

THE OFFICE WORKER

Official Organ of the Office Employees International Union of the A. F. of L.

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OEIU LOCAL WINS SHIPYARD DISPUTE

Oakland, Calif.—Office Employees Union Local 29 has won an arbitration award in its dispute with the Todd-Pacific Shipyards in Alameda, the Central Labor Council was informed recently.

The dispute arose over the insistence of the company that leadermen and foremen should fill out time-cards for their crews.

The union contended this was an infringement on their jurisdiction and did not come within the scope of managerial discretion. The case for the union was presented by Raymond R. Colliver, secretary-treasurer of Local 29 at a hearing held December 14.

Arthur Miller acted as impartial arbitrator on the arbitration board on which Roy Phalen represented the union. The board held that the work was properly that of timekeepers and members of the Office Employees Union. It is anticipated that under the decision a number of timekeepers will be returned to their jobs and will be welcomed by many of the foremen and leadermen who have been handling the extra workload.

The Metal Trades Council supported the position of the Union, according to Colliver in reporting to the Council.

Increase Secured At Baking Concern

Pittsburgh, Pa.—A weekly wage increase of \$2.50 was obtained for the office employes of the Original Wonder Bakers in a recent renewal agreement signed by that company with OEIU Local 33. Local Business Representative, Frank W. Riott, advises that such increase was obtained retroactive to January 24, 1949. He also indicates that a similar general increase has been negotiated in a renewal agreement between the local union and the Ertle Packing Company.

PROTECTED

Topeka, Kans.—The office and clerical employes of the Fleming Company, Inc., have recently had brought home to them the fact that they are protected under the terms of the National Labor Relations Act against discharge or discrimination because of their union membership or activity. One of the group was discharged because of her union activity on June 7 and went back to her job on June 27 with full compensation for all time lost, according to A. F. of L. Organizer Joseph Ozanic, who is assisting this group in organizing under the banner of OEIU.

OEIU Contract Benefits Atomic Project Workers

Richland, Wash.—In the first contract to be signed with subcontractors on the big Hanford project of the Atomic Energy Commission, OEIU Local 100 will obtain more than a quarter of a million dollars in retroactive benefits for the office employes involved, according to C. C. Newell, international vice president who handled the negotiations for the local union.

Local 100, which holds bargaining rights for the clerical forces of Atkinson & Sons, Urban, Smythe & Warren Company and the Neon Electric Company, obtained many contract benefits for the more than 600 office and clerical workers of these companies under the terms of a union shop agreement just completed and which will go to the Atomic Energy Commission for its approval.

A general across-the-board in-

crease of \$4.00 was obtained which, when coupled with automatic salary progressions in the contract, Newell estimates will bring to the employes an average increase of \$18 per week retroactive to April 12.

The contract also guarantees seven paid holidays, with time and a half for overtime and Saturday work, and double time for all Sunday and holiday work. Travel pay at the rate of \$1.00 per day was won by these workers, retroactive to October 25, 1948, with the travel pay rate stepped up to \$1.50 and \$2.00 effective April 12, 1949.

The local union is presently engaged in an organizing campaign among the office employes of the General Electric Company, which employs close to 2,000 clerical workers on the project, according to Vice President Newell.

Sign New Five Year Agreement With Motion Picture Industry

Hollywood, Calif.—A new 5-year agreement has just been signed by OEIU Local 174 with 19 of film-land's production studios, according to Max J. Krug, Business Representative of the local union. The new contract preserves all gains previously won and in addition brings further improvements to the more than 2,100 office and clerical workers covered by the same.

Improvements obtained over the previous agreement include protections for employes on economic lay-offs. Such employes drawing their severance pay in accordance with the contract terms do not terminate their seniority rights for a period of nine months from date of lay-off. Employes called back six months from date of lay-off go back into same service bracket that they had at the time of the lay-off and if they go into a higher grade of job they are assured a minimum of 10 per cent increase over the rate of their former job.

Sick leave provisions have been improved by providing that all unused sick leave accumulated by an employe who is laid off for economic reasons, if rehired within six months shall receive reinstatement of all such unused sick leave.

The agreement assures that members of the union who are assigned to exempt jobs on a temporary assignment basis during vacation or sick leave will receive a 15 per cent bonus over their regular rate.

The 5-year agreement provides for reopening dates in August of 1949, and in August of 1951, on all matters covered by the agreement.

