SEEK BARGAINING RIGHTS AT I. C. OF T.

Dallas, Tex.—The Office Employees International Union, on behalf of its Dallas Local 45 and its Houston Local 120, has requested exclusive bargaining rights for all of the office and clerical employees engaged in handling the work of The Insurance Company of Texas, The Continental Fire and Casualty Insurance Corporation, the Life Insurance Company of Texas, and the Gulf Adjustment Company, and all of the office and clerical employees of Jack Cage & Company.

The overwhelming majority of all such employees have signed up for membership in OEU and it is anticipated that contract negotiations will commence immediately upon obtaining the required exclusive bargaining recognition.

A majority of the stock of The Insurance Company of Texas is owned by Texas A. & M. unions and their members, and this company, in turn, owns the controlling stock in the other companies, except for Jack Cage & Company, which is the managing firm of the entire Insurance Company of Texas group.

Business Representative Charlotte Morgan of Dallas Local 45 has headed the organizational campaign. The representatives are working on a proposed agreement to be presented to the companies.

CURTISS-WRIGHT

Paterson, N. J.—Formal NLRB hearings on representation petitions filed by the OEU on behalf of the approximately 800 office and clerical employees of the Curtiss-Wright Corporation’s Propeller Division in Caldwell, N. J., and its Electronics Division in Carlstadt, N. J., are being held this week.

Representatives of the OEU, the company and the Board met late last month at an informal preliminary conference but were unable to agree on the appropriate bargaining unit, so the NLRB will decide the unresolved issues from the testimony and evidence presented at the formal hearing.

OEIU SIGNS BIG BOMBER PACT

Fort Worth, Tex.—OEIU Local 277 won substantial gains in its first contract for office and clerical employees of Consolidated-Vultee Aircraft Corporation bomber division.

The overwhelming majority of employees have requested exclusive bargaining rights with the office and clerical employees of Consolidated-Vultee Aircraft Corporation bomber division at Fort Worth. These are the negotiators, left to right: M. B, Burland, Manager of Industrial Relations, Fort Worth Division of company; George Lewis, Assistant to Vice President, Industrial Relations, San Diego, home office of company; Fred Chambers, Assistant Manager of Industrial Relations, Fort Worth Division; Paul R. Hutchings, OEIU President; Frank E. Morton, OEIU representative; and Local 277 committee members, Mrs. Doris Cates, Mrs. Joyce Deaton, R. E. Norman, R. N. Buck and N. J. Jeane.

AFI URGES 11% PRODUCTIVITY RAISE

Washington—Immediate approval of an 11 per cent wage increase for all American workers on the basis of productivity gains in the past two years was demanded by the American Federation of Labor at a hearing before the Wage Stabilization Board.

The case for productivity increases was presented to the WSB by Boris Shishkin, AFL economist.

He reminded the Board that it had developed a policy permitting wage increases based on productivity in agreements executed prior to January 26, 1951.

"Under this policy, some workers were permitted to share in the benefits of increased productivity, while others were denied any part of such benefits." The proposed action by the Board, it was declared, "would at this time constitute a just, sound and enlightened step toward a better wage stabilization.

"It would be a step from which business, labor, and all Americans would benefit." The two-year period from 1949 to 1951, the AFL representative pointed out, "the index of productivity for the private economy of the country showed an increase of 11.8.

"We feel, therefore," Shishkin said, "that there is both a justification and necessity for the Board to issue a general regulation permitting productivity wage increases of 11 per cent at this time."

Economy Efficiency

Shishkin pointed out that such wage increases would not be inflationary. The productivity increases reflect more efficiency in the economy, he said. Mechanization is a factor, but so are more efficient use of materials, better utilization of fuel and power, standardization of parts and processes, simplification of products and methods, and other factors.

Such efficiency advances in the past, it was noted, had produced growth in the American economy, but not inflation. One example, given made the point that between 1860 and 1914 weekly wages per employed worker increased 2½ times. But wholesale prices in the 1916-14 period were at the same general level as maintained in the 1860-60 period.

"Increased output per man per hour," declared the AFL economist, "made it possible to more than double the level of money wages, as well as money incomes generally, without increasing prices.

"Most important of all the resulting expansion in buying power made it possible to sustain the increase in consumption."

ASK ELECTION

Baraboo, Wis.—The OEIU has filed an NLRB representation election petition on behalf of the over 200 office and clerical employees of the Badger Ordnance Plant in this city, a majority of such employees having designated the OEIU as their bargaining representative.

