BARGAIN IN GOOD FAITH, A-C. TOLD

Washington—Insistence upon bargaining about conditions other than employment, conditioning the company to insist upon these proposed clauses and part of an agreement but reached a deadlock this spring when the company refused to withdraw several proposals which it insisted be part of any agreement reached. These proposed clauses dealt with matters not property within the purview of collective bargaining on wages, hours and employment conditions. The union persistently endeavored to negotiate a satisfactory collective bargaining agreement but reached a hopeless deadlock this spring when the company refused to withdraw several proposals which it insisted be part of any agreement reached. These proposed clauses dealt with matters not property within the purview of collective bargaining on wages, hours and employment conditions.

BARGAINING UNIT FIGHT WON BY OEIU

Pocatello, Idaho—Despite the retention of several years, the object clerical bargaining unit sought by OEIU Local 228 at the company's branch in this city was inappropriate and the appropriate unit should include all selling and non-selling employees of the store, the National Labor Relations Board found that the office clerical employees constituted an appropriate unit and ordered a representation election among these employees.

Large-Scale Office Unionization Is Coming, Management Told

New York City—At the American Management Association conference held last month in this city, C. Wright Mills, Associate Professor of Sociology, Columbia University, said that office unionization on a significant scale is only a question of time—and of greater and more intelligent collective bargaining.

The white-collar class, Mills reported, has undergone drastic changes since 1900. He cited the following major trends as having made for a decline in the prestige and security of white-collar people:

1. White-collar types of work are now less similar to those of the old entrepreneurial middle class than they were before the war. Work places have grown so large that white-collar workers cannot borrow prestige from the boss so easily as they once could. Nor, because of the increased impersonality of much of their work routine, can they borrow it so easily from "the management," "the firm," or the "external customer."

2. The skills white-collar workers practice are not so various as they were nor do they permit the degree of autonomy they once did. Moreover, white-collar employees no longer have a virtual monopoly of high school education; in many cases their jobs do not require much formal education.

3. White-collar employees have lost the privilege they once enjoyed by virtue of their representing a higher proportion of "native whites in the national payroll." With the decline in immigration, wage workers are rapidly rising into this category.

4. In the meantime, especially in the last decade, the average income of white-collar workers has become only slightly above—and in several important cases lower than—the average income of various wage-working groups. In 1889, in contrast, white-collar people on the average made about twice as much as wage-earners.

5. White-collar people are no longer so immune to the threat of unemployment, relative to wage workers. As mechanization of the (Continued on page 4)
OEIU and Workers' Education

By Irvine L. H. Kerrison

New Brunswick, N. J.—Toward the end of World War II, beginning in 1944, colleges and universities in this country showed a renewed interest in workers' education. State legislatures began to give substantial grants to a number of industrial relations and labor-management institutes established at state colleges and state universities, which, as part of their function, were to carry on programs of workers' education. Private institutions, both religious and non-sectarian, to a lesser degree began to finance workers' education activities.

This increased college and university participation is the most striking development in workers' education in this country in recent years. In a few cases, at the University of Michigan for example, institutions of higher learning entered the field to operate programs geared solely to trade union needs. In other cases, workers' education activity exists within the broader framework of an industrial relations center or institute. The result has been that college and university programs for workers today are addressed to all levels of the union hierarchy and include on-campus undergraduate work, extension classes, seminars and conferences, research and the preparation of materials.

In New Jersey, the Office Employees International Union has taken full advantage of the workers' education programs offered through the State University. Under the capable direction of Vice President Edward P. Springman and with the assistance of President Paul R. Hutchings and Secretary-Treasurer J. Howard Hicks, the New Jersey OEIU locals have been able to develop an increasingly fruitful union-university partnership in education with the Rutgers Institute of Management and Labor Relations.

Over the past three years, the union's educational efforts have resulted in annual one-day conferences for New Jersey OEIU local unions at which were discussed "Developing Union Leadership," "White Collar Workers," and "Developing and Maintaining an Active Union," one-day conferences for the OEIU's System Council of Office Employees Unions relating to "Contract Analysis" and "Negotiation Techniques," six-session classes as requested by certain New Jersey OEIU local unions on "Steward Training," "Public Speaking and Parliamentary Procedure," "Handling Grievances" and "Collective Bargaining," as well as filmstrip discussions on "How to Handle a Grievance" and "Collective Bargaining."

Rutgers-OEIU cooperation in education illustrates the fact that New Jersey's State University and other colleges and universities with similar philosophies have been able to achieve close working relationships with unions because they look upon workers' education as a specialized type of adult education conducted for a relatively homogeneous segment of society.

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Read Your Union Paper

"We're 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.
**Legal Notes**

**WANT OEU**

Buffalo, N. Y.—A formal NLRB hearing is being held this month on a representation petition filed by OEU Local 212 on behalf of the approximately 125 employees of the Curtiss-Wright Corp. (Metal Processing Division) of this city.

A substantial majority of these employees have signified their desire for the benefits obtainable through collective bargaining with the local union as their bargaining representative.