Studios signing the contract are Columbia Pictures, Loew's Inc. (MGM), RKO Radio Pictures, Samuel Goldwyn Studios and Samuel Goldwyn Productions, 20th Century Fox, Universal Pictures,

Republic Pictures, Technicolor, Hal Roach Studios, Eagle Lion, General Service Studios, Vanguard Films, Edward Small Productions, Monogram Pictures, Monogram Productions, Central Casting Corporation, Consolidated Industries, and Pathé Laboratories.

CALLS CONFERENCE ON POLITICAL DRIVE

Washington—Labor's League for Political Education has issued a call for a national conference to be held at the Statler Hotel here July 19 and 20 for the purpose of considering concrete and detailed plans for the greatest labor political drive in history.

The conference call issued by President William Green and Secretary-Treasurer George Meany of LLPE indicates that the conference will not be one where pre-arranged national plans are offered to those attending, but rather will be a working conference with the participants making the suggestions and taking part in the establishment of plans and policies for the forthcoming political campaign.

The Office Employees International Union will participate in the two-day meeting.

Secure New Wage Gains

San Francisco.—AFL unions in California won wage gains of 8 cents an hour in most of the contracts negotiated during May, according to the California State Federation of Labor.

ORDER ELECTION AT SOUTHERN ALKALI

Lake Charles, La.—The office and clerical employes of the Southern Alkali Corp. plant will vote in an NLRB election as to whether or not they desire to be represented by OEIU Local 87. The election has been ordered by the Board upon the petition of Local 87, which obtained a majority status among this group some months ago and requested exclusive bargaining rights of the company.

A formal hearing was required and the Board's present election order gives this group the right to vote by secret ballot for OEIU Local 87, in which a majority of the group presently hold membership. It is anticipated that the scheduled election will result in an overwhelming favorable vote for the local union.

OEIU Vice President C. A. Stafford also advises that a majority of the office force of the Firestone Tire & Rubber Company in this city desire union representation and have signed up for membership in Local 87. An NLRB election petition has been filed for this group.

Retroactive Boost In Pay Obtained

Oswego, N. Y.—A general wage increase of 5c per hour has been negotiated by OEIU Local 125 for the office employes of the Fitzgibbons Boiler Company, Inc., according to local union President Goewey. The increase is retroactive to March 18.

A general increase of 3c an hour after March 1, was obtained by the local union for the office force of the Pierce-Butler Radiator Company, Ames Iron Works Division.

A general 7c per hour increase was also obtained for this group in October of 1948.

Ching Impressed By Labor's Use of Facts

Washington. — Cyrus S. Ching has complimented labor for its intelligent use of facts in collective bargaining.

At the same time, the director of the Federal Mediation and Conciliation Service says that management representatives at collective bargaining sessions often "do not know what the score is."

Ching says, "Labor is always better prepared with facts and figures." He reports that management too often thinks emotionally about collective bargaining problems rather than considering them realistically.

Ching made these statements in a recent speech before the annual general management conference of the American Management Association.

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Business Unionism

American unions are business organizations. To establish their work conditions they use the accepted business practice of making contracts with their employers—the same methods used by employers and others to specify mutually satisfactory conditions for doing business with each other. The number of mutual contracts between unions and employers has grown from a few thousand to more than 100,000 in the last 25 years.

This truly American "business unionism" recognizes the necessary function of management to manage and direct, to make decisions vital for efficient operation, and for safeguarding investors' equity in the business. So the work relationship in this country is developing into a partnership between unions and management.

Union members understand that success of their business means ability to pay them a higher wage. So they give wholehearted effort to improve production as the way to get more of the good things of life for themselves and their families. Thus workers' urge for progress becomes as strong a motive for good in industry as the employers' urge to make profits. The immense productivity of America's basic industries, which are manned chiefly by union members, is due in no small part to the workers' actual partnership through their unions. And their wages, the highest in the world, are the reward for this productivity.

This partnership between unions and management is the very heart of free enterprise. American workers, members of "business unions" are sold on free enterprise because they know it brings them a higher living standard than any other nation.

ORGANIZER DIES

Pittsburgh, Pa.—Howard G. Donaldson, organizer for OEIU Local 33 passed away suddenly from a heart attack on June 10. His passing is mourned by his many friends.



