

# THE OFFICE WORKER

Official Organ of the International Council of Office Employees Unions of the A. F. of L.

Vol. 1, No. 10

WASHINGTON, D. C., DECEMBER, 1943

## OFFICE WORKERS ORGANIZING BIRMINGHAM AIRCRAFT PLANT

Birmingham, Ala., Dec. 7.—At a meeting held tonight in the Steamfitters' Hall, a substantial group of office workers employed by the Bechtel-McCone-Parsons Corp., which operates a large aircraft modification center in this city, voted to affiliate with our International Council and to obtain an AFL office employees charter for the office force in this plant.

The production and maintenance employees of this company are represented by Vulcan Aircraft Lodge No. 1723 of the International Association of Machinists. A vote conducted by the NLRB on October 13, established the fact that more than two-thirds of the production force favored representation through the AFL Machinists Union, which thus obtained exclusive bargaining rights for this group.

The achievements already won by the Machinists Union for the production workers have convinced the office force that they too should affiliate themselves with their proper AFL organization in order to obtain full collective bargaining benefits.

### Secretary Hutchings Present

The meeting held this evening was addressed by Secretary-Treasurer Paul R. Hutchings of our International Council, who explained to the group the many benefits which they could obtain through affiliation with our organization. AFL Representative Sam L. Roper, who is also president of the Alabama State Federation of Labor, spoke and told the group that they would have the full cooperation of his office in completing organization of our trade in this plant.

AFL Organizer Walter Mitchell who has been working with this group for some weeks, was also present and explained further the benefits which were open to these workers through membership in their AFL organization.

### Machinists Endorse Drive

J. C. McGlon, grand lodge representative of the International Association of Machinists, who was instrumental in developing interest in organization among these workers, spoke and told the group that they would continue to have the full and active support of the International Association of Machinists, and that he would assist them in every way possible in developing their organization.

Before the close of the meeting the group had voted to immediately apply for an office employees charter for this plant, and Secretary-Treasurer Hutchings assured them that he would personally handle this matter and see to it that their charter was issued promptly.

Oscar H. Rogers has been selected as temporary president of the local, and Otis K. Lawson as its temporary financial-recording secretary. It is anticipated that the local charter will be duly installed on December 22, by AFL Representative S. L. Roper.

As soon as a majority representation has been achieved every step will be taken to expedite the establishment

of our exclusive bargaining rights with the company in order that prompt negotiations may commence on the terms of a working agreement to bring about improvements in the working conditions for this group.

## NEW LOCAL PLANNED

Ogden, Utah, Nov. 7.—With office and clerical workers in industrial establishments in this city evidencing vastly increased interest in unionization an Office Employees Union charter is being seriously considered by the local Central Labor Council and affiliated unions, according to advices reaching officers of our International Council.

## New Local Tackles Utah Steel Plant

Provo, Utah, Nov. 17.—Organization of office and clerical workers employed by the Geneva Steel Co., a subsidiary of U. S. Steel, and reputed to be the most complete steel mill in the world, is progressing most satisfactorily according to Bertha Madsen, secretary of Local No. 23543.

While this local was chartered but a few weeks ago, it is meeting with profound success in its contact with members of our trade in this area, states C. R. VanWinkle, secretary-treasurer of the Provo Central Labor Union. A concerted program offering unionization to all workers of the company is presently being conducted under the auspices of the Utah Metal Trades Council by AFL unions of this city.

While the Geneva Steel Company's plant, which is nearing completion, will be devoted primarily to the manufacture of high quality steel for the war effort, the construction and layout of the plant gives strong indications that it will continue in operation after the close of the war. Vast quantities of iron ore, coal and electric power are available within a short radius which should also contribute to a lengthy operational period by this company.

