

# THE OFFICE WORKER

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

No. 91

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17

## SANITARIUM SIGNS PACT WITH OEIU

Los Angeles, Calif.—The office and clerical employees of the City of Hope, a charitable, non-profit institution operating a national free sanitarium and medical center at nearby Duarte as well as offices in downtown Los Angeles, are now receiving the benefits and protections of their initial collective bargaining agreement which was negotiated for them by our Local 30 of this city, through its Business Representative John W. Doolittle.

The three-year agreement which was negotiated jointly with local unions of the Building Service Employees International Union and the International Union of Operating Engineers permits annual reopenings for renegotiation of wages and hours.

Increases ranging from \$15 per month upwards were obtained for those employees coming within the jurisdiction of Local 30.

Important provisions in the agreement include a seven-hour day, 35-hour week, the eighth hour of each day compensated at straight time, all other overtime at the rate of time and one-half, time and one-half on Saturday and Sunday except that double time is paid for all time worked on the seventh consecutive day; \$2 meal allowance when working overtime; two 10-minute rest periods each day; four-hour call-in pay; social security payments for all employees; seniority; posting of vacancies, promotional opportunities and new jobs; severance pay; vacations of one week after six months, two weeks after one year, and three weeks after three years; sick leave cumulative to 60 days at rate of 1½ days per month; from nine to 13 holidays; final and binding arbitration, etc.

The agreement also provides for a union shop and check-off of dues and initiation fees.

The cooperation of all parties made it possible to expedite the reaching of an agreement on all negotiated items.

## OEIU Day at 'City of Hope'



Duarte, Calif.—Members of Los Angeles Local 30 and officers of the International Union were entertained as the guests of honor at a specially designated "Local 30 Day" late last month at the City of Hope Sanitarium in this city. Shown above are a few of those in attendance at the tour arranged by the hospital. Front row, left to right; Zane Meckler, labor coordinator for the City of Hope; OEIU President Paul R. Hutchings; Local 30 Business Representative John Doolittle and OEIU Vice Presidents Max J. Krug of Hollywood and Howard Coughlin of New York City. The International Union officers were en route back from the OEIU Executive Board meeting held in San Francisco. See City of Hope agreement story on this page.

## OEIU Urges WSB To Remedy Inequitable Wage Policies

San Francisco, Calif.—At its semi-annual meeting held late last month in this city, the Executive Board of the Office Employees International Union considered the present policies of the U. S. Wage Stabilization Board as enunciated by them in their regulations and resolutions, and found that those policies create inequities in the compensation and working conditions of office employees as compared to other groups of workers.

The OEIU calls the attention of the members of the Wage Stabilization Board to these inequities through the following resolution passed at its San Francisco meeting:

WHEREAS for the most part the present Wage Stabilization Board regulations which were drafted more particularly with production and manual workers in mind do not give consideration to the specific problems of office employees in that they establish yard sticks which do not correct inequities which have arisen between these and other workers and therefore are not adequate to cope with the plight of millions of low paid office employees throughout the United States; and

WHEREAS these regulations and yard sticks have been used to deny

these office employees wage adjustments and benefits which they justly deserve; Now therefore be it

Resolved, That the Office Employees International Union Executive Board meeting in San Francisco hereby urges the Wage Stabilization Board to formulate policies which will recognize the plight of the office employees and allow them to improve their economic status and obtain necessary wage adjustments.

## Millions Exempted

Washington—Wage Stabilization Board officials have pointed out that millions of employees will be exempted from wage controls by the newly-amended Defense Production Act.

Approximately three million agricultural workers were exempted from wage stabilization regulations immediately upon the signing of the new legislation by the President.

Another major exemption is that applying to some 2,000,000 small business establishments employing eight or less workers. These firms have a total of approximately 5,250,000 employees.