New Wage-Hour Division Policy On Overtime Problems

Washington.—A general policy establishing a uniform application of overtime compensation requirements under the Fair Labor Standards Act with respect to employment agreements providing "show-up" and "call-back" pay was adopted by F. Granville Grimes, Jr., acting administrator of the Wage and Hour and Public Contracts Divisions, U. S. Department of Labor.

Effect of the policy is to regard only payment for hours actually worked in computing overtime compensation for employees receiving "show-up" or "call-back" pay, and to permit employers to take credit for true overtime payments made for such hours.

As generally used in industry, employment agreements provide that an employee will receive pay at his usual straight-time or overtime rate for a minimum number of hours upon "show-up" for work, even though the employer may not be able to provide work for the entire period and excuses the employee. Similar minimum payment assurances are made under agreements for the "call-back" of an employee, after his regular workday has ended and he has left the employer's establishment.

It has been the practice of the divisions to consider only the payment made for hours actually worked upon "show-up" in computing the employee's overtime compensation in weeks in which he works more than 40 hours. That part of the minimum payment

given the employee as "show-up" pay because of the agreement and not for hours worked is not required to be included in determining his "regular rate," and may not be credited toward any overtime compensation due the employee under the Wage and Hour law for hours worked beyond 40 in the work-week.

Effective with issuance of the policy statement, Grimes said the divisions will apply the "show-up" principles with respect to typical minimum "call-back" payments made pursuant to employment agreements.

In accordance with the position of the divisions that extra compensation provided for an employee's work, when contingent on previous work for a bonafide daily or weekly standard of hours, is true overtime pay under the Wage and Hour law, the divisions will regard such premium payments made for hours worked on a "call-back" true overtime pay. As such, they may be excluded from the "regular rate" computation and may be credited toward overtime compensation due the employee under the law in the event he works more than 40 hours in the workweek. However, as in the case of "show-up" payments which are not made for hours worked, that portion of a minimum "call-back" payment which is measured by hours not worked (whether computed at the base or a premium rate) is neither to be included in determining the em-

WARNING SOUNDED ON U. S. SALES TAX

Washington.—Senator Wayne Morse (R., Ore.) has warned the American people that they must be on guard constantly against movements for a Federal sales tax.

In a Senate speech, which nearly all of the daily press ignored, Morse said business interests always have the Federal sales tax in the back of their tax thinking.

The Senator, one of the outstanding liberals in Congress, also talked about the so-called self-made man who supposedly owes all his success to his own hard work.

Sales Taxes Rob Poor

This is what Morse said about the sales tax, "A man with a large family and a low income discovers that the pennies which are taken away from him, by way of a sales tax every time he or his wife goes to the grocery store, butcher shop, shoe store and clothing store are all out of proportion, from the standpoint of his ability to pay, to the sales tax that is collected from his more wealthy neighbors.

"Workers and farmers generally oppose the sales tax because they see in it a passing of the tax buck, so to speak, from those most able to pay taxes on accumulated wealth to those who have, relatively speaking, little accumulated wealth. I think they are right about that."

Morse urged working men and women to campaign for the elimination of many excise taxes and the reduction of others, as an entering wedge in the battle against a Federal sales tax.

High and numerous excise taxes are necessary in wartime. But now pressure for continuing them is being exerted by businessmen and others. They want to expand excise taxes gradually. And then the jump to a general Federal sales tax will be easy.

"Social Obligation"

Turning to the so-called self-made man, Morse said, "There goes along with the advantages of being rich also a great social obligation to pay for the expense of a system of government which makes it possible for such great opportunities to be available to people of ambition an incentive."

The Senator also pointed out that the large segment of our population, "composed of families who do not accumulate any considerable amount of savings and many of which always remain either in debt or just barely meet the expenses of a really low standard of living, are responsible, nevertheless, for a large share of the production of our national wealth."

Morse will face rich, reactionary opposition in Oregon when he runs for reelection in 1950. Reports from Oregon indicate that vested interests in the state already are setting up a large fund in an effort to beat Morse.

ployee's "regular rate" nor to be credited toward overtime compensation which may be due the employee under the Wage and Hour law for hours worked beyond 40 in the workweek.

OEIU International Executive Board At June Session



URGE FAIR POLICY ON SHIPBUILDING

Washington.—The AFL's Metal Trades Department called upon Congress to pass legislation requiring federal maritime agencies to make a fair distribution of new ship construction and repair work to all areas of the nation.