## Season's Greetings



BEST WISHES FOR THE NEW YEAR

## Office Union Is Protector of Jobs

### Restores Office Workers To Jobs At St. Cloud Airplane Plant

Minneapolis, Minn., Dec. 2.—What a good union can do for office workers has often been demonstrated, but never more forcibly than when recently through the efforts of Office Workers' Local Union 17661, several employees of the Char-Gale Manufacturing Co., Airplane Division, at St. Cloud, Minn., who were discharged for organizational activities have been restored to their jobs.

First, these office workers brought their grievance to Alvin Labey, business representative, Machinists District 77, and he referred them to business representative L. G. Nygren of the Office Workers, Local 17661.

Nygren brought the matter to the attention of the National Labor Rela-

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## WLB Squashes Pay Differential

Seattle, Wash., Nov. 8.—The Regional War Labor Board for the states of Oregon and Washington and territory of Alaska, today definitely blasted hopes of Safeway Stores, Inc., to establish a salary differential between male and female office workers which would have resulted in the latter receiving 15 per cent less than the former.

After allegedly making a survey to determine the efficiency of women as compared to men, the company stated that they found women only 85 per cent as efficient as men after a year's experience. However the regional board, standing on a policy which it has generally expounded since its inception, denied the request of the company in no uncertain terms, and pointed out that a survey conducted in behalf of the board "found that the women employed were doing substantially the same work as the men

(Continued on page 4)

## Recognition Won For TVA Workers

Knoxville, Tenn., Nov. 29.—According to reports received today from E. H. Fritts, Vice President of our International Council, and who also serves as secretary-treasurer of the Tennessee Valley Council of Office, Technical and Service Employees, the Tennessee Valley Authority has now recognized this organization as the bargaining representative for the salary policy employees of the authority.

Included in the salary policy employees groupings are the public safety service employees, the office and clerical employees, the chemical laboratory and chemical engineering employees, the restaurant employees, the building service employees, professional and chemical engineers and the technical engineering groups.

The Tennessee Valley Council of Office, Technical and Service Employees is made up of the first five of these groups, all of whom are represented through their AFL unions. The public safety service employees and the office and clerical employees groups are represented through local unions affiliated with our International Council.

A conference of representatives of all interested organizations has been scheduled to be held at Knoxville, Tenn., on December 16 and 17, with preliminary negotiations with representatives of the authority to follow such conference. International Council Vice President E. H. Fritts is actively participating in these negotiations on behalf of our organizations involved.

**THE OFFICE WORKER**  
*Official organ of the*  
**INTERNATIONAL COUNCIL OF  
 OFFICE EMPLOYEES UNIONS**



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## 1944—A Challenge

It has now been 17 months since delegates from all the directly chartered locals of office and clerical workers gathered together in Chicago in response to the call of President William Green, and established our International Council of Office Employees Unions. Our organization has marched continuously forward since that time.

Many persons thought that the adoption of wage and salary stabilization (or freeze) orders in October 1942 and the tightening of such orders in April of this year would slow our organizational progress. On the contrary, the continuous upward pressure of living costs and the complete inability of office workers to individually solve their problems of continued existence has resulted in thousands of these workers awakening to the stark realization of the fact that their need for collective action is now greater than ever.

This awakening has been especially evident among the office and clerical workers employed in war industries. Office workers must meet living costs comparable to those of other workers employed in the same plants and in other plants in the area. How can they meet such living costs when they do not receive adequate wages? When they do not receive overtime pay for the hours worked over 8 per day? When they do not receive premium pay for working on the swing and graveyard shifts? When they do not receive time and one-half for work performed on the sixth consecutive day and double time for work performed on the seventh consecutive day? When they do not have any recourse against classification injustices, and the many other job problems which, individually, they are powerless to rectify?

Organization is the only answer. Organization into a strong AFL union capable of assisting them in obtaining the full measure of wage increases available under the stabilization program and the many benefits presently

# International Union Action Pushed

Washington, D. C., Nov. 10.—In the face of action taken at the October convention of the American Federation of Labor at which time the convention went on record as instructing "the President (Green) and the executive council proceed with the granting of an international charter for office employees at the earliest possible moment" officers of our International Council are mapping plans for a strenuous petition to the AFL executive council urging it to follow as quickly as possible the instructions of the convention.