Through NLRB elections the production and craft workers have already chosen AFL unions as their bargaining representatives, and have made substantial gains in recent negotiations with the company.
Editorial Comments

Look at the Record

If anyone has any doubts as to the tremendous advantages of our way of life, he has only to look at the compilation of statistics recently released by the U.S. Department of Labor which graphically shows that the material achievements which we have thus far obtained through our free enterprise system give irrefutable testimony as to its vast superiority.

The United States has only 6 per cent of the world's land area and 7 per cent of the world's population, but Americans—

- Own 70 per cent of the world's automobiles and 83 per cent of the world's radios and television sets.
- Use 58 per cent of the world's telephones, 50 per cent of the world's rayon, 43 per cent of the world's rubber, and 38 per cent of the world's steel.
- Travel on 30 per cent of the world's railway mileage.
- Consume 43 per cent of the world's coffee and 25 per cent of the world's sugar.
- Produce 43 per cent of the world's milk and 31 per cent of the world's meat.
- Generate 43 per cent of the world's electric power.
- Produce and use 47 per cent of the world's iron, 43 per cent of coal and 42 per cent of the world's aluminum.
- Refine petroleum, consume 60 per cent of the world's oil.
- raise 60 per cent of the world's cotton.

In 1901, annual production of goods and services in the United States was more than $4 billion.

Equal Pay

Washington—Most people are for equal pay for women—in theory—but it is sometimes another story when a woman seeks a job.

U. S. Secretary of Labor Maurice J. Tobin's conviction of this is evidenced in an address opening a national two-day conference in Washington called by the Women's Bureau of the U. S. Labor Department and attended by about 100 persons interested in the equal pay principle.

To begin the conference, the President urged forward their efforts to educate the public on the justice and merits of equal pay. He said he hoped the conference would "blow away the fog of unrealistic, even romantic, thinking about equal pay for women that still remains among various groups of people in the country."

Unequal pay for women doing equal work is "neither fair nor logical," the Secretary said. "It arises from a state of mind, a bad business habit, a cultural pattern that will ultimately be discontinued by the efforts of trade unions, women's organizations, progressive employers, and others, like the members of this conference."

The conference, urging enactment of Federal and State legislation for equal pay, is one stage of an educational campaign. To achieve widespread support on the part of the public, such a campaign must be carried on nationally and locally, they declared.

The conference stressed the support trade unions could give to the equal pay principle through collective bargaining agreements.

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.

The Office Worker

Official organ of the
OFFICE EMPLOYEES
INTERNATIONAL UNION

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Labor Oddities

... and don't stop a week without radio!... and the girls, today's pay-day!

YES DEAR... and don't stop a week without radio!... and the girls, today's pay-day!

MORE MARRIED WOMEN WORKING NEARLY 55 PERCENT OF ALL WORKING WOMEN WORK FOR PAY IN 1951! SLIGHTLY MORE THAN ONE FOURTH MARRIED WOMEN WERE IN THE LABOR FORCE.

IT'S A LAW! EVERYONE HAS TO PAY THOSE WHO FALL ARE FIXED 4-5-0.

HAVE YOU REGISTERED?

1 FORGOT SIR

IT'S A LAW! EVERYONE HAS TO PAY THOSE WHO FALL ARE FIXED 4-5-0.

THESE ARE THE LATTER.

Lost Liberty?

Perhaps you are as fed up as we are with those who "warn" about how we are losing our liberty every time some new item of social legislation is brought up. We, in a recent address, Assistant Secretary of Labor Samuel J. Wright showed that he, too, was becoming impatient with these same people. He vigorously assailed those who decry the "lost of liberty" resulting from a governmental policy of social legislation—the so-called welfare state.

"What are the liberties the welfare state has taken away?" he asked. Then, answering his own question, he enumerated:

- The liberty to have the comfort of a smoke or a drink.

Wears Candidates On ' Forced Listening' 

Washington—All aspirants for the office of President and all Senate and House candidates running in the coming elections have been warned against making use of the "completely un-American device of forced listening" during their campaigns, both in the primary stage and in the later election fights.

"The National Citizens' Committee Against Forced Listening is completely in favor of the freedom of voluntary association by various candidates," the committee pointed out in a statement, "but the infliction of forced listening upon captive audiences is, for example, where employees of a huge factory are gathered in the company cafeteria during working hours and compelled to listen—is plainly un-American, an invasion of the individual's freedom of choice and utterly vicious."

