds a job, her family needs good housing, convenient laundry and shopping facilities, recreation, health, and welfare services," she said. "And if mother leaves home each day to work, she also needs comfortable transportation and a shorter work day."

Care Centers Needed

"Qualified child care centers," she continued, "are one of our largest unmet community needs today. Finding one for your child may be a matter of geography or just plain luck. There are waiting lists everywhere."

"Unless communities find a way to provide suitable facilities and qualified staff for the many urgently needed day care and after-school centers, children and family life (Continued on page 4)"
Pres. William Green Passes On; Selection of Meany Hailed

Washington — The officers and members of our International Union, together with the other eight million members of the American Federation of Labor, mourned the passing last month of their veterans' leader, the late president of the AFL, William Green, who had led the AFL for 28 turbulent years, died November 21, just a few weeks after the 1st annual convention of the Federation in New York City, at which he made his last fighting speech in behalf of the working men and women.

Calm, courageous and far-seeing, William Green steered the ship of the American Federation of Labor through many storms and dangerous cross-currents. When he dropped the helm, the Federation had attained its greatest strength in history.

He leaves, as his greatest heritage to the men and women who make up the labor movement, a tradition of service—service not in any one narrow field, but in every worthy and constructive sphere of human endeavor.

someday suffer from—it, indeed, to all of us—the Seal is a symbol of hope and courage. Unbought, they are pieces of paper, a pretty design on the face and glue on the back. Bought, they are crusaders, armies, missionaries. They go out and fight for you and me and for our neighbors.

Buy Seals. Each is a weapon. It cuts two ways. It fights against unhealthy conditions; it fights for better conditions.

Take this weapon in your hand. Look at it. It not only does battle, it protects. It may protect you, personally, or someone you love.

It is a weapon to respect, the little Seal of Christmas, the Seal of Hope.

WILLIAM GREEN

GEORGE MEANY

New Pressure For Sales Levy Seen

Washington—"There will be some new pressure for a national sales tax to balance the budget," Newsweek magazine reported in an article predicting what the next Congress will do.

"Start negotiations for the Treasury and the Joint Congressional Committee on Taxation already have candles on how to handle such a tax to produce the most feathers with the least squawk.

"Trade unions have resolutely and repeatedly opposed sales taxes.

"Newsweek also foresaw higher interest rates, would mean, among other things, harsher terms for people who want to borrow money for buying homes. On the other hand, they would mean bigger profits for banks, and not what it is today, and any man who tries to injure a labor paper is a traitor to the cause."
A Big Event In Hamilton

Strikes—A company claimed a strike for an increase which the company thought exceeded the amount permissible under Wage Stabilization Board regulations wasn't protected activity.

NLRB, however, says workers who strike for higher wages can't be fired, even though the increase requires Wage Board approval. They're engaged in protected activity, the Board decides.

Assuming for the sake of argument that the increase did require WSB approval, the Board rules that a strike to compel a company to negotiate a wage increase is legal so long as no demand is made that the increase be put into effect before it is approved.-(DogDayManager

Elections—A union was certified as bargaining agent by the NLRB at a company in 1944. Early this year, a rival union asked NLRB for an election, but later withdrew its request. The certified union then petitioned for an election, arguing that its certification was old and that the rival union's organizing activities were causing unrest.

The Board notes that the company had consistently recognized the union since its certification. Under these circumstances, NLRB rules that the current contract between the company and the certified union bars an election.-(Botany Mills, Inc. and Textile Workers, CIO)

Successor Firm—After NLRB had directed the owner of a business to bargain, he sold the physical properties and assets of the company. All the workers were retained by the purchaser, and the business was run substantially the same as before. The Board decides that this is insufficient to make the purchaser responsible for remedying the unfair practices committed by the original owner.

Slowdown—The company and the union had been in discussions about a new contract for almost two weeks. The sessions weren't turning out favorably from the union's standpoint, so its officers told workers in the bargaining unit to refrain from performing incentive and overtime production. The company then broke off negotiations for the duration of the slowdown. Subsequently, both parties agreed to a new negotiation and full production; however, the union filed charges with the NLRB claiming the company refused to bargain.

