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OEIU Wins Transit Vote

Baltimore Transit Co. Employees
Reject A Non-clerical Union

By a vote of 111 to 7 the clerical
employees of the Baltimore Transit
Company who had pre-
viously been members of the
Brotherhood of Railroad Train-
men voted against that union and
for collective bargaining by the
Office Employees International
Union.

These white collar workers, like so
many others in similar instances,
became convinced that they were
the "tail on the kite" of a non-
clerical union. Consequently, they
represented by our union which
is traditionally and by ex-
perience a specialist in serving
white collar interests.

Mosca Initiated Drive
William Mosca, Eastern Organiza-
tional Conference Organizer of the
Office Employees International
Union, initiated the campaign which
led to the ultimate National Labor
Relations Board election victory.

"Bill Mosca, in announcing the
victory, gave full credit to officials
of the Baltimore Federation of La-
bor and, in particular, to Sam Dry-
en, 15th Ward officehead of the
Amalgamated Street & Electric
Railway Employees of America, Di-
vision 1308; Harry Cohen, Presi-
dent, Maryland State Federation
of Labor; Andrew Good, 5th Ward
officehead, Baltimore Federation of
Labor; Joseph Ackers, President,
Federation of Labor; and Joseph
Gillis, A. F. of L. Organizer.

Mosca stated that Sam Dryden
was a tower of strength during the
organizational campaign through
that period of time when the Breth-
rood of Railroad Trainmen at-
tempered to delay and obstruct the
election.

Added by Mosca
Mira Dorothy Reuwer, member
of OEIU Local 23, was a great
help during the entire campaign.
She prepared many sell sheets for
her regular hours of work at home.
She helped draft and prepare sten-
calls calling meetings and at the
meetings she addressed the employ-
ese of the Baltimore Transit Com-
pany and encouraged them to be-
come members of the union.

The employers of the Baltimore
Transit Company are also to be
commended for their determination
to select a white collar union as
their collective bargaining agent.
They became convinced that the
Brotherhood of Railroad Trainmen
was a union representative of trans-
mits and not of clerical workers.
They knew from experience that
the usual white collar protective
charges were not contained in their

Craft Bargaining Units Established
By Labor Board For First Time Since
1948

For the first time since 1948 the
National Labor Relations Board has
agreed to grant recognition in
collective bargaining for (1) units
of craft employees and (2) certain
departmental units of employees
who have traditionally had separate
bargaining.

The rule of severance of craft
units was stated by the Board in
follows: "A craft group will be
appropriate for severance purposes
in cases where a craft group is
sought and where, in addition, the
union seeking to represent it is one
which traditionally represents that
craft."

At the same time that the Board
announced this new craft policy, it
emphasized the fact that it will not
be applied in four industries. These
are the basic-steady producing indus-
tries, the basic aluminum producing
industry, the lumbering industry
and the wet milling industry. These
new rules were announced in a deci-
sion involving the Trona, Calif.,
plant of the American Potash and
Chemical Corporation.

This decision does not mean that
craft units cannot be represen-
ted by unions representing over-
all units. The decision simply pro-
vides that craft employees will have
an opportunity to decide in separate
decisions whether or not they want
such separate representation.

The decision in the American Pot-
ash case is important because the
Office Employees International
Union will also be helped by this
decision. In too many instances in
the past, by virtue of a prior history
of collective bargaining the Na-
tional Labor Relations Board
has not allowed these employees to
be severed from existing overall units.

We believe, without a doubt, that
this is the first really constructive
decision made since the advent
of the National Labor Relations
Act so far as the administration of
the Labor-Management Act of 1947
is concerned.

New Twist To Old Story

Seattle, Wash.—You have heard of the boss marrying his secretary, but have you ever heard of a local union president marrying the recor-
ding secretary of the same local?

It happened last week when President Robert E. Ryan and
Recording Secretary Betty Muster of Local 8 became "Mr. and Mrs."

Other officers of the local union had suspected something more
than a mutual interest in the welfare of Local 8 between the two
and were not surprised when the wedding announcements were issued.

Conventions

A Northern New York-New Eng-
land Organizational Convention is
being called for Saturday, April 3,
Here, at the New Norwich Hotel,

The second meeting of the Eastern
Organizational Convention is called
for Saturday, April 24, at the
Bilmar Motor Hotel in Philadel-
phia.

All local unions in the above-
mentioned areas are urged to send
delegates to these meetings.

Rep. Roberts
Victim of Shooting

Congressman Kenneth Roberts
of Alabama, who introduced legisla-
tion to allow income tax deductions
to workers for the cost of medi-
care, was shot in the stomach
by a man unknown to him.

The present tax bill does not
this in any way give Mr. Roberts
credit for his hard-working efforts
to enact this progressive legislation,
members of the OEIU will remem-
ber Mr. Roberts for his bill on be-
half of working mothers. An OEIU
letter-writing campaign, in conjunc-
tion with the work of Congressman
Roberts, has practically assured
working mothers of tax credits in
this session of Congress.