Since the end of the war, nearly all contracts let by the Maritime Commission and Navy Department for cargo ships have gone to a handful of shipyards on the North Atlantic Coast, mostly owned by "Big Steel" and with "company unions" representing many of the workers.

West Coast yards, which are solidly under the AFL banner, have received none. President Charles J. MacGowan of the Boilermakers and other union chiefs tried to have government agencies correct this glaring discrimination, but without success. The agencies claimed that lower bids by East Coast yards gave them no alternative.

At hearings before the House Merchant Marine Committee, Secretary-Treasurer James L. Brownlow of the AFL Metal Trades Department led off the case for labor, and strong additional testimony was given by Maywood Boggs, international representative of the Boilermakers.

Both pointed out that West Coast yards did a remarkable job during the war, building 50 per cent of the nation's ships. Unions transported workers thousands of miles to that coast to help turn out the "bridge of ships" needed to defeat the Nazis.

What was their reward? A wholesale slaughter of jobs, Brownlow said. Right now, he declared, the West Coast yards don't have a single contract for a new vessel as against a million tons of ship construction awarded to the East Coast yards.

"If this situation continues, the yards are headed for complete extinction," he declared.

This would leave the nation in grave jeopardy should this country be attacked, he warned.

"If, for example, the Panama

Members of the Executive Board of the Office Employees International Union are shown above at their June meeting in the Hamilton Hotel in Washington. Vice President C. C. Newell was unable to be present because he was handling the negotiations on the Hanford Atomic project. Seated, left to right: Vice Presidents J. O. Bloodworth, Jr., and C. A. Stafford, Secretary-Treasurer J. Howard Hicks, President Paul R. Hutchings, Vice Presidents R. M. Daugherty and A. R. Carson. Standing, left to right: Vice Presidents Frank F. Randall, Lucien A. Bruneau, Edward P. Springman, L. P. Amell, L. G. Nygren and Harold E. Beck.

OEIU Union Label Week

Washington.—The International Union Executive Board of OEIU in regular session here last month took unanimous action to designate the period September 3 through 10 as "OEIU Union Label Week." All local unions are advised and urged to publicize our OEIU union label during such period and to participate in the plans for "Union Label Week" with their Central Labor Union, State and Provincial Federations of Labor and Women's Auxiliaries.

The designation of this period as "OEIU Union Label Week" conforms with the action of the convention of the Union Label Trades Department, which acted to establish this period as "Union Label Week." Such designation has also been approved by the Executive Council of the American Federation of Labor and the Executive Board of the Union Label Trades Department.

In their respective localities all officials and members of the American Federation of Labor, union label leagues and women's auxiliaries can now devote their entire activities to a demonstration for Union Labels, Shop Cards and Union Buttons. There will be nation-wide broadcasts carrying messages from President Green, Secretary-Treasurer I. M. Ornburn of the Union Label Trades Department, and other AFL officials.

This year marks the fortieth birthday of the Union Label Trades Department which was chartered by the American Federation of Labor on April 2, 1909, when Samuel Gompers was president. It will be fitting during the Union Label Week of 1949 to refer to this fortieth anniversary of the Label Trades and pay tribute to its founders.

Backs Texas Drive of OEIU

Beaumont, Tex.—Augmenting the action which it took at its 1948 50th convention in Fort Worth, the recent 51st annual convention of the Texas State Federation of La-

bor went squarely on record as advocating the organization of office and clerical workers and pledged its assistance to the Office Employees International Union in its current organizational drive within the state, according to Claude Bourque, secretary of the Port Arthur Trades and Labor Council, who attended both as a delegate from the Council and from OEIU Local 66 at Port Arthur, together with delegate K. M. Walker.

The resolution adopted by the convention was proposed by Bourque and Walker and the same received an enthusiastic reception. Pledges of assistance and expressions of good will resounded from delegates from the many cities represented.

Canal were destroyed, we would face national disaster," he said. "Ships wouldn't be able to get through from the East Coast and there would be no yards or skilled manpower ready to turn out new ships on the West Coast."

"We of the metal trades unions will never give up this fight until all regions of the nation," he asserted, "receive a square deal in shipbuilding contracts for national defense and for our peacetime needs."

BIG ORGANIZING DRIVE UNDER WAY

San Francisco.—The Metal Trades Council of Southern California is in the midst of a vast organizing program designed to bring the unorganized workers in the manufacturing industries of southern California into the American Federation of Labor. This program was endorsed by all the international unions through their representatives, at San Diego in January of this year. The Metal Trades Department also agreed to assist in the drive and assigned B. A. Gritta to work on the campaign. The drive is making considerable headway.