The NLRB rules that the company was justified in refusing to bargain until the slowdown ended. The Taft Act requires good-faith bargaining with the majority union, the Board says, and, if it does, a company may be justified in refusing to bargain in circumstances like this.-(Bendix Motor Co. and Machinists, AFL)

New Brunswick, N. J.—"Developing and Maintaining an Active Union" was the theme of the one-day conference of the OEU local unions in New Jersey held in conjunction with Rutgers University, Institute of Management and Labor Relations on the university campus last month. Approximately thirty-five local union delegates attended representing seven locals in New Jersey and one local in New York City.

The program was arranged by OEU Vice President Edward F. Springman in conjunction with Dr. Irving Kerrison, chairman of the Labor Program of the University.

The sessions opened with remarks by Dean Ernest B. McMahon of the University and President Paul R. Hutchings of the OEU. The morning session was devoted exclusively to the subject of "Developing and Maintaining an Active Union" with Dr. Kerrison serving as discussion leader. OEU Secretary-Treasurer J. Howard Hicks and Vice President Howard Coughlin commented on the discussion.

After an enjoyable luncheon the sessions reconvened and were devoted to the subject of "Job Evaluation" with Norman Dorfman of Rutgers staff serving as discussion leader. The program concluded with Vice President Springman leading a discussion on the subject "Where Do We Go From Here?", with comments expressed by various participants.

Shown in the picture above standing, left to right, are Secretary-Treasurer Hicks, Dr. Kerrison, President Hutchings and Vice President Springman.

An Unusual Case

Ottawa, Ont.—The Canada Labor Relations Board has rejected an application for certification made by the Steelworkers' International Union of North America, Canadian District, on behalf of an employeefirm, a company has to have pretty clear proof that the union directly directed workers to slow down.

The application was rejected in view of a decision of the British Columbia courts in the case of General Theater Supply and the Labor Relations Board (British Columbia) quashing an order of certification of the British Columbia Retail Stores Board issued in respect of a unit consisting of one employe only.

to the Ladies

Instant Coffee

The use of instant coffee has just about doubled in the past 4 years, with consumption now reaching 4.5 million boxes. That's 8 per cent more than last year. Nearly 29 per cent above the average.

Balanced Diets

These are some of the most common mistakes that account for diets that are not balanced:

1. Skipping or omitting breakfast.
2. Too many calories.
3. Poor variety.
4. Lack of milk or milk products.
5. Lack of vegetables and fruits.
6. Spending too much proportion of the budget on one or a few food groups so that other items are scanty.
7. Improper preparation thereby losing the minerals and vitamins in the cooking water.

Oranges

There will be plenty of oranges this winter. The Department of Agriculture says that the early and mid-season oranges this year may reach an all-time high of 62 million boxes. That's 8 per cent more than last year, and 29 per cent above the average.

How to Choose

You'll get the best value for your money if you choose the oranges that feel heaviest for their size. Smaller, thinner skins usually indicate more juice. Most skin markings don't affect quality and appearance, with a slight greenish tinge may be just as sweet and juicy as fully colored ones.

Overshoes

With cold weather already here or on the way in many parts of the country, it is time to think about overshoes for the family. Care should be used in choosing the right kind of shoe and giving it the proper kind of care.

Women, particularly, should be careful in choosing overshoes. A small shoe heel can cut into the rubber of a wide overshoe heel and a wide shoe heel can crush an overshoe heel too small for it.

Heat, oil and grease can do a lot of damage to rubber overshoes. Never keep them near a radiator or in any hot place. Wash off any grease or oil on them promptly with a cloth dipped in water containing a mild detergent.

They can take quite a beating from "just being around" on the floor of closets. Keep them on shelves or racks in a cool coat closet near the outside door or utility room. If they are muddy, wash them promptly with cold water and let them dry on paper on the racks.

