NRRL Ruling Beats OEIU in GE Election
Disregard of Workers Wishes Hit

As a result of a National Labor Relations Board clarification order handed down just prior to the recent NRRL election at General Electric in Lynn, Mass., the clarification of the original decision which in effect excluded all salaried and hourly clerical employees who worked in the production area, was the deciding factor which nullified OEIU chances of winning this election.

Of an original unit of approximately 3,000 clerical workers, the Board found that only 1,470 employees were eligible to vote in a clerical unit.

In effect, the Board held that in view of the fact that a prior collective bargaining history existed which combined plant clerical with plant production workers, these clerical employees were permanent captives of a production workers' unit, regardless of their desire for a unit of their own.

The entire OEIU organizing committee, including local leadership, as a result of this Board decision, was deprived of the right to vote in the clerical unit election. Initially, they were forced to vote in a production unit election. A storm of protest resulted.

Hundreds of clerical employees countered signed telegrams to the National Labor Relations Board urging that the Board change its decision. This protest had no effect whatever on the decision taken by the National Labor Relations Board.

Conversely, to the statements made by the national administration, the National Labor Relations Board has thus deprived clerical employees of their right to be represented by a union of their choice.

Organizers Appointed

Alastair F. MacArthur
President Coughlin announced the appointment of Alastair F. MacArthur and William J. Mosca as Organizational Conferences.

Mr. MacArthur, who will work with the Canadian Conference, has been the Canadian representative of another International Union. He is president of the Ontario Provincial Federation of Labor. He was recommended to our organization by numerous Canadian and U.S. labor officials including Harry O'Reilly, AFL Director of organization and Russell Harvey, Canadian AFL Regional director. Mr. MacArthur's services will be of great benefit to our local unions in the Canadian Conference.

Mr. William J. Mosca, who has been appointed to the Eastern Organizational Conference was formerly a representative of another International Union in the Bottling industry. He has also been a member of the negotiating committee for the last two years in the eastern Canada area.

Mr. Mosca will work with the Canadian Conference and is expected to bring fresh ideas and enthusiasm to the task of organizing in that area.

1953 Ranks As One of Best Years for Corporations

American business prospered in the first nine months of last year. Industrial profits showed a 14 per cent increase over the corresponding period of 1952. As a result, 1953 will rank as one of the best years in corporate history.

Consolidated net income of 502 companies in the nine months increased to $4.5 billion from $3.9 billion for the similar period of last year.

Of 356 companies surveyed by the New York Times, 71 per cent turned in larger earnings. The balance of 146, or only 29 per cent, showed decline, so that actually, two out of three companies prospered.

The improved income reflected the nation's general economic health. Production, employment, personal income and savings, all reached new peaks during the year.

Manufacturers operated at higher rates and sales volumes expanded. Elimination of controls over prices, materials and consumer credit was an added stimulant.

The long steel strike last year, which hampared operations in a wide variety of fields, exaggerated the improvement in results this year.

On the other hand, notable advancs were made despite such obstacles as staggering tax loads, mounting raw materials prices and increased taxes and other cost pressures in more competitive markets.

Reviewing the effects of the record peacetime production during the nine months, the most prominent earnings gains over the 1952 period were achieved by industry, steel, motor, petroleum, aircraft, nonferrous metal products, radio-TV, records, chemicals and distilling industries. Among the less fortunate manufacturers were coal and coke, metal mining, lumber and house appliance divisions. Weakness in some of the soft goods lines, particularly wool, was also in evidence.
Union Security Clauses Are Paramount in Contracts

Despite the fact that union security clauses are the most popular bargaining devices in the Taft-Hartley Act, they are also among the least understood. It's a common mistake to think of them as a kind of workmen's strike, or as a one-time, all-or-nothing proposition. In the case of a closed shop, the union can hire only those employees who are members of the union, and the employer cannot discriminate against nonmembers. This means that a union can control the hiring and firing of employees, and that it can negotiate terms and conditions of employment with the employer. The closed shop is the most restrictive form of union security, and it is used in about 20 per cent of all agreements.

In a union shop, the employer agrees to hire only those employees who are members of the union, but the employer can still discriminate against nonmembers in other ways, such as by refusing to hire them or by requiring them to pay union dues. The union shop is used in about 50 per cent of all agreements.

The agency shop is a less restrictive form of union security, and it is used in about 30 per cent of all agreements. In an agency shop, the employer must provide the union with a list of employees who are not members, and the union can then try to enroll them as members. If the union enrolls a significant number of employees, the employer must then recognize the union as the bargaining representative for those employees.

In a union shop, the employer agrees to hire only those employees who are members of the union, but the employer can still discriminate against nonmembers in other ways, such as by refusing to hire them or by requiring them to pay union dues. The union shop is used in about 50 per cent of all agreements.

The agency shop is a less restrictive form of union security, and it is used in about 30 per cent of all agreements. In an agency shop, the employer must provide the union with a list of employees who are not members, and the union can then try to enroll them as members. If the union enrolls a significant number of employees, the employer must then recognize the union as the bargaining representative for those employees.