It was pointed out, however, that

(Continued on page 3)

## INCREASE WON IN CUTTER AGREEMENT

Oakland, Calif.—Readers of recent issues of THE OFFICE WORKER will no doubt recall the lengthy legal battle put up by OEIU Local 29 of this city to bring the benefits of collective bargaining to the office and clerical employees of Cutter Laboratories in Berkeley, Calif., the reversing of an NLRB regional director's ruling dismissing the original OEIU petition, the winning of an NLRB decision permitting a separate representation vote among these employees, and the subsequent overwhelming representation election victory over the CIO Oil Workers and the International Longshoremen's and Warehousemen's Union.

Now, comes the payoff for these employees—an agreement providing for increases of \$28.75 per month, with \$10.40 of this amount retroactive to the first of the year and the balance effective last May 15.

Additional gains made in these negotiations include an extra holiday, improved sick leave and a provision that employees serving on jury duty be paid their regular salary while away from work.

The contract further provides for a union shop and voluntary check-off of dues and initiation fees.

## Pension Plan for Hotel Employees

New York—Thirty-six thousand AFL hotel workers now are covered by an employer-paid pension plan agreed upon by the New York Hotel Trades Council and the Hotel Association of New York City, Inc.

The agreement also provides for more liberal holiday and vacation benefits. Ten AFL unions, including OEIU Local 153, were represented by the council.

The pension program is the first in the U. S. to be established through collective bargaining in the hotel industry. The labor agreement also is the first to provide an insurance and hospitalization program and a health center for hotel workers.

"The pension marks another milestone in the growth of our unions and in the development of our collective bargaining with the employers," the council said.

Each employer will pay 2 per cent of his weekly payroll into a pension fund. These payments are expected to total \$1.5 million yearly.







### Breath of Fresh Air

To listen to the anti-labor politicians and employers, one would think that workers join unions only under duress, that they are forced to pay dues to "labor bosses," and that their chief desire is "freedom" not to join a union.

Many crocodile tears have been shed about the woes of workers under the union shop.

So it comes like a breath of fresh air when someone takes the trouble to ask working men and women directly what they think of their unions. An independent poll of Detroit trade unionists was conducted by Dr. Arthur Kornhauser of Wayne University and staff members of the University of Michigan Survey Research Center.

And what were the results of that poll? An overwhelming majority of the workers said they approved of their unions. A total of 86 per cent said their unions were rendering "fairly good" to "very good" service.

How many organizations can claim such a record?—*AFL News-Reporter*.

### Clean House

"Introduction of the union makes the management clean house. Unions keep management on its toes. If there is too loose a hand, management gets casual about hiring, layoffs and the like. The end result of unions is the stabilization of production and pensions—as well as greater profits."

Who said that? Some labor agitator?

No, it was William McCord, director of industrial relations for Personal Products, Inc., addressing a group of seniors in Highland Park High School, Highland Park, N. J.

And that's not all. McCord chided the students for swallowing industry propaganda thrown at them in the newspapers.