Remember, too, that you can save yourself some money by buying overshoes by putting them on carefully instead of jerking them on.
NOTES FROM THE FIELD

Printing Machinery—Lasanton Monotype Machine Co., Local 14, Philadelphia, 6 cents per hour.
Armed-Car Service—Wells Fargo Armored Car Co., Local 133, New York City, 13½ cents per hour.
Wholesale Beverages—Pebrock Distributors, Local 158, New York City, $3 per week.
Bakery Products—Danilo Baking Co., Local 15B, New York City, $3 per week plus additional $2 in May.
Attorneys—Victor Rose, Gilbert Nissen and Irwin, and David Sokol, Local 30, Los Angeles, Calif., $4.63 per cent.
Retail Foods—Simon Brothers, Market Local, 36, San Francisco, Calif., $7 per month.
Utilities—Madison Gas and Electric Co., Local 30, Madison, Wis., $5 per week.
Department Stores—Tiede's, The Fair Store, Local 19, Toledo, Ohio, $4.50 per week.
Paper Co.—Brompton Pulp & Paper Co., Local 317, Red Rock, Ont., $7 per month retroactive to June plus $7 per month effective in January.
Anglo-Newfoundland Development Co., Ltd., Local 285, and Falls, Nfld., $7 per month retroactive to June plus $7 per month effective in January.
Anglo-Canadian Pulp and Paper Mills, Ltd., Northeastern Paper Mills, Ltd., Local 411, Quebec City, Quebec, 5 cent retroactive to May.
Borden's Newfoundland Pulp and Paper Mills, Ltd., Newfoundland Export and Shipping Co., Ltd., Local 254, and Niagara Pulp and Paper Co., Local 254, $5 per month, retroactive to July plus $7 per month effective last month.
Van Mfg.—Jenkins Bros., Local 128, Bridgeport, Conn., 3.9 per cent retroactive to June plus 1.1 per cent for correction of inequities in certain classifications.
Oil Field Mach.—Struthers Wells Corp. (Iron Works Div.), Local 35, Titusville, 19 per cent or 5 cents per hour, whichever is greater.
Histradum (National Committee for Labor Israel), Local 153, New York City, $25.50 per week.
Pioneer Women, Local 153, New York City, $3 per week.
Union Services, Inc., Local 30, Los Angeles, and Local 36, San Francisco, Calif., $2.40 per week.
Trucking—Service Transfer & Storage Co., and La Croase Terminal Warehouse Co., Local 44, La Crosse, Wis., 12 cents per hour.

California—A recent NLRB representation election has resulted in the selection of Oakland Local 29 as the bargaining representative of the employees of the Westinghouse Electric Supply Corporation. The vote was 22 favorable, with 8 against.

Nevada—Las Vegas Local 297 expects to start negotiations soon for the recently organized office and clerical employees of The Harrison Insurance Co., The Nash Co., The Gutchess Co., and The Jacaranda Co., and many more will be handled by this local union on behalf of the approximately 60 clerical employees of the Nevada Construction Co.

New York—New York City Local 153 has had recent turning up of a 27th consecutive victory in the hotel industry. The latest group of employees in this industry to approach the local union for organization has been the Waldorf-Astoria while collar workers. Unions were formed for these employees from each department in the hotel, Local 153 together with assistance from the New York Hotel Trades Council is moving forward rapidly so that these employees can receive the benefits of collective bargaining in the shortest possible time.

The NLRB, in response to a petition by our Euclid Local 49, has ordered a representation election among the office and clerical employees of the sales branch of the Addressograph-Multigraph Corp. in Cleveland. This local union has represented the nearly 500 office and clerical employees of this company for many years, starting the plant near Euclid for several years.

South Carolina—OEIU's drive to bring collective bargaining to the thousands of clerical and office employees of the Dupont Construction Co. and its subcontractors is proceeding apace. The employees assisted by this local union are employed at the Savannah River hydrogen bomb project is moving fast. Many hundreds of authorization cards have been filed on behalf of employees of B. F. Shaw and Miller-Dunn Co. needed to file the report and carry it forward to the bargaining table.