Both President J. Howard Hicks and Secretary-Treasurer Paul R. Hutchings of our International Council plan to appear before the executive council some time during its meeting beginning January 17, 1944, in Miami, Fla., following conferences on the matter with federation heads in Washington.

Several members of the executive council have indicated that they favor the issuance of an international union charter for office employees at this time, and while it is impossible to predict the attitude of all executive council members as a whole, it is not anticipated that any objections to the granting of an international charter will prove a major threat to its issuance

at either this time or at a future date. It is pointed out by council officers that the executive council has full authority for the establishment of an international union in this instance and that it will unquestionably give serious thought to all the many factors entering into such action.

At the August convention of our International Council executive officers of the council were instructed to take all possible action directed toward the obtaining of an international union charter. The thought has been expressed in some quarters that the action at the AFL convention was a direct result of the activities of council officers coupled with the introduction of a resolution from the Washington State Federation of Labor calling for the establishment of an international union of our trade.

While it is to be acknowledged that many new problems are to be faced in the event our International Council secures international union status, confidence has been expressed in the ability of present officers and Executive Board members of our council to overcome such obstacles as may arise. It is felt that evidence of this ability can be seen in the rapid rise and expansion of our International Council in the short period since its inception.

## Send a Word to the Wise!

Your Congressman and mine are our servants. We elect them. We pay them. They are supposed to represent us.

For that reason the American Federation of Labor now urgently calls upon its 6,500,000 members to let their Congressmen know how they feel about pending legislation which will detrimentally affect the interests of American workers and their trade unions.

Tell your Representative and your Senators this:

1—That you demand approval of a comprehensive subsidy program to keep the cost of living within bounds.

2—That you insist on defeat of the tax bill "joker" which would require unions to disclose financial data for the benefit of labor-haters and antiunion employers.

**DO THIS NOW!**

enjoyed by the organized workers of other trades.

The interest of unorganized office and clerical workers in the solution of their economic problems is evidenced by the substantial upward swing in membership of many of our locals and the chartering of new locals where none previously existed. It is reflected in the increasing number of requests received by our International Headquarters for information, assistance, organizing material and advice.

The coming year presents a challenge to each member, to every local and to our International organization. We must work ceaselessly to further perfect and expand our organization. We must work ceaselessly to educate all new members to a recognition of the underlying principles of trade unionism. We must develop real trade unionists, not just nominal members whose interest is only in the collection of collective bargaining benefits.

We must, through our actions, convince our new members that their union membership is something to cherish, something for them to maintain in the postwar world, something which will continue to make it possible for them to live a fuller, more stable, more democratic life—that trade union benefits obtained today can also be obtained and maintained in their postwar employment at our trade.

We must plan for further expansion of organization in the nonwar plants, commercial offices, and among the many other establishments employing office and clerical workers in each community. Our locals must devote more organizational efforts to the stable industries in their communities. Present day improvements in wages, hours and working conditions must be carried into the stable industries now to guard against war plant closings and the loss of conditions presently enjoyed by our members.

# AFL Economist Addresses Local

Portland, Oreg., Nov. 16.—Boris Shishkin, economist on the staff of the American Federation of Labor, this evening addressed the membership meeting of Local No. 16821, according to Irving Enna, secretary-treasurer of the local.

The principal theme of Mr. Shishkin's address was that of proper postwar planning and the problems which are to be met and overcome, not only for returning service men and women, but also where the welfare of all workers of our country is concerned. It was pointed out by the speaker that those of us at home owe an obligation to the citizenry presently in uniform and that only by proper provision for their employment and the payment of good wages can the labor movement be of a greater service to them at the present time.

It was pointed out that many of our service men, and women, were union members prior to donning military uniforms and that they will return to civilian life still staunch union members and expecting conditions to be at least equal to what they left at the beginning of their military service.