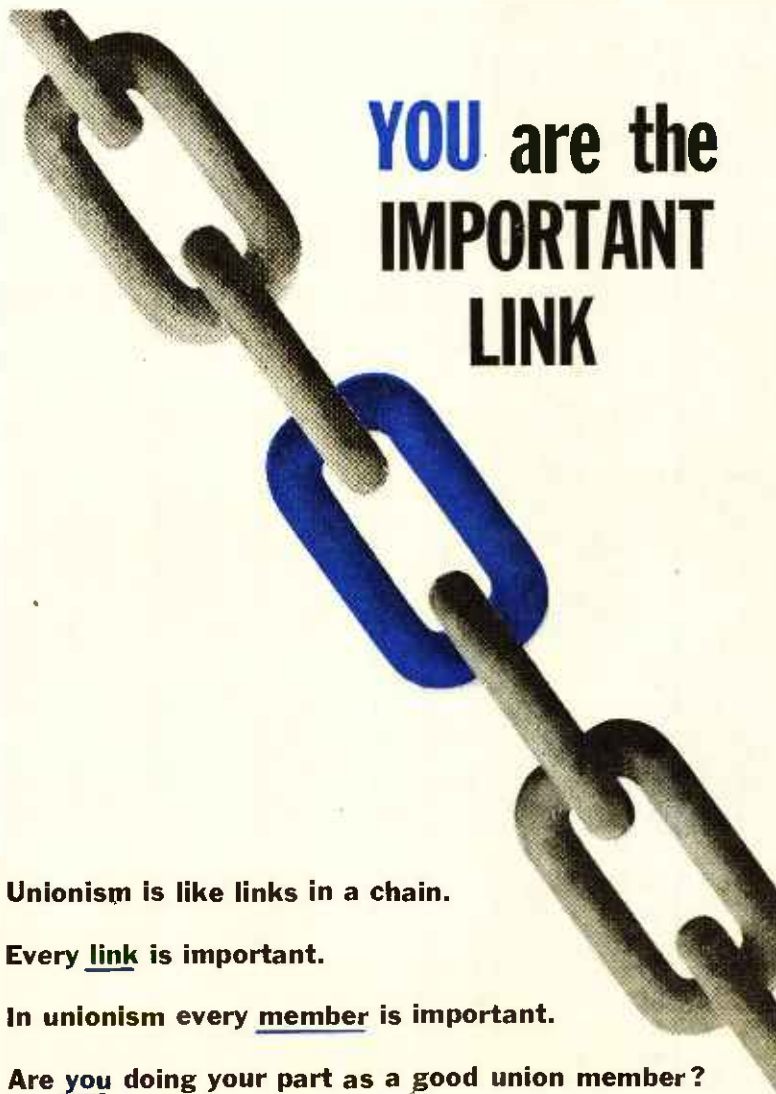
"You're as anti-union a group of young people as I've ever met," he said, "You've been reading too many newspapers. Management and labor no longer meet with their hands on their guns in their pockets. They have become economists."

"Unions and management work out their problems jointly, and their differences are usually not fundamental, although there are conspicuous exceptions."

### Salaries Follow Wages

One of the most effective arguments for white-collar workers to join unions has been made by none other than *Business Week* magazine, a periodical circulated largely among business and industrial leaders.

In reporting a study of office salaries, made by the Bureau of Labor Statistics, *Business Week* says, "Office salaries vary from city to city, and from job to job, but they have one thing in common



Unionism is like links in a chain.

Every link is important.

In unionism every member is important.

Are you doing your part as a good union member?

Reproduced through the courtesy of "The Laborer."

## Why Do Women Work?— To Keep Wolf From Door

Washington—Why do women work? Do they really need the jobs or are they taking work away from family men just for the sake of cash, for "pin money?"

One of the major economic and these days: Whenever the nation's industrial wages move higher, salaries rise, too—not so fast nor so uniformly as wages, perhaps, but at about the same percentage rate."

The reason for this, says the magazine, is because salaries are linked closely with wages. "When the hourly-paid plant worker gets an increase," it reports, "most companies automatically—and without delay—raise salaries proportionately. There's an obvious reason: Management doesn't want supervisory people, technicians and other professional workers and office employees to feel they are lagging behind unionized production workers in wages and working conditions. When and if they begin feeling that way, they are ripe for unionization."

*Business Week* is making crystal clear that non-union white-collar workers benefit from wage increases which trade unions have secured for their members.

The best way they can insure continued benefits is to join the team and make it stronger.

social changes of the 20th century has been the increase in the number of women who find work outside the home. Today about 1/3 of all American women 14 years old or over are active members of the civilian labor force.

According to recent census surveys, more married women are working for wages and salaries now than ever before in the nation's history, surpassing even the peak of World War II.

### Prejudices Die Hard

Yet, old prejudices and preconceptions die hard. Still widely held is the notion that the working woman does not have the same need for a decent wage, the same stake in the job, or the same interest in the results of trade union action, as does the working man.