"At this early stage, the National Citizens' Committee Against Forced Listening suggests to all candidates, both for President and for Congress, that they pledge themselves not to make use of the totalitarian, un-American device known as forced listening. This committee will fight hard against any candidate who disregards the totalitarian character of forced listening and goes ahead, making use of it whenever the opportunity offers."

Chairman of the committee, organized in 1949, is Bernard Tassler, of Washington, D. C., managing editor of the American Federationist magazine of the A. F. of L.
Buffalo Educational Confab

BUFFALO, N. Y.—These were some of the representatives of OEIU local unions from Syracuse, Rochester, Elmira, Middleport and Buffalo in attendance at the conference held in this city and sponsored by OEIU Local 212 of Buffalo. For further details see story in May, 1952, issue of "The Office Worker."

AGREEMENT SIGNED WITH KROPF FORGE

Detroit, Mich.—Completion of negotiations for an initial agreement between Local 42 of this city and the Kropf Forge Ordnance Company in nearby Melvindale has resulted in substantial improvement to the working conditions of office and clerical employees of that firm.

Among the benefits realized from this contract, according to the local's Business Representative Robert Corrigan, are an average of $22 a week wage increase, a contract effective to March 28, a reduction of six months in the wage span, six paid holidays per year, double time for sickness and accident benefits of $8 a week for 26 weeks, a half day pay for Saturday work and double time for Sunday and holiday work; adequate vacation and sick-leave plans (the latter also provides for time off for reasons other than illness of employee); and a union shop with check-off.

PRODUCTIVITY RAISE

(Continued from page 1) A creased volume of production of goods and services and thus achieve a balanced rise in the standard of living.

Notion Proved Erroneous

Shishkin refers to the argument that productivity gains should be reflected in decreased prices. This reasoning is a result of the misunderstanding of the concept of economic growth.

In the case of some products, when a dynamic technological change is involved, competition may bring lower prices, but the general rule does not hold, and is not advisable, it was argued.

"Our country's advance to world leadership in the production of goods and services and in the standard of living is the result of a sustained rise in productivity and an equitable distribution of its benefits," the AFL representative reminded the Board.

Attempt To Coerce Employees Defeated

Tuscaloosa, Ala.—The Gulf States Paper Corporation, in settlement of unfair labor practice charges filed against it by OEIU Local 190, has agreed that the company will not in any manner interfere with, restrain or coerce its officers and clerical employees in the exercise of their right to self-organization and their right to join OEIU Local 190 for collective bargaining through a representative of their own choosing.

A notice to this effect 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 or remain members of our local union.

Unfair labor practice charges were filed against this company as a result of the company's activities in endeavoring to influence its office staff shortly prior to the scheduled NLRB election requested by OEIU local union.

The OEIU election petition was withdrawn and unfair labor practice charges filed against the company, which have now resulted in the company being required to post notices affirming that it will not interfere with its employees' legal rights.

Political Speaker: "I'm pleased to see this dense crowd tonight."

Voice: "Don't be too pleased. We ain't all dense.

The typewriter repairman asked the stenographer specifically what key she most needed to work.

"Oh," she answered, "all them little swear words in the top row."

Kissas are like pickles in a bottle; the first one is hard to get; the rest come easily.—Le Digeste Francois, Montreal, Canada.

For every woman who yearns for that school girl complexion, there's a man who longs for that school boy diet right.
MANY GAINS WON IN CONVAIR PACT

(Continued from page 1)

and third shifts, a substantial increase in the company’s contribution toward the group insurance program, the establishment of automatic step increases in the new rate range, the extension of the 4-hour call-in pay guarantee to the office force, the upgrading of numerous job classifications, and many other benefits. All wage and other economic benefits requiring Wage Stabilization Board approval will become effective on the Monday following such approval.

Aided by OEIU Chief

The negotiations were conducted by a 6-member negotiating committee, composed of “Convair” clerical employees, together with OEIU Representatives E. Monard and Robert Hutchings. This is the first OEIU agreement in the basic airframe industry.

That portion of the agreement dealing with the rating of the 63 different job classifications reflects the results of the intensive work done by the union’s job study committee during the past 6 months, which resulted in the upward evaluation of approximately 25 percent of the employees, with increases in the same ranging up to four labor grades.

Automatic Progression

Prior to the agreement the clerical employees were given periodic merit reviews which constituted the sole method of an employee progressing from the minimum through the maximum rate of the old rate range for his job. Under the provisions of the OEIU agreement, periodic automatic increases of 5 cents per hour each 10 weeks assures an employee of automatic progression promptly through the rate range to the maximum rate for his job. The merit review revision has been limited in its application so far to only that portion of those employees in labor grades 1-7, whose rates previously were not part of their new rate range. Such employees are guaranteed a merit review, to receive increases on the basis of their new grades for their current positions, and are assured of access to the grievance procedure if they are not satisfied with the results of the review.