In emphasizing postwar planning, Mr. Shishkin dwelt upon the far-sighted and far-reaching influence of the American Federation of Labor in planning, with government and management, for the proper utilization of our nations' resources and construction ability to provide work for all those desirous of gainful occupation. It was emphasized that great attention was being paid the attitude of organized labor on the question which is a further indication of the increasingly prominent part organized workers are playing in the development of a more stable, economic structure within government and industry.

### Many New Members Initiated

At the meeting this evening 137 new members were initiated, which number approaches the all-time record thus far established by the union.

It was announced to the members of Local No. 16821, by officers of the union, that progress was being made and plans nearly concluded for increased educational activities to be conducted by the union for new members as well as providing an educational attraction at membership meeting. In this connection it was promised that an imposing array of prominent speakers was being arranged for membership meetings during 1944 and that the membership would undoubtedly be pleased and surprised at the caliber and prominence of several whose services had tentatively been arranged for.

## CEMENT COMPANY OFFICE ORGANIZING

East Fultonham, O., Nov. 5.—Opportunity to observe the benefits derived by their fellow workers has caused members of our trade employed at the Columbia Cement Division of the Pittsburgh Plate Glass Co. in this city to invite organization under our International Council.

Collaborating in the organization of these workers is Local No. 24 of the United Cement, Lime and Gypsum Workers International Union and the Cincinnati office of the AFL.

## METAL TRADES AGREEMENT WON FOR McCLOSKEY OFFICE WORKERS

Tampa, Fla., Nov. 20.—McCloskey & Co., the operators of a large concrete shipyard in this city, today signed amendment No. 2 to its agreement with the Metal Trades Council of Tampa, under the terms of which Local 22222 is recognized as a party to such agreement, and the agreement will be applied to the office and clerical workers employed by this company who are represented by Local 22222.

Business representative J. O. Bloodworth, Jr., of the Tampa local, who is handling the negotiations, together with the officers of the Tampa Metal Trades Council with which our local is affiliated, reports that the signing of this amendment to the base agreement will extend to all of our members employed in this yard all the benefits of the Gulf Coast Zone standards, as well as the benefits directly provided by the Metal Trades Council agreement.

The amendment to the base agreement bringing our trade under its terms, was signed by project manager Neal A. Melick of the McCloskey Company, as well as by the appropriate officers of the Tampa Building Trades Council, the Metal Trades Council and by each of the local unions signatory to the base agreement, as well as by Brother Bloodworth on behalf of our local.

Negotiations with the company are presently under way on classifications and wage rates which will apply to the office and clerical force.

The agreement requires all employees to be and remain members in good standing in our local union. When additional employees are required the company is to request same through the union office with the proviso that if the local union cannot supply qualified persons within 24 hours the company may employ available workers with the understanding that they must make application for

## Salt Lake City Local 20913 Active

Salt Lake City, Utah, Nov. 15.—With the Utah State Federation of Labor sponsoring nightly radio programs to acquaint residents of this state with the activities of the American Federation of Labor and the part which it is playing in the making of a better nation during the war as well as afterwards, Local No. 20913 of this city is making conspicuous contribution to the endeavor, according to Vi Couch, secretary of the local.

Not only has the local contributed financial support to the program, but several of its members are making noteworthy efforts by serving as speakers as well as in writing numerous of the messages which are being broadcast.

Officers of the union have announced that the local is doing its utmost in support of the United War Chest program as sponsored by the American Federation of Labor and which is meeting with a very gratifying reception throughout the state by the balance of organized labor.

Among current organizational activities being planned by Local No. 20913 are those directed at members of our trade in the wholesale grocery and baking industries in this city. In both endeavors, the local has been assured of the complete support of presently organized crafts in both industries.

union membership within 15 days of their employment.

In accordance with the government regulations the amendment to the agreement extending its benefits to the office workers represented by our local, has been submitted for approval to the U. S. Maritime Commission and to the Shipbuilding Commission of the War Labor Board.