Although sponsored by the international unions, this organizing program was requested by the local unions of the area. They are determined to make it a success, and are asking complete cooperation and help in both manpower and finances from all metal trades and other locals.

Business Representative Anne K. Sweet of OEIU Local 30 at Los Angeles is actively participating on behalf of OEIU.

FOUR TIMELY AFL PAMPHLETS

- Slavery—Old and New
By Matthew Woll... 10 cents
- Rift and Realignment in
World Labor
By David Dubinsky... Free
- What Happened to the Trade
Unions Behind the Iron
Curtain 50 cents
- American Labor Looks at the
World (1948)... 50 cents

Order from Free Trade
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Box 65, Station G,
New York, 19, N. Y.

'Gift of Freedom' Portrays Workers' Stake in U. S. Life

Washington.—A 150-page illustrated book, "The Gift of Freedom," describing the level of living—on the job and off—of the American worker, has been released by the Bureau of Labor Statistics.

The book, according to bureau officials, is "designed to inform the worker in foreign countries how his American counterpart lives." Eight chapters describe in detail: workers' employment characteristics; the economic basis for their living standards; what their wages will buy in terms of an hour's work; their standards of living; working conditions and labor legislation; the history, development and influence of the labor movement; and the historical basis for personal and political freedom.

Protector of Liberty

The volume takes its title from the theme of a 5-page introduction which refers to Walt Whitman's conception of America "as an inheritor and protector of world liberty" bound by a responsibility both "fearsome and sacred."

By example and by other means as well, it states, we must make good on our obligation with respect to "this gift of freedom American democracy held only in trust."

Our ability to do so, the introduction states, is tested by (1) whether workers prosper as the economy as a whole prospers; (2) the flexibility of the system in permitting "freedom of movement, choice, conscience and opportunity"; and (3) the progressive improvement of the status and influence of the worker. The facts are measurable, the introduction continues, because "one of the benefits of a free society is the right of free inquiry, and Americans have made extensive use of that right."

It warns that it is "not an economic and social system alone which guarantees prosperity and security," but rather that any system which "provides freedom to the individual, and allows him to participate to the fullest extent to the solution of problems which beset it, stands the greatest chance of maximum utilization of its human and natural resources."

Priceless Possessions

Pointing candidly to "flaws" in the operation of the American system, it contends that "our mistakes impede but do not halt our progress or change our direction." We possess the combination of circumstances necessary to "virile democratic leadership" and reconstruction: free labor, free unions, social consciousness and social conscience, sacred regard for individual dignity, and economic capacity. Even more than our material treasure "we want to share those free institutions of free men which are imbedded in the very marrow of any democratic social structure. That indeed is the gift of freedom."

Copies are available for 55 cents from the Superintendent of Documents, Government Printing Office, Washington, D. C.

Crash 'Almost Impossible' AFL Economic Study Shows

Washington.—America's economy is so healthy and vigorous that a "serious business recession" is "almost impossible," the AFL *Monthly Survey* declared.

Even though unemployment is growing higher and may rise to 5,000,000 by July, the American people have certain and definite safeguards against a crash, the survey found. It took a generally bright view of the economic situation.

It said there are certain dangers, however, and declared that policies followed by unions, management and government in this period are "all important." The AFL said it is vital that wages move "steadily upward" this year to restore and increase consumer buying.

But it said wage increases should now be based on "past or future increases in productivity" to prevent undue rises in costs—and that company earning power should be considered.

It proposed that unions cooperate with management through union-management production committees to "prevent waste, save expense, cut costs, improve production." A wage increase, the AFL said, may depend on such a plan.

AFL unions were advised to get the facts on the employer's financial condition.

"Perhaps your employer's prospects are excellent," the publication said, "but if his profit margin is being squeezed by price declines your future will be more secure if you help him improve his competitive position."

On the nation's economic prospects, the AFL said the current

price cuts are a "healthy development." It said readjustment after any war is difficult, "but there is no reason now to expect any such collapse as that of 1921."

Following are the "strong sustaining forces" which the AFL said make a serious recession "almost impossible.":

Employment is still very high, 12,500,000 above prewar; unemployment in May was 3,300,000 (1,500,000 above last year).

Industrial production is still 75 per cent above prewar.