Many will still argue that the average woman worker is only on temporary leave from her proper sphere—the home; that her economic responsibilities are much less burdensome than the man's; that she is usually working only for "pin money," or to accumulate a nest-egg before getting married and leaving the labor force.

There may be some working women who fit such a description. But how few and exceptional they

(Continued on page 4)

### Why They Join

Washington—The majority of union members joined because of their convictions that they want and need the union.

That is a finding by a research report of the Industrial Relations Center of the University of Chicago. The report is based on extensive interviewing of the leadership, active members and inactive members of a large local in the Chicago area.

The great majority of union members were found to have joined the union with some degree of conviction, due to family background, earlier work or union experience, or experiences within the plant.

Others joined, either without conviction or despite their opposition to unionism.

Some of those who joined without conviction later became active members, even leaders, of the union; others, however, remained opposed to unionism after years of membership. Their degree of interest in and identification with the union depended on their experiences as union members rather than on their views at the time of joining.

The research work on which the report is based was conducted by Joel Seidman, Jack London, and Bernard Karsh of the Industrial Relations Center staff. An article by them on "Why Workers Join Unions" appeared in a recent issue of the *Annals of the American Academy of Political and Social Science*. A Carnegie Corporation grant will enable them to continue their study.

### 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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OFFICE EMPLOYEES  
INTERNATIONAL UNION



PAUL R. HUTCHINGS, *President*  
J. HOWARD HICKS, *Sec.-Treas.*  
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**Paper Mills**—Great Northern Paper Co., Local 192, Millinocket, Me., 6 cents per hour.

**Trucking**—Consolidated Freightways, Inc., Local 29, Oakland, Calif., 10 cents per hour.

**J. Kenny Transfer, Inc.**, Local 33, Pittsburgh, Pa., \$4 to \$5 per week.

**Consolidated Freightways, Inc.**, Local 12, Minneapolis, Minn., \$5 per week.

**Tile Products**—Gladding-McBean and Co., Local 30, Los Angeles, Calif., 7 cents per hour retroactive to last October.

**Pencils & Graphite Products**—Joseph Dixon Crucible Co., Local 142, Jersey City, N. J., 6.6 per cent.

**Utilities**—Minneapolis Gas Light Co., Local 12, Minneapolis, Minn., \$6 to \$35 per month (\$14 average).

**Toledo Edison Co.**, Local 19, Toledo, Ohio, 6 per cent (\$11.20 to \$25.60 per month).

**Sanatoriums**—City of Hope, Local 30, Los Angeles, Calif., minimum of \$15 per month.

**Housing Authorities**—Birmingham District, Local 18, Birmingham, Ala., 12½ per cent.

**Awnings & Tarpaulins**—Jefferson Tent and Awning Co., Local 13, St. Louis, Mo., \$8 to \$10 per week.

**Atlas Awning Co.**, Local 13, St. Louis, Mo., \$2 to \$7.50 per week.

**Attorneys**—Beggs and Lawton, Local 39, Madison, Wis., \$25 per month.

**Mfg. Drugs**—Cutter Laboratories, Local 29, Oakland, Calif., \$10.40 per month retroactive to January 1, plus \$18.25 per month effective May 15.