## Office Union Is Protector of Jobs

(Continued from page 1)

tions Board and the board held the discharge was an unfair labor practice and reinstated the employees.

Through the union the cooperation of the long arm of Uncle Sam was received and he brought about an agreement whereby the company pledges:

"1. That the company will not—

(a) In any manner interfere with, restrain, or coerce its employes in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing and to engage in concerted activities for the purpose of collective bargaining or other mutual aid or protection as guaranteed in section 7 of the National Labor Relations Act."

In other provisions of the agreement the jobs are restored, and the following notice has been posted in the office.

"Notice to all employees—

"Pursuant to an agreement in adjustment of National Labor Relations Board case No. 18-c-987 and in order to effectuate the policies of the National Labor Relations act, all our employes are hereby notified that:

"(a) We will not in any manner interfere with, restrain, or coerce our employes in the exercise of their rights to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in concerted activities for the purpose of collective bargaining or other mutual aid or protection;

"(b) We will not in any manner discourage membership in any labor organization of our employes, by discriminating in regard to hire or tenure of employment, or any terms or conditions of employment.

"All our employes are further notified that we will:

"(a) Offer to the employes named below immediate and full reinstatement to their former or substantially equivalent positions without prejudice to any seniority or other rights and privileges previously enjoyed, and make them whole for any loss of pay they have suffered by reason of their lay-offs.

"Lucille Naegeli, Leona Ganske, Ardel Murphy Ayers, Eva Ethen, Marjorie Gans, Marian Bentz.

"Char-Gale Mfg. Co., Airplane Division, St. Cloud, Minn. By H. F. Long, Personnel Division. Dated Nov. 24, 1943."

Business Representative Nygren and Local 17661 in addition to expressing appreciation of the cooperation of Alvin Labey, extend thanks to the National Labor Relations Board for its assistance and the effective way in which it functioned.

Office Workers do not have to remain the victims of low pay and high prices. Organization will bring them the same benefits that other workers have achieved through it.

## NLRB Vote Won At American Ship

Cleveland, Ohio, Dec. 13.—The National Labor Relations Board today certified Local No. 19366 of this city as the exclusive bargaining agency for all office and clerical workers employed in the main office buildings and the gate office of the American Shipbuilding Co. plant at Lorain, Ohio.

The certification of our local was based upon the results of an election held by the NLRB November 24, in which more than 90 percent of all votes cast favored representation through Local 19366, thus establishing its exclusive bargaining rights in this yard.

Pearl A. Hanna, financial secretary and representative of Local 19366, reports that negotiations with the company will shortly commence and it is anticipated that substantial improvements in wages and working conditions of these office workers will be achieved.

The Cleveland Metal Trades Council, with which our local is affiliated, is assisting the local in every way possible.

## COUNCIL OFFICER MEETS

### B. C. ELECTRIC GROUP

Vancouver, B. C., Can., Dec. 6.—President J. Howard Hicks of our International Council met today with officers and representatives of an independent organization of British Columbia Electric Co. office and clerical workers.

This group has recently given strong indication of its desire to align itself with a national organization, thus eliminating the handicap contingent to its functioning independently. Previous meetings with representatives of the independent group have been held by officers of Local No. 18177, R. K. Gervin, secretary of Vancouver Trades and Labor Council and William D. Wilson, AFL organizer. It was at their request that Hicks came to this city to discuss affiliation with Local No. 18177 with representatives of the independent union.

Membership of the independent organization numbers approximately 900, which includes all members of our trade employed by the company in its Vancouver and Victoria office and its many sub-offices scattered throughout more remote localities of British Columbia.

### Meeting Addressed

At the membership meeting of Local No. 18177 this evening the agreement being drawn for local shipbuilding and ship repair companies was discussed and it is anticipated that this agreement will shortly be presented management of all local firms.

