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 new 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 renegotiations 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, 30-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; pension, medical and life insurance; 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 1/2 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 were entertained as the guests of honor at a specially designated “Local 30 Day” 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. From 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 Couglin 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 page 2.

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 yardsticks 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 yardsticks 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 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 not 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 17th largest firm in the region.

Now, comes the payoff for these employees—an agreement providing for a $10.40 of pay raise, paid in one lump sum, plus $10.40 of this amount retroactive to the first of the year and the balance effective last May 16.

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.

The settlement also provides for more liberal holiday and vacation benefits. Ten AFL unions, including OEIU Local 128, 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 supplying to some $25,000,000 annually to an insurance and hospitalization program and a hand center for hotel workers in need.

“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% 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 as 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 was the result of that poll? An overwhelming majority of the workers said they approved of their unions. A total of 80 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 discipline management on its own.

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 independent research that was known to them at 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. In fact, they 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.

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Big Laboratory Signs Up

Berkely, Calif.—Shown at signing of recently negotiated initial agreement between OEIU Local 22 of Oakland and Cutter Laboratories are, left to right, front row: Marilyn Anglin, local secretary-treasurer; A. X. 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 McFarr. 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. Hirihly, plant manager; and J. S. Overbaugh, assistant plant manager, as well as numerous other executives of the Fraser Paper, Ltd. Also in attendance were representatives 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 12, has agreed to compensate four employees 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 employees in the exercise of their right to self-organization and their right to join OEIU Local 12 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 employees 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 Aug. 31, 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. Adjustment may be made for a bargaining period up to $1 an hour without reference to wage stabilization regulations or settlement.

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

3. Wages paid by bowling alleys.

Empire News Press will not apply to new Board decisions, magazines, radio and television stations, theaters, and outdoor advertising facilities continue under wage controls. A House-approved amendment which would have exempted the employees of these industries from wage controls was removed from the Defense Production Act by the House of Representatives.

Under the new law, the present Wage Stabilization Board will continue in operation through July 30, 1953, as the 14 Regional Boards, and the WSB staff will continue processing the thousands of new, $1,000 wage adjustment petitions, requests for rulings and interpretations, aavage as to the interpretation or application of WSB policies and regulations.

New Board Provided

The amended act calls for a new statutory Wage Stabilization Board to begin operation on July 30. The new Board 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.

Members, all of them 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, 1958, unless altered or revised prior to that date.

The amended Defense Production Act provides that the new WSB has no jurisdiction with respect to any labor dispute or with respect to any issue involved in such a dispute except to advise the parties in the investigation 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.

For Women Workers Need

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 20 to 85 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 before this bill went over to the three-year precedents.

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 Senator estimated that the cost probably would amount to $1.5 million on the basis of 5 million votes.

States would be permitted to regulate the elections as they saw fit. But there is at least a probability, states how elections would be binding on delegates to the national nominating conventions.

States would agree to include on the primary ballot the Presidential and Vice Presidential candidates certified by the U.S. Attorney General as aspirants for nominations and 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 of a bill introduced by Sen. Paul Douglas (D., Ill.). Said Douglas:

"The 60 million 'votless' citizens of our nonprimary states are demanding their rightful say in the nomination of their party's Presidential nominee."

Boost 'White Collar' Unionism

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

Greaters 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 the Federal Reserve Bank of New York, from a survey conducted 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 15 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 most income 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 employees rank just below manufacture and construction in increased earnings, and are coming to accept necessity of union organization.

Up to this point in 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 A.F.L. affiliates, which now comprise almost 20 per cent of total A.F.L. membership.—Retail Clerks Advocate.