We are glad to report that Mr.
Roberts is resting comfortably and
is not in danger. He is expected
back in Congress shortly.

Hicks Announces Expansion of Auditing Practice

Washington, D. C.—An expan-
sion in the practice of inspecting
local union records at frequent
intervals has been announced by
Secretary-Treasurer J. Howard
Hicks of the International Union.

This new policy is aimed toward
helping local union secretaries to
improve their records and to
make their organizations more
active in the community.

In the future, all OEIU local
unions can expect more frequent
scrutiny of their records with the
view of implementing the activi-
ties of the trustees of the local un-
ion. In announcing the new pro-
gram, Hicks pointed out that it
resulted from favorable responses
received from local unions where
such inspections had been made in
the past.

COUNTING THE BALLOTS AT BALTIMORE NLRB ELECTION

Seated, 1 to r.: W. E. Steward, OEIU Observer; Mrs. M. Hawkins,
Company Observer; Joseph Ackers, B. of R. T. Observer. Standing:
William Mosca, OEIU Organizer; W. F. Lestor, B. of R. T. Rep.; Wil-
liam H. Gaun, V.P., Local 301; OEIU; Mr. Robert W. Kenner, NLRB;
Joseph Hicks, NLRB.

SEPTEMBER 1953

APRIL, 1954

Viertel der Welt

| Page 012

clubs the basis of the
being announced for
Saturday, April 3, at the New
Hotel, N. Y.

Another New York-New
Land Organizational Conven-
vention is being called for
Saturday, April 3, at the
New Norwich Hotel, N. Y.

The second meeting of the
Eastern Organizational Conven-
tion is called for Saturday,
April 24, at the Bilmar
Motor Hotel in Philadelphia.

All local unions in the above-
mentioned areas are urged
to send delegates to these
meetings.
The Ernie Organizational Conference held its second meeting of the Carter Hotel, Cleveland, Ohio, recently. The meeting was attended by Director of Organization Douglas, Vice Press. Geo. Fliedt, Vice Press. John Demsey, Representatives Henderson and Polo of the OEU as well as the officers and delegates to the Ernie Conference. The delegates seemed very pleased with the progress made so far by the Conference and predict greater activity in the future.

Pre-Election Rally At Baltimore

Secretary Ed Johns of the Baltimore Federation of Labor addressed the pre-election rally of the Baltimore Transit Workers explaining to them the operations of the A. F. of L. and urging them to vote for the OEU.

Eugene Dwyer has been appointed as a conference organizer for the Mid-Western Organizational Conference. Mr. Dwyer has had many years of experience in the American Employes in Transportation, a conference organizer for the Western Organizational Conference. Mr. Shugars has won by acclamation as an organizer. He was employed by the International Union of Operating Engineers whom the CIO and his non-affiliated labor union in Southern California. At the present time Mr. Shugars will make his headquarters in San Francisco.

President Coupland announced the appointment of Carl Shugars as a conference organizer for the Western Organizational Conference. Mr. Shugars has had many years of experience as an organizer. He was employed by the International Union of Operating Engineers whom the CIO and his non-affiliated labor union in Southern California. At the present time Mr. Shugars will make his headquarters in San Francisco.

In announcing this appointment, President Coupland expressed the opinion that Organizer Shugars would be of great help in the speed growth of our Western Organizational Conference.

Putnam, Oreg. — Those members of the Local 11 employed by retail grocery firms recently won an additional 3 cents an hour retroactive to August as the result of their collective bargain.

An across-the-board increase of 9 cents per hour was recently gained in renewal of the agreement between the local union and the Asbury Transportation Company, a motor freight carrier. It is expected that the gains won in renewal of this agreement will reflect favorably in new negotiations with other major motor freight industry.

As a result of the agreement between Local 11 and the Portland Gas and Coke Company is under way and Beyer indicated he expects to report on substantial gains when this is concluded.

Archdiocese Agreement Renewed

Beyer also reported a 10 per cent salary increase for members of the local union employed by the Archdiocese of Oregon as a result of a renewal agreement.

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Machine Revolution

A recent Gallup poll showed that 70 per cent of all office employees favor unions. This is a surprise to many who thought white collar workers were difficult to organize.

Increased mechanization of office operations may be one reason. Years ago the office workers were not seriously affected by the industrial revolution which turned all-around mechanical craftsmen into production line factory workers. But now, elaborate high-speed electronic machines are causing the same kind of revolution in the life of white collar workers.

There will always be a place in smaller establishments for people "who can run the wheel." But in the larger offices, expensive and elaborate machines operated by narrowly specialized operators are replacing the office worker with all-around skill and knowledge.

The results are both good and bad. Good—that much of the drudgery is taken out of office work, and productivity is vastly increased. Bad—that this increased productivity is not reflected in the pay envelopes of the fewer number of employees required to turn out the same amount of work. In fact the specialized machine operator usually winds up getting less pay.