Of interest to the membership was the address delivered by President Hicks during the meeting, at which time he lauded the officers and membership of the local for their aggressive spirit in the face of past handicaps, while at the same time encouraging them to greater efforts in view of the current upswing of interest in unionization among Canadian workers.

Prior to the membership meeting, a dinner honoring President Hicks and several local laborites was given by the officers and executive board of Local 18177.

## ORGANIZING DRIVE PLANNED

Marseilles, Ill., Dec. 13.—The office and clerical workers employed at the Chicago Bridge & Iron Shipbuilding Works at nearby Seneca, Ill., are evidencing interest in organization, according to reports received from President E. E. Craven of Local 22402 in this city.

There are approximately 1,000 clerical workers employed at this operation and it is anticipated that meetings with this group will shortly be held and will result in the formulation of specific organizing plans to the end that the office workers may obtain the benefits of collective bargaining through organization.

The other trades employed in the yard are assisting in these organizational efforts.

## A. F. of L. Magazine Features OEU Article

Washington, D. C., Dec. 15.—The December issue of the American Federationist, the official monthly magazine of the American Federation of Labor out today, features an article on our International Council entitled "Office Workers On The March" written jointly by President J. Howard Hicks and Secretary-Treasurer Paul R. Hutchings.

In this article our officers outline progress made during the past 16 months of our existence as an International Council and also stress some of the outstanding reasons why unorganized office and clerical workers are now rapidly awakening to the realization of their need for collective action.

Council headquarters today announced that reprints of "Office Workers On The March" have been ordered in quantity and will shortly be available to local unions, upon request, for use in their organization activities.

## BARGAINING RIGHTS WON AT REYNOLDS ALLOYS CO.

Lister Hill, Ala.—According to reports received from AFL Organizer Walter Mitchell, Local 22501 at Sheffield, Ala., has been certified by the NLRB as the exclusive bargaining representative for all office and clerical workers employed at the Reynolds Alloys Company plant in this city.

Certification of the local was made as the result of its majority representation established through a consent payroll check performed on September 9, by officials of the 10th regional office of the NLRB.

## KAISER PRAISES CLOSED SHOP

New York City.—Henry J. Kaiser, the war production wizard, declared in an interview here that the union closed shop helps to solve industrial problems.

Mr. Kaiser, whose famous shipyard plants on the West Coast are under closed shop contract with AFL unions, said that such contracts simplify matters for management. He pointed out: "The behavior of the men becomes a direct responsibility of the union."

Terming "class bitterness" a dangerous problem, Mr. Kaiser urged labor and management to eliminate it by recognizing that there should be no fear or distrust between them.

"There are three sides to every argument—your side, my side and the right side."

## BASALT SHIPYARD NOW ORGANIZED

Napa, Calif., Nov. 24.—With demands for collective bargaining coming from office and clerical workers employed by the Basalt Shipbuilding Co. of this city being answered by Vice President Carl F. Nelson of our International Council, who is currently engaged in the organization of these workers in response to their appeal, it is anticipated that a new local union affiliated with our Council will soon be established as a result.

It is reported that approximately 80 per cent of the total office personnel of the company has thus far signed bargaining cards. The company has been notified that bargaining rights are now held by the Napa Central Labor Council and has at the same time been requested to enter into collective bargaining procedure which should result in vastly increased wages and improved working conditions for workers of our trade.

Vice President Nelson reports that much credit for the success of this undertaking should go to Bob Solomon, secretary of the local Central Labor Council, Carl Mentzer, business representative of Boilermakers Local No. 681, and Organizer John J. Sweeney of the American Federation of Labor, all of whom have collaborated and rendered outstanding effort in behalf of these workers.

## Retail Agreement Under Negotiation

Vancouver, Wash., Nov. 3.—Local No. 23077 of this city is currently negotiating an agreement to apply to all office and clerical workers employed by retail stores throughout the city, according to Ruby F. Williams, secretary of the local.