Unions have kept workers' wages in pace with price increases and union contracts protect wage rates against cuts.

Workers' buying power is much stronger than in previous times of price decline, "though it must be still stronger to lift consumer demand."

Unemployment compensation gives workers partial income while unemployed.

Farm prices are protected against collapse by government price supports.

Bank deposits are guaranteed by the government.

Building construction this year is continuing at last year's high level.

Government spending, including European aid and military programs, will continue at levels of more than \$40,000,000,000.

Consumer income, though inadequate, is still only 4 per cent below the postwar peak.

The AFL also said it is vital that the government, management and union avoid any action that would start price inflation again.

PENSION PLANS IN BARGAINING REALM

Washington.—Pension and retirement plans are no longer "fringe" issues, but are clearly within the circle of subjects on which employers are required by law to bargain collectively with their employees.

The status of pension plans was established by the recent action of the United States Supreme Court in refusing to review a decision of a United States Court of Appeals upholding an order of the National Labor Relations Board. It held that an employer must bargain with his employees on such plans if the employees request it.

It was the first time that the question had been brought before either the Board or the courts.

The Supreme Court's action was taken in a case involving the Inland Steel Co. of Chicago and the United Steelworkers of America. The Board, however, conditioned its order on the Steelworkers' compliance with the non-Communist affidavit requirements of the Labor Management Relations Act.

Bargaining Mandatory

In this case, a four-member majority of the Board ruled that pension plans come within the scope of the provision of the act which makes it mandatory for both employers and unions to bargain collectively "in respect to rates of pay, wages, hours of employment, or other conditions of employment." The majority opinion was signed by Chairman Paul M. Herzog and Board Members John M. Houston, James J. Reynolds, Jr., and Abe Murdock. Board Member J. Copeland Gray dissented.

In the opinion, the majority declared:

"Realistically viewed, this type of wage enhancement or increase, no less than any other, becomes an integral part of the entire wage structure, and the character of the employe representatives' interest in it, and the terms of its grant is no different than in any other case where a change in wage structure is effected."

In two other decisions coming soon after the ruling in the Inland case, the Board applied the same reasoning to group insurance. The Board ruled that various types of group insurance, like pension and retirement benefits, constitute an indirect part of wages as well as part of the "conditions of employment."

Missouri Senate Kills Union-Control Statute

Jefferson City, Mo.—Despite a night-long Republican filibuster, the Missouri State Senate voted 18 to 12 to repeal the anti-union Madison law which barred jurisdictional and sympathy strikes, secondary boycotts and strikes against the government.

The Republicans sought to prevent a vote in the Senate, which is controlled by the Democrats, charging that labor leaders had threatened legislators with reprisals unless they voted for repeal.

The lower house previously voted for repeal of the measure.

FIVE POLIO PRECAUTIONS ARE LISTED FOR PARENTS

Warning that the 1949 polio season is "just around the corner," the National Foundation for Infantile Paralysis has issued a list of precautionary measures to be observed by those in charge of children during the epidemic danger period which usually runs from May through October, reaching its peak during the hot, mid-summer months. The five easy-to-follow health rules for children are:

1. Avoid crowds and places where close contact with other persons is likely.
2. Avoid over-fatigue caused by too active play or exercise, or irregular hours.
3. Avoid swimming in polluted water. Use only beaches or public pools declared safe by local health authorities.
4. Avoid sudden chilling. Remove wet shoes and clothing at once and keep extra blankets and heavier clothing handy for sudden weather changes.
5. Observe the golden rule of personal cleanliness. Keep food



lightly covered and safe from flies or other insects. Garbage should be tightly covered and, if other disposal facilities are lacking, it should be buried or burned.

The National Foundation also listed the following symptoms of infantile paralysis: headache, nausea or upset stomach, muscle soreness or stiffness, and unexplained fever. Should polio strike in your family, call a doctor immediately. Early diagnosis and prompt treatment by qualified medical personnel often prevent serious crippling, the National Foundation pointed out.

The organization emphasized that fear and anxiety should be held to a minimum. A calm, confident attitude is conducive to health and recovery. Parents, it said, should remember that of all those stricken, 50 per cent or more recover completely, while another 25 per cent are left with only slight after effects.

If polio is actually diagnosed, contact the chapter of the National Foundation for Infantile Paralysis serving your community. The chapter will pay that part of the cost of care and treatment which patient or family cannot meet.

CUT OUT AND KEEP FOR REFERENCE