**Newspapers**—Olympic Press, Inc., Local 29, Oakland, Calif., \$3 per week.

**Goodrich Publishing Co.**, Local 70, Trenton, N. J., \$3.50 to \$5 per week.

**Minneapolis Star and Tribune Co.**, Local 12, Minneapolis, Minn., \$1.50 to \$3 per week.

**Laundries & Dry Cleaners**—(a standard agreement covering 22 firms), Local 29, Oakland, Calif., 5 cents per hour.

**Insurance**—Union Casualty and Life Insurance Co., Local 153, New York City, 6 cents per hour.

**United Public Service Corp.**, Local 153, New York City, 6 cents per hour.

**Oil Refineries**—Standard Oil Co., Local 19, Toledo, Ohio, 4 per cent.

**Malt Liquors**—Hoffman Beverage Co., Local 153, New York City, 10 per cent.

**Bakeries**—Gordon Baking Co. (Silvercup bread), Local 153, New York City, \$4 per week.

**National Biscuit Co.**, Local 76, Providence, R. I., 7½ cents per hour.

**Carr-Consolidated Biscuit Co.**, Local 6, Boston, Mass., \$2 per week.

**Shipbuilding**—Manitowoc Shipbuilding Co., Local 77, Manitowoc, Wis., 8 cents per hour.

**Coal & Fuel Oil**—Staples Coal Co. (City Fuel Co.), Local 6, Boston, Mass., 4.2 per cent.

**Rugs**—Bigelow-Sanford Carpet Co., Local 153, New York City, \$2 per week.

## Big Laboratory Signs Up



Berkeley, Calif.—Shown at signing of recently negotiated initial agreement between OEIU Local 29 of Oakland and Cutter Laboratories are, left to right, front row: Marilyn Anglin, local secretary-treasurer; A. K. Beckley, company vice president; and John Kinnick, local business representative and an OEIU vice president. Back row, same order are members of the local's negotiating committee: Phyllis Wallace, Frances Whitman and Alice McGraw. See story on page 1.

## Banquet Held By Madawaska Local

Madawaska, Me.—The spirit of good will and fellowship which exists between labor and management at Fraser Paper, Ltd., was quite evident at the recent Annual and Safety banquet of Madawaska OEIU Local 232.

The banquet chairman, Reno Daigle, introduced the president of Local 232, Howard S. Stevens, who welcomed the guests and presented a gift of appreciation from the local union to Edgar Levesque, a former president and charter member of the local union.

Reno Daigle then introduced the guests of honor: S. A. Watters, retired from Fraser Paper, Ltd.; Edward C. Nagel, OEIU representative, and Mrs. Nagel.

Other guests included J. W. D. Hirlily, plant manager; and J. S. Overbagh, assistant plant manager, as well as numerous other executives of the Fraser Paper, Ltd. Also in attendance were the presidents of the other local unions with members employed by this company.

## Unfair Practice Case Is Settled

Detroit, Mich.—The National Wholesale Drug Company, in settlement of unfair labor practice charges filed against it by OEIU Local 42, has agreed to compensate four employes in a total amount of \$1,200 for loss of earnings they suffered by reason of discrimination against them by the company.

In addition the company has agreed that it will not in any manner interfere with, restrain or coerce its office and clerical employes in the exercise of their right to self-organization and their right to join OEIU Local 42 for collective bargaining through a representative of their own choosing.

A notice setting forth these agreements is being posted in the company's offices and the notice also advises all of its office and clerical employes that they are free to become and remain members of the local union.

## Local 2 Has Annual Dance



Washington—The annual Spring Dance of Washington Local 2 of the OEIU was a treat for all who participated. Shown above are a few of the guests enjoying themselves.

## SOME PAY CONTROLS LIFTED BY NEW DPA

(Continued from page 1)

the small business exemption does not become effective until 30 days after signing of the Act—or July 30—and it will not apply to all establishments in the eight-or-less category. The new law provides that the President may designate certain enterprises which will be excluded from the exemption.

### Additional Exemptions

The newly-amended Act, which continues wage controls through April 30, 1953, also provides for several additional exemptions which went into effect immediately upon signing of the legislation. They are:

1. Hourly wages of \$1 an hour or less. Adjustments may be made to bring the wages of any employe up to \$1 an hour without reference to wage stabilization regulations or seeking WSB approval.

2. Wages, salaries, and other compensation paid to professional engineers employed in a professional capacity; professional architects employed in a professional capacity by an architect or firm of architects engaged in the practice of his or their profession; certified public accountants licensed to practice as such employed in a professional capacity by a certified public accountant or firm or certified public accountants engaged in the practice of his or their profession.