Features of the agreement, tentatively agreed to are: vacations based on one day for each month's service for all employes after six months, one day per month sick leave accumulative to 15 days and a closed shop provision calling for hiring of new workers through the union. The Vancouver Chamber of Commerce is representing all retail merchants in negotiations with the local.

### Organizational Progress Noted

During recent weeks, this local has organized and is negotiating an agreement applying to members of our trade employed by the vocational educational school as conducted by the Washington State department of vocational education, for employes in the local shipyard of the Kaiser Co., Inc. It is felt that rates of pay prevailing for union members of our trade employed in the shipyard can be obtained for similar workers employed at the school, thus marking a considerable increase in wages and improvements in working conditions.

Also recently organized have been the office and clerical workers employed by the Vancouver Housing Authority which is engaged in the construction of housing facilities made necessary by the large influx of workers in this city.

Collaborating with other AFL unions in this city, Local No. 23077 has arranged a number of social and athletic programs which will be conducted on a weekly basis for its membership.

## Chemical Council Officer Broadcasts

Washington, D. C., Nov. 11.—Otto Butler, a vice president of the International Council of Chemical and Allied Industries Unions, today broadcast from England to the people of Canada and the United States his impressions of British workers which he had gathered as a result of a two months visit in the British Isles.

He observed that the basic problems of our fellow workers in Britain are basically the same as those of workers in North America and his description of English factories and war plants left little doubt but that methods of operation are greatly similar in all three countries.

Butler visited England at the request of the American Federation of Labor and his International Council and while in England his visit was returned by a worker from the British Trades Union Congress.

## WLB Squashes Pay Differential

(Continued from page 1)

... that labor costs have not been increased by the employment of women."

While the company was endeavoring to secure permission to pay women less wages than men in all of its operations in the area embraced by the 12th Regional WLB, it was felt in responsible labor circles, that the move was primarily a desire on the part of the company to break down wages of women members of Local No. 16821 of Portland, Oreg., employed in the company's operation in that city.

Principal opponents to the request of the company were J. D. McDonald and D. E. Nickerson, president and secretary, respectively, of the Oregon State Federation of Labor and John M. Fox, Seattle, representative of the Masters, Mates and Pilots International Union (AFL). All three serve as labor members of the regional board.

## An Appeal From President Green

Washington, D. C.—AFL President William Green urgently appealed to members of all affiliated unions to write or wire their Senators urging support of subsidy legislation which would stimulate farm production and at the same time help to control food prices. Mr. Green's message follows:

"I am writing requesting that you communicate with the United States Senators from your respective states urging them to support subsidy legislation in order to prevent inflation and control the cost of living. Such legislation is pending in the United States Senate and will be acted upon within the near future. For that reason it becomes necessary that you act upon this request immediately.

"The cost of living is soaring, while wages are being stabilized. Inflation follows soaring prices. The only way to avoid inflation and protect the wage earners of the nation is through the establishment of rigid price control and the payment of subsidies where necessary in order to stimulate production. The American Federation of Labor has steadfastly demanded that food prices and other items which enter into the cost of

## LOCAL 23133 COMPLETES NEGOTIATIONS WITH ST. JOHNS RIVER SHIPBUILDING

### Addendum To Metal Trades Contract Brings Many Benefits

Jacksonville, Fla., Dec. 7.—The signing today of an addendum to the Metal Trades Council agreement now in effect in this yard, marked the conclusion of several months' negotiations between Local 23133 and the St. Johns River Shipbuilding Co.

The addendum to the Metal Trades agreement as signed by President James C. Merrill of the company, President Lorraine S. Rhodes of Local 23133, Secretary-Treasurer Paul R. Hutchings of our International Council, and Southern Representative George L. Googe of the AFL, recognizes the existing Metal Trades Council agreement with the company as also covering the office and clerical workers represented by Local 23133.

The addendum also sets up classifications and rate ranges for 24 office and clerical classifications. The wage rates as agreed to have all been approved by the U. S. Maritime Commission and now must be passed on by

the Shipbuilding Commission of the War Labor Board.