That is the same thing that happened long ago to manual workers. That is why factory workers became unionized. Mass production methods greatly increased the wealth-producing capacity of the nation but reduced the demand for all-around craftsmen and the pay their skill could demand.

For office workers the answer must be the same as for manual workers. The only way for white collar machine operators to get their fair share of the increased production is through union representation. That is why union troughs and more office employers are joining the Office Employees International Union.

Tax Cut for Wealthy

Less than one per cent of the people own 80 per cent of the common stock in this country. For this select group of citizens the President recommended and the House of Represent- atives voted a special tax cut of $50 million dollars. A proposal to reject this loophole and substitute a $100 raise in income tax exemptions for every taxpayer was turned down by a vote of 210 to 204 on March 18. If the personal exemption had been raised, it would have put 2.3 billion dollars in additional consumer purchasing power in the hands of all the people.

The question voters should ask is why the Administration says it can't afford a cut of 2.4 billion dollars in income taxes for all the people when it is fighting tooth and nail to shove through the $500-million-dollar tax cut on dividends and an additional 1.8 billion-dollar tax cut for corporations—an additional tax cut of 2.65 billion dollars. In the middle of a recession "the trickle down" theory of taxation is not only bad economics but may well be bad politics next November.

Lessons on Cake Eating

The "Wall Street Journal" of March 19 carried the sad news in a front page story under the heading: "Corporate Earnings Flatten Out After Big Rise of Recent Years . . . the corporate profits boom of the early 1950's is leveling off." It is the old story that you can't have your cake and eat it too. Corporations can't have millions of unemployed and high profits too.

The giant investment banks of Wall Street and their big business associates were behind the Administration's "hard dollar" policy last year. They said business would be healthier with a pool of unemployed and shaper business competition. Evidently they thought they could cut back business and still rake in the profits. It didn't work.
American Potash Decision

The National Labor Relations Board has recognized separate bargaining for craft employees. In the NLRB rules dated March 2, 1954, the Board made a ruling in a case involving the American Potash and Chemical Corporation, which established new rules governing the crafting of separate representation elections for (1) units of craft employees and (2) certain departmental units which have traditionally had separate bargaining.

Effective in this new policy, the National Labor Relations Board has consistently declared as appropriate only those collective bargaining units which were all-encompassing, regardless of the many individual crafts which were contained therein. This decision for the first time, particularly since the advent of the new national administration, gives us some comfort and hope for the future.

Since this decision was announced and we had an opportunity to study its implications, we sought and obtained a meeting with Guy Farmer, Chairman of the National Labor Relations Board.

Meeting with Guy Farmer

On Thursday, March 18, 1954, Director of Organization Douglas Atkinson, the President's son-in-law, and yourself and your President met with Guy Farmer, Chairman of the Board. We inquired as to the implications of that decision where office or clerical workers are involved. While Mr. Farmer made it clear that there are many factors concerned in each case brought before the Board which could influence the Board's thinking in directions other than craft units, he felt that the Board would sever clerical workers in such cases. He feels that it is the new Board policy to grant to clerical workers an opportunity to select a union of their own choosing whenever a choice of this type of unit or an all-worker unit is presented to the Board.

We presented our reasons to Mr. Farmer as to why we felt that plant clerical should also be severed. We explained that the place of employment, whether it be an office separate and apart from the plant or whether it be in the plant itself, is discretionary with management. In many cases plant clericals produce in the work area because of lack of adequate working conditions.

We explained the lack of mutual interest between so-called plant clericals and production workers. We pointed out that promotional progression paths for plant clericals are the same as those who may be housed in a separate office in the same company.

We explained, too, that we believed plant clericals very seldom, if ever, took production jobs in the production plant. Further, that in the event of layoffs, plant clericals are treated the same as office clericals and under no circumstances are considered jointly with production workers for the purpose of bumping or transfers. We pointed out particularly what we felt was an unjust decision in the General Electric case.

Compelling Arguments

Mr. Farmer stated that in his opinion we presented compelling arguments in furtherance of our point of view. He said he was not sure whether or not this new policy would have an effect on the severance of the plant clericals from production workers. However, he didn't discourage in any way our efforts to bring about a change of Board thinking in so far as plant clerical severance is concerned. He suggested that in the event of a case in the future involving plant clericals, we submit evidence according to the lines of our conversation.

We had some further discussion with Mr. Farmer regarding the question of office worker severance where there had been history of association-wide collective bargaining. We further discussed the possibility of localizing collective bargaining units as opposed to the Board's policy of setting up extensive geographic units involving in some cases two or more states.

All in all, we feel that the new Board policy will be a spur to office worker organization. Mr. Farmer was friendly, cooperative, and attentive to our problems. We feel that this new craft severance decision is one of the really progressive decisions in the life of the N.L.R.B.