3. Wages paid by bowling alleys. Employes of newspapers, magazines, radio and television stations, theaters, and outdoor advertising facilities continue under wage controls. A House-approved amendment which would have exempted the employes of these industries from wage controls was removed from the Defense Production Act by the House-Senate conferees.

Under the new law, the present Wage Stabilization Board will continue in operation through July 29. The National Board, the 14 Regional Boards, and the WSB staff will continue processing the present backlog of some 13,000 wage adjustment petitions, requests for rulings and interpretations, a few pending dispute cases, and any new wage adjustment petitions, received.

### New Board Provided

The amended act calls for a new statutory Wage Stabilization Board to begin operation on July 30. The new Board also will be composed of equal numbers of public, industry and labor members with the President to determine the number of members on the Board. All members of the new Board must be confirmed by the Senate.

Meantime, all of the twenty-one existing WSB regulations—with exception of Regulation 11 applying to farm labor—remain in operation and will continue in effect through April 30, 1953, unless altered by the new Board.

The amended Defense Production Act provides that the new WSB shall have no jurisdiction with respect to any labor dispute or with respect to any issue involved in such a dispute except to advise as to the interpretation or application of WSB policies and regulations.



## Why Women Work

(Continued from page 2)

actually are is clearly shown by a recent study of trade union women, published by the Women's Bureau of the Department of Labor.

### Women Workers Needed

The results show conclusively that, by and large, the jobs and wages of women workers are needed and used for the same economic purpose as those of men—individual and family support.

Here are some of the significant facts brought out:

1. Two-thirds or more of these women workers were using all or most of their earnings for the current support of themselves, or of themselves and others as well.

2. From half to nearly two-thirds supported at least one person in addition to self-support, and a substantial number supported two or more. The average number of persons fully or partly supported by these women ranged from 1.7 for railway clerks to 2.2 for garment workers.

3. Of the women living in family households, from 14 to 21 per cent were the only earners contributing to the support of their families. From a third to a half of these supported families consisting of three persons or more.

4. From about 45 to nearly 70 per cent of the women in the various groups surveyed were able to save nothing from their earnings for any of the special emergencies that are likely to arise in every home.

5. The proportion of these women who had held paid jobs for at least 10 years ranged from 30 to 55 per cent in the various union groups.

There is the answer. The average woman works for the same basic reason the average man does—to keep the wolf away from the door. Economic necessity is no respecter of gender.

## Propose Federal Aid on Primaries

Washington—A bill to encourage wider use of Presidential primaries by underwriting their costs with federal funds was approved by the Senate Rules Committee. There was no action by the Senate and House on this bill before they adjourned.

The bill provides that the Federal government would reimburse the states at the rate of 20 cents for each vote cast toward the cost of conducting the primary elections. The committee estimated that the cost probably would amount to \$1.9 million on the basis of 9.5 million voters.

States would be permitted to regulate the elections as they saw fit. They would decide, for instance, whether election results would be binding on delegates to the national nominating conventions.

States would agree to include on the primary ballot all Presidential and Vice Presidential candidates certified by the U. S. Attorney General as aspirants for the nomination of a political party that received at least 10 million votes in the last general election. Primaries would be held between February 1 and May 31.

The measure is a revised version

## Boost 'White Collar' Unionism



Boston, Mass.—The cause of 'white collar' unionism, and more particularly the OEIU, was plugged by these OEIU members at the recent Union Industries Show held in this city, an annual project of the Union Label Trades Department of the American Federation of Labor. Shown, left to right, are: Edward C. Nagel, OEIU representative; Helen Mejan, Local 6 business representative; Esther F. Cahill, Local 6 president; and J. Howard Hicks, OEIU secretary-treasurer.

# NOTES from the field

California—Joseph Ventress, a member of Los Angeles Local 30, appreciates the efforts of the local union in obtaining \$243 in back pay for him from John Batz Furniture Company where he was formerly employed.