The agreement became effective May 20, except for those items requiring Wage Stabilization Board approval. A wage reopening provision is provided guaranteeing the union’s right to negotiate wage schedules any time subsequent to January 1, 1953, for negotiation of wage improvements in the contract period runs until July 1, 1953, which is the same contract date contained in the International Association of Machinists’ basic agreement covering the production and maintenance employees.

Job Security

The contract assures the clerical employees job security through its seniority rules governing layoff and recall of employees and employees of promotional opportunities. The pact’s grievance procedure guarantees the prompt and efficient handling of employees’ grievances initially through their

California—Plans for an extension of the last formal campaign conducted with the assistance of the California Federation of Labor and the Office Employees International Union, featured the semi-annual meeting of the California State Council of Office Employees Unions held last month in Fresno.

Officers of the council announced that its present organizing drive in Oakland had added 200 members to OEIU Local 29 in that city, and that the second phase of the state campaign will be expected to be carried to the next state convention, if any, in Los Angeles through Local 50 of that city.

First to office and clerical employees of the Tampa Transit Lines, Inc., are voting this month an organizing drive for their bargaining representative, the NLRB having ordered an election among these employees.

Michigan—Detroit Local 10 has won a representation election among the office and clerical employees of Tanner and Daily, Inc., wholesale grocers in nearby City.

Nevada—A majority of the office and clerical employees of Snowflake Bakery and Las Vegas Printshop in Las Vegas have designated the OEIU as their bargaining representative.

Quebec—Montreal Local 57 has been recognized as the bargaining representative for the approximately 90 office employees of the Trans National Insurance Finance Corporation. This local also shortly expects to receive certificating orders from the NLRB, based on the results of a recent certification election by the other employees of the company.

Knoxville, Tenn.—Sue Whaley, a beautiful brunette member of OEIU Local 144, of this city, was one of the top five winners in a contest to select the Clean-Up Queen in Knoxville’s City Beautiful Week last month.

Nominations were made by popular vote of the five members and the most votes being eligible for selection as Queen by a panel of judges. The remaining four were to be made members of the Queen’s Court.

The OEIU received considerable favorable publicity as a result of her selection. She appeared before many civic groups during the week and mentioned her organization frequently. Her entrance in the race brought the name of OEIU to the attention of unorganized office workers and emphasized that there is a place in the AFL labor movement for them.

Lucille Thornburgh, another member of Local 144, was one of the 12 persons on the commission which conducted the Clean-Up Week.

We can well imagine that both of these OEIU members would enjoy the pride of making Knoxville a better place in which to live.

ADVERSE DECISION BY SUPREME COURT

Washington.—The U.S. Supreme Court rejected yesterday the Teamster’s insistence on a “management functions clause” was not a refusal to bargain, but a demand for management sole control over certain conditions of employment.

The court’s decision on its interpretation of the Taft-Hartley Act, ruling against the National Labor Relations Board and upholding a grievance against the American National Insurance Co., at its office in Galveston, Texas.

Management Object

OEIU Local 57 at Galveston, at the opening of bargaining, made proposals that included a clause establishing a procedure for settling grievances arising under the contract. The final step in the procedures procedure was arbitration.

Management objected to what it called “unlimited arbitration,” and insisted that matters such as productivity, discipline and work scheduling were the exclusive responsibility of management and should not be submitted to an arbitration union.

The court disagreed.

The court ruled that management make a submission was not a refusal to bargain as seen under the Taft-Hartley Act. The job vote with the five receiving the majority “may not, either directly or indirectly, compel concessions or otherwise sit in judgment upon the substantive terms of collective bargaining agreements.”

Three Dissenters

Justice Sherman Minton wrote a dissent in which he joined by Justices Hugo L. Black and William O. Douglas. He said:

“This case is one where the employer came into the bargaining room with a demand that certain topics be arbitrated which it had a duty to bargain with others were removed from the agenda—that was the price the union was exacting from the employer.”

“There is all the difference between the hypothetical ‘management function’ clause in the OEIU contract and a policy of this ‘management functions’ clause as there is between waiver and coercion.

“But where, as here, the employer tells the union that the only way to maintain a contract is to agree not to bargain about certain other working conditions, the employer has refused to bargain about those other working conditions.”