The addendum provides that all employes who have been receiving less than the minimum of the rate range for their classification, shall receive an adjustment to the minimum rate, retroactive to September 20.

### Other Gains Noted

Other outstanding features of the addendum to the Metal Trades agreement covering our trade includes provisions governing the granting of merit, promotional and length of service increases, paid vacations of one day per month and sick leave computed on a similar basis.

The provisions of the addendum dealing with seniority establish all the necessary mechanics of a functioning seniority system, including the bulletining of open jobs and the filling of same on a seniority basis through bids filed by the employes.

The grievance procedure as established, provides for the handling of grievances through designated union committeemen in each department, or subdivision thereof, and all grievances not satisfactorily settled by the committeemen with the department head, must be submitted weekly to a joint grievance committee composed of 2 employer and 2 union members. If no satisfactory settlement can be reached by the joint committee, the grievance shall be taken to arbitration before a 3-man arbitration committee, 1 representative of the union, 1 of the employer and a third party to be furnished by the director of conciliation of the U. S. Department of Labor.

The provisions of the base Metal Trades agreement relative to night shift and premiums, hours of work, holidays and overtime rates shall be applied without modification to the office and clerical workers represented by Local 23133.

The provisions of the base agreement relative to the requirements of union membership likewise apply in our bargaining unit.

Assisting President Lorraine S. Rhodes of Local 23133 in these negotiations were Southern Representative George L. Googe and Organizer George McGee of the AFL, and Secretary-Treasurer Hutchings of our International Council. More than 1,200 office and clerical workers are covered by the addendum as negotiated and will experience the benefits achieved as soon as the addendum as negotiated receives the approval of the U. S. Maritime Commission and the Shipbuilding Commission of the War Labor Board.

## THOUSANDS OF WORKERS CHEATED OUT OF WAGES

Washington, D. C.—Few persons realize how many thousands of workers still toil for wages they cannot collect when due, Secretary of Labor Frances Perkins reported on the basis of an analysis of state wage laws made by the Department of Labor.

"Even today, when jobs are plentiful, workers are victimized by fly-by-night employers who are financially irresponsible and cannot or do not meet their pay roll regularly," Miss Perkins said. "Forty-five states have passed laws protecting a worker's right to the wages he has earned, but workers often are not familiar with these laws."

## CUPID FOLLOWS NLRB AGENT

Titusville, Pa., Nov. 29.—While in conferences with the officers of Local 23466 today, Secretary-Treasurer Hutchings was advised that wedding bells would ring December 26 for Sister Ann Winnitsky, a member of the Titusville local, who on that date would marry Field Examiner William George of the NLRB, Pittsburgh regional office.

Sister Winnitsky, who has been employed as a stenographer with the Struthers-Wells Co. in this city, met Examiner George while he was in Titusville last July handling the discharge case of Brother Wallace, a member of the Technical Engineers local. Brother Wallace was returned to service with back pay for all lost time.

Field Examiner William George has now been assigned to the Kansas City Regional office of the NLRB, where he will go with his bride after their marriage this month.

living shall be rolled back and stabilized on a basis conforming with wage standards which prevailed on September 15, 1942. Such action was ordered by the Congress of the United States. The only way this can be done is through a reduction in the prices of food and other items which enter into the cost of living.

"The Office of Price Administration is clothed with authority to take such action. However, in order to accomplish this purpose and stimulate production it becomes necessary that subsidies be paid producers in order that production may be facilitated and an adequate food supply be furnished the people of the United States. There is no other way through which this objective can be reached.

"Wire and write your United States Senators urging them to support subsidy legislation as recommended by President Roosevelt. It is urgently necessary that the officers of all organizations affiliated with the American Federation of Labor and the individual members of the American Federation of Labor unions write or wire their United States Senators calling upon them to support subsidy legislation, as herein requested."