

# THE OFFICE WORKER

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

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## PENSION PLAN WON IN NEW AGREEMENT

Portland, Oreg.—Signing of renewal working agreements featuring a noncontributory pension plan was announced jointly by the Portland Gas & Coke Co. and the two employe unions involved, the Office Employees International Union, Local 11, and the International Chemical Workers Union, Local 133. (Photo on page 4.)

The pension plan became effective May 1 and will cover approximately 1,130 employes of the Portland utility. For a worker retiring at age 65 after 30 years of accredited service, the minimum monthly benefit will be \$100, including social security benefits.

The pension program, based on present payrolls, is estimated to cost about \$260,000 a year.

Roughly, the formula for calculating the benefits is:

One per cent of the first \$3,000 of average annual earnings plus 1½ per cent of any wages over \$3,000 multiplied by the number of years of service equals monthly payments.

Accredited service may start at age 30 but not before. During the first three years of the plan employment beyond age 65 will be permitted but with no increase in benefits after 65.

An earlier voluntary retirement provision also is included, optional at 55 after 15 years' accredited service but with smaller payments. Another option allows including of the employe's spouse, which reduces payments but extends them over a longer time.

The new agreements also included higher wage differentials for swing and graveyard shifts, retroactive to January 1.

## MAJORITY FOR AFL

Washington—AFL unions won 169 collective bargaining elections in February, the National Labor Relations Board reported.

This was 67 per cent of the 251 elections in which AFL unions took part. The AFL accounted for 41 per cent of all union victories during the month.

The AFL took part in and won more elections than the CIO (71) and independent unions (52) combined.

Elections are won only at the ballot box. The only citizens allowed at the ballot box are voters. The only way to become a voter is to register.

## Initial OEIU Educational Conference Great Success



Philadelphia, Pa.—OEIU Secretary-Treasurer J. Howard Hicks and President Paul R. Hutchings, President James L. McDevitt of the Pennsylvania State Federation of Labor, OEIU Vice President Edward P. Springman and AFL Regional Director Henry A. McFarland (reading from left to right) are shown reviewing the program of the OEIU educational conference held in this city. Other pictures on page 3.

Philadelphia, Pa.—Over 100 participants from nearly 50 OEIU local unions in the OEIU-sponsored educational conference held in