Idaho—Approximately 70 per cent of the office and clerical employes of Montgomery Ward & Company's branch in Pocatello have designated our Local 288 of that city as their bargaining representative, and an NLRB petition is being processed in their behalf.

Maine—Recognition is being sought by the OEIU as the representative of the approximately 60 office and clerical employes of the St. Croix Paper Company in Woodland. Nearly all of these employes have designated the OEIU as their representative.

New York—New York City Local 153 has won representation elections recently at the following hotels: The Astor, One Fifth Avenue, Towers, Marcy, Van Rensselaer, Granda, Devon, Wellington, Woodward, Hargrave and The Governor Clinton. The Olcott, Parkside and Laurelton hotels have recognized the local union without an election. It has also won bargaining rights at the following restaurants: Fisher's Cafeteria, Carlmore Cafeteria, Dolphin Restaurant, Market Diners (four

stores), and Dubrow Cafeteria.

Ohio—Toledo Local 19 chalked up a 100 per cent favorable vote in an NLRB representation election conducted among the office and clerical employes of the Herlihy Mid-Continent Construction Company.

## The Greeks Had a Word For It

Washington—"It is easy to say that politics is a corrupt affair, and that politicians don't give a hoot about the community. But don't say that too loud, because you're talking about the one you love—yourself."

That is the opinion of *Work*, monthly newspaper of the Catholic Labor Alliance, as published on the front page of its May issue.

Pointing out that the word "idiot" is derived from the Greek word which means "those citizens who did not take part in voting." *Work* said that this brand of idiocy is still very widespread.

"More than 1.5 million adult citizens in Chicago are affiliated with it," *Work* reported. "Of the estimated 2.5 million eligible voters in Chicago, only 971,256 went to the polls" in last month's Illinois primaries.

It quoted a pamphlet called, "Politics Is What You Make It," as saying, "You, too, are a politician, and a pretty weak one if you think you are above politics. The citizen who abstains from politics is a nonpolitician. He is merely an ineffective politician who unwittingly serves as an ally of the



Simple-Susie: "What I can't understand is how a jury composed of six young women and six young men can be locked up in a jury room for 12 hours and come out and say 'not guilty'."

"For this job, we want someone who is responsible."

"That's for me. Everywhere I've worked, whenever something went wrong, I was responsible."

Homely Helen: "Officer, catch that man running there. He tried to kiss me."

Officer: "That's all right, Miss. There'll be another along in a minute."

## Greater Gains for Organized Workers

Washington—Union members, by and large, have managed to obtain greater increases in earnings for themselves in recent years than have nonunion workers. This is the conclusion reached after comparing hourly and weekly earnings from a special series of figures compiled by Federal Reserve Bank of New York, covering period between January, 1950 (base date for wage stabilization purposes), and January, 1952, two years later.

Manufacturing showed 19.1 per cent increase in weekly earnings, and 15.6 per cent in hourly earnings; construction, 24.5 and 15.7 per cent, respectively; trade and service, 11.4 and 12 per cent, and clerical and professional 13.3. No figures are available for hourly earnings in latter classification.

Since union organization is strongest in the first two industries, and they show the higher increases, the conclusion must follow that the higher the degree of organization the better the earnings. People in trade, service, clerical and professional industries have begun to realize this fact (it will be noted that trade and service employes ranks just below manufacturing and construction in increased earnings) and are coming to accept necessity of union organization.

Up trend in this direction has been moving fast during past decade, according to AFL per capita tax figures, which show that unions in this field have increased membership 84 per cent, as compared to 67 per cent for all other AFL affiliates, and now comprise almost 20 per cent of total AFL membership.—*Retail Clerks Advocate*.

worst machine bosses, ward heelers and peddlers of influence."

*Work* told its readers to be sure to register to vote.

"Now's the time to start looking over the candidates in preparation for the time when you'll be putting your X on the ballot."