The stands on which we have been busy of late are the Canadian Building Trades Unions Annual Spring Convention in Montreal, the Canadian Building Trades Unions Regional Convention in Quebec, the Zionist Congress in New York City, and the Zionist Congress in Toronto. The delegates to the 13th Biennial Zionist Congress in Jerusalem, which wrapped up last week, included 15 Canadian delegates. The congress literature is being distributed by members of the OEIU and Canadian Building Trades Unions local unions, and the union is expected to receive considerable support.

In addition to the OEIU local union delegates, Canadian Representative Russell Harvey and International President Paul R. Hutchings also participated. President R. Redmond was called upon to make the principal speech at the banquet following the first day's sessions.

Machine Operators
Not 'Confidential'

Vancouver, B. C.—The British Columbia, Supreme Court has held that the Labor Relations Board acted within its jurisdiction in finding that certain employees of the Dominion Power own employees were not confidential employees excluded by the Industrial Conciliation and Arbitration Act from collective bargaining under the Act.

The company had applied for a writ of prohibition to restrain the Board certifying a local union as bargaining agent for certain in the company's power, machine operators employed by the firm. It had based its case on those grounds that the Act excluded confidential employees from the definition of employees to whom the Act applies.

In making its decision, the Court considered first whether it had a right to review the Board's proceeding in view of those provisions of the Act which state that the Board's decision shall be final in determining whether a person is an employee within the meaning of the Act. Then, it considered the consideration that confidential employees of the Zone Office were employed in a confidential capacity and had no access to confidential information.

The Chief Justice of the Supreme Court held that there were facts in the evidence and testimony upon which the Board could reach the conclusion that the Canadian Building Trades Unions local and power machine operators were not, in fact, the type of employees exempted from the Act and in the Board's certification.

He added that his own opinion was that the Board had reached the proper conclusion upon the facts. However, it was only necessary for him to determine that there were facts before the Board which could reach its conclusion and, if there were such facts, then the Board acted within its jurisdiction and in its finding in the matter was final.

PAY FALLS SHORT

Washington, D. C.—The average weekly earnings of workers in the nation fell $11.43 short of the cost of keeping an average family of four, according to figures to figures of the Bureau of Labor Statistics.

BLS reported that factory employees earned an average of $69.58 during September, the last month for which figures were available.

Earlier, the BLS estimated that it took an average of $81.01 a week to meet the costs of a man, wife and two children in the modest standard of living in 34 cities.

Wins Curtiss-Wright

Continued from page 1
employees for OEIU membership and to the preparation of contract negotiations with the company.

The issuance of an OEIU local union charter 279 in response to the request of these newly organized workers was approved by the OEIU Executive Board at its recent December meeting. The Board has pointed out that the officers of the new local union have been elected and it is anticipated that contract negotiations will get underway shortly.

Labor Management Conference Held

Toronto, Ont.—The Third Annual Labor Management Conference of the Aluthi Power and Paper Company, Limited, was held in Toronto November 7th. The subject of this year's conference was "How Can We Improve Our Collective Bargaining." It was with this general discussion that the afternoon session was divided into five principal divisions: first, Preparing for Bargain: Second, Collective Bargaining; third, Living With the Agreement.

The conference was attended by numerous officials of the Aluthi company headed by its President, D. W. Amoridge, and with company representatives from each of the mills and home office participating. The union was represented by a delegate from each of the local unions of each of the various trades at each of the mills and by one or two union officers or representatives from each of the A. F. L. International Unions representing employees of the company.

In addition to theOEIU local union delegates, Canadian Representative Russell Harvey and International President Paul R. Hutchings also participated. President R. Redmond was called upon to make the principal speech at the banquet following the first day's sessions.

United Parcel Service of Pennsylvania, Inc., Local 8, Pittsburgh, Pa., $2.81 per week.

Aids To Working Women Are Needed

(Continued from page 1)

continued from page 1...