In a closed shop, management can hire none but those people who are union members or the time of hire—or at least so long as qualified union members are available. Such contracts are over one-tenth of agreements.

In a union shop, the employer agrees to hire only those employees who are members of the union, but the employer can still discriminate against nonmembers in other ways, such as by refusing to hire them or by requiring them to pay union dues. The union shop is used in about 50 per cent of all agreements.

The agency shop is a less restrictive form of union security, and it is used in about 30 per cent of all agreements. In an agency shop, the employer must provide the union with a list of employees who are not members, and the union can then try to enroll them as members. If the union enrolls a significant number of employees, the employer must then recognize the union as the bargaining representative for those employees.

In a closed shop, management can hire none but those people who are union members or the time of hire—or at least so long as qualified union members are available. Such contracts are over one-tenth of agreements.
Canadian Organizational Conference Formed

In December, 1953, the Canadian Organizational Conference was held at Niagara Falls, Ontario, President Coughlin, Director of Organization Douglas, AFL Canadian Representative Harvey and Alataur F. MacArthur, president of the Ontario Provincial Federation of Labour, addressed the Conference. In a detailed explanation of the purpose and aims of a Canadian Organizational Conference by President Coughlin and an analysis of the mechanics of such a conference by Director of Organization Douglas, along with favorable remarks from Representative Harvey, the local unions in Canada voted to establish the Canadian Organizational Conference. By action of the delegates at the meeting, Harold Ogden of Local 236, Port Arthur, Ontario, was elected President and Marcel Roy of Local 91, Beauport, Quebec, was elected Secretary-Treasurer of the Conference. The action taken by the meeting was to make contributions to the Council of 25 cents per member per month for the first three months of January per capita tax of the local unions. These contributions will be augmented by the International and an additional amount in the amount necessary to finance two full time organizers for office employees in Canada. The Canadian Organizational Conference will meet annually as the result of a motion by Delegate Burton of Local 151. It was also agreed that the annual meeting is to be held within six months of the last meeting for the purpose of organizing to make it easier for the delegates to attend because of the increased cost of living at the beginning and end of each meeting.

The delegates at this organizational conference expressed their belief in the conference method as the most practical and the specific method by which the Canadian employee will be strengthened in the future, for it is the beginning of the end of the dictatorship. In the unrestrained Communist rule or other totalitarian control, our very lives are at stake.
840 Kiewit Employees Affected

$125,000 Back Pay Won by OEUI

Peter Kiewit office employees of the Atomic Energy Plant at Portsmouth, Ohio, were among the 840 workers of the Kiewit Employees Union at Galesburg, Illinois, who benefited from the result of an agreement won by the OEUI after long drawn out negotiations requiring many years of effort before the Atomic Energy Labor-Management Relations Board in Washington, D.C., rendered its decision. 

Georgia Landis is shown wearing stockings of the type she wore in Columbus' "Miss Sadie Thompson," while Jo Maruz, educational director of Local 22, Hosiery Workers' Union, is examining hosiery from the more modern type. The point is that the stockings are union made and call attention to the fact that American Federation of Hosiery Workers, AFL, is fighting for its existence against the vicious attacks of antiunion legislation.

Firth and Elder Click Again

The office employees of the Georgia Kuch Company, working in the Pike County Atomic Energy Project, cleared this 50-office employees. The NLRB election of these 50 office employees followed closely on the heels of victorious collective bargaining for 464 Kiewit employees by the Peter Kiewit Sons Company and 200 Grinnell workers at the same project.

The new agreement includes salary increases up to $17 a month, a single salary schedule, "victory for the workers," said the union organizer, for "any of these negotiations is a victory for the workers." The members of the OEUI, said Attorney General Robert F. Kennedy, are 'very happy with the results, which have been a success for the workers employed by this company.

Canada Iron Foundries Agreement Renewed

AFL-Representative Labor negotiations with Canada Iron foundries in Three Rivers, Quebec, and OEUI Local 203.

The new contract includes salary increases up to $10 a month, and also additional paid holidays, arrangements for plant employees to wash up on an employee's time, improvements in the seniority and job promotion and transfer clauses; payments by the employer for a group hospitalization plan, the establishment of an extensive educational program to be paid for in its entirety by the company.

The new agreement also says that as a result of the new agreement, the office employees of this company will no longer punch time clocks.

Improvements Won In Abitibi Pact

Representative MacArthur reports that negotiations with the Abitibi Paper Company, Ltd., were completed at Niagara Falls, Ontario, during December. He reports that many conditions covered by the contract were improved as a result of these negotiations.

The members of the Office Employees Union employed by Abitibi are as a result of these negotiations, guaranteed a minimum hourly rate of $2.15, a guaranteed 10-hour workweek with no deductions for sick leave or vacation time. As a result of these negotiations, the company, guaranteed increases on promotions, promotion of 13 per cent on the previous year's basis, as well as the promise to hold meetings in the various sections of the country to further familiarize everyone with the job evaluation and its progress in now in effect in this company.