**Handbilling**—A union organizer who ordered employees to plant property for distributing handbills at the exit to employees parking lot is being investigated. The next day the company distributed handbills and an unmarked sample ballot. The NLRB declares the "company's conduct amounted to discriminatory union activity and property."—J. J. Newberry Co. (110 NLRB No. 180).

**Electioneering**—In Moyer & Pratt, Inc. (160 NLRB No. 190), the Board decides that a union official in speaking to employees who were on the job during an NLRB election did not interfere with the election. Its conclusion rests on the facts that (1) no claim was made that he made any coercive statements or willfully violated any NLRB rules, (2) he was stationed in his car on a highway 125 feet from the building, and (3) the proximity of the private path used by employees did not involve inescapable personal contact with them.

**The Ladies**

**Food Hints**

To minimize the shrinkage of beef, cook at low to moderate temperature all or most of the cooking time. Be sure that you don't overcook.

Bologna can usually be kept safely in a home refrigerator for about a week but it will keep better if it is salted. Slices and offcuts are signs of spoilage.

It is frequently economical to buy produce of less than top quality, but you won't save money if the amount of waste offsets the reduction.

When buying sweet potatoes, avoid a mixture of varieties. This is undesirable because of the difference in flavor and color of the flesh, and because of the lack of uniformity in cooking.

**Housekeeping Tips**

If you can't remove white water rings from waxed furniture with polish, try placing a clean, thick blotter over the rings and pressing with a warm (not hot) iron. Repeat this two or three times until the rings are removed.

Apply a coating of wax to your door locks to prevent them from sticking in the winter. Waxing also helps protect them against corrosion.

**Dishwashing**

Dishwashing is a hated drudgery, but important. A recent study of home practices showed that it was not unusual to detect on plates that had been washed and rinsed that the original bacteria had multiplied four, five, and even six times.

Authorities recommend the rinsing of dishes thoroughly before washing, then washing in hot, soapy water —as hot as the hands can stand —and after washing, rinsing with boiling water in generous quantities. A quick soak off the tap or in water in a pan is not sufficient.

**Buster-Oleo Battle**

The butter-oleomargarine fight may enter a new field. It once spanned the dairy industry and vegetable oil processors on the products themselves. Now it's in the frozen-dessert field.

The undisputed champion of the field has been ice cream made from butterfat. Now comes cheap vegetable oils to replace expensive butterfat.

Legally the new frozen dessert has no official acceptance. The Food and Drug Administration will not label its users to use the name "ice cream" and its movement in interstate commerce is forbidden. Also, many states have stringent laws against the use of "foreign" oils in ice cream.

Even so, the new frozen dessert has the advantage of price. With butterfat selling at four to five times its usual price, fully processed cottonseed and soybean oils, the price differential is too enticing to pass up.

**OEIU Leaders at AFL Conclave**

New York City.—OEIU officers at the 71st convention of the American Federation of Labor held in this city listen attentively to the proceedings. From left to right: Howard Coughlin, vice president; Paul H. Rutlings, president; and J. Howard Hicks, secretary-treasurer.

'Over 40, and Looking for a Job'

Washington.—'Over 40, and Looking for a Job' is the title of a leaflet issued by the U. S. Department of Labor's Women's Bureau.

It advises them not to be apologetic about their age, but to concentrate on such advantages as dependability, accuracy, good judgment, and willingness to take responsibility.

The leaflet advises women to prepare for the job, if they seek one after 40, due to family or other reasons.

Adequate training is first, it says. 'This means up-to-date training, not what you learned in World War II or earlier.' In most communities, the leaflet points out, trade or high schools offer training in such courses as quantity food preparation and serving, practical nursing, dressmaking and alterations, interior decorating, cleaning and dyeing.

It also suggests that women select a field open to women of their age. For instance, department store have traditionally hired women after 40 as dressroom clerks, comparative shoppers or wrapping desk clerks. Hospitals employ them as nurse's aides and hotels use their services in housekeeping departments. Real estate offices, restaurants, and factories also hire such women. Still other women in the 40-plus group find jobs as house mothers in girls' schools or children's institutions or as resident managers in apartment houses.

Least favorable to women over 40 is the clerical field.

On seeking jobs, women over 40 are advised to use the public employment office and its counseling facilities; the placement bureau of their trade union; professional associations and colleges, newspaper, including not only the "Help Wanted" ads but announcements of openings of new factories, branch banks, and other enterprises.

If you want a copy of this study write to the Women's Bureau of the U. S. Department of Labor, Washington, D. C., and ask for the Bureau's Women's Leaflet 13 entitled 'Over Forty and Looking for a Job.'

TORIC Boosts In Rent Reported

Washington.—Rent increases as high as 260 per cent have been reported to the Office of Rent Stabilization since rent controls died in 900 towns and cities September 30. Stabilization officials said that the lower income families were hit hardest by the boosts, "as always." The percentage increase for the last year was largest, officials said, because they were "the least able to pay" and there is a severe shortage of low-rent housing.

The rent control office told of a Detroit woman who wrote that her rent rose from $48.75 a month to $50.

Rents in New Orleans were jacked up as much as 100 and 200 per cent. Some Philadelphia suburban rents rose 50 per cent.

The 900 communities that decontrolled rents contain 2 million rental units housing 6.8 million persons. Fifteen hundred communities voted to continue rent ceilings until May. Rent stabilizers said that of the country's 51 cities of more than 100,000 population continued controls, as did 78 of the 116 cities with a 50,000-100,000 population.

Among major cities in which rent controls died were Detroit, Atlanta, New Orleans, Toledo, Des Moines, Denver, Seattle, Akron, and Kansas City.

Thanksgiving is the holiday of peace, the celebration of work and the simple life. It is true folk festival that speaks the poetry of the turn of the seasons, the beauty of autumn and harvest, the ripening product of the year—and the deep, deep connection of all these things with God.—David Grayson.
Alabama—Definite interest in the benefits to be gained by collective bargaining is evidenced by a substantial number of authorization cards turned in to Birmingham Local 18 from among the approximately 60 office and clerical employees at a second branch of the U. S. Pipe and Foundry Company.

British Columbia—Vancouver Local 18 has written a letter as a bargaining representative of the office and clerical employees of the Vancouver Plant of the Kimberly-Clark Corporation and of the H. J. Heinz Company, the total number of employees represented will be about 100.

California—San Francisco Local 38 has organized the clerical employees of the Hampton Carpet Company, Kahn and Keville (a Goodyear Tire distributor), and the Berkshire Knitting Company. The Tamer Motor Livery has agreed to extend the collective bargaining agreements in effect between Los Angeles Local 20 and the firm’s Pasadena Branch so as to include the newly organized office and clerical employees of its Glendale Branch.

New York City Local 353 has organized the cashiers of Hans Jaeger Restaurant, Avenue Restaurant, Phil Gluckstein’s Restaurant, and the Safeway Market Company. The Hangar Bar and Gertzer’s restaurant, the last three are already receiving the benefits of collective bargaining agreement negotiated for them by the local. In addition, the union has organized the Barbour, Russell, McMillan, and Sherry-Nethers hotels.

Ohio—Toledo Local 19 has been designated as their bargaining representative by a unit of employees of the Lowshroy Chevrolet Company. Recognition has been obtained by the company and an NLRB representation petition filed on their behalf by the local union.

Oregon—A 100 percent favorable vote by an NLRB representation election has resulted in the certification of Portland Local 11 as their bargaining representative of the office and clerical employees of Western Cooperage, Inc.

The great question which we are going to be facing in the next few months, Paper Mills concludes, is whether unionization as we know it will solve the problem of work in the paper industry. It may as well as for wage-earners.

Paper Co., Ltd., Local 156, Kapuskasing, Ont., $14 per month retroactive to August.

THE OFFICE WORKER

Wage rate from the field

Bargain in Good Faith

(Continued from page 1)

members of the union, and that such orders are under the supervision of some outside tribunal. The company also insisted on the inclusion of a clause that any agreement reached must be ratified by a majority vote of all employees in the bargaining unit, including non-members of the union.

Local 19 vigorously objected to such clauses as being contrary to the constitution and by-laws and the constitution of our International Union and as an attempt on the part of the company to guarantee participation of non-members in the internal affairs of the union. The local union filed charges with the NLRB claiming that the company was refusing to bargain in good faith. The company attempted to justify its position by pointing out that it had clauses of a similar type in its existing agreements with the Alcan Bridge Company, CIO and with a number of other unions.

The Trial Examiner points out that such a clause would constitute a limitation of normal union rights, including its right to strike and its right to choose its representatives, to lawful rules. He points out that if an employer can compel bargaining on issues involving the exercise of collective bargaining rights, it would be, in effect, the company dictating to the employees whether or not they could be initiated and how such initiation would be carried out. He points out further that the company had not been allowed to do the same with the company and that it was not proper to insist on such intrusions into collective bargaining into each others union operations and authority.

He found that the clauses proposed by the company for inclusion in any agreement reached did not involve conditions of employment and were not matters upon which the company could insist as a condition of agreement. He found that the clauses proposed by the company constituted a refusal to bargain in good faith with the union, and recommended the company cease and desist insisting on the inclusion of such clauses or any other prohibitive conditions as a basis of employment, and that it bargain collectively with the union with respect to those rates, wages, hours of employment, and other conditions, in good faith, without any such restrictive matters.

The Trial Examiner's report is in the form of recommendations to the Board. He has recommended that unless the company complies with the recommendations of the Board, the NLRB take action within 20 days, the Board order it to take such action. There is no question but that the Board will take extreme action, the Board, the NLRB, in this case, is the instrumentality which has the power to order the company.

The Board may be expected to order that the company cease and desist from its unfair labor practices, and order the company to bargain with the union in good faith. The Board may also order the company to recognize and negotiate with the union, and to make the employees whole for any loss or damage caused by the company's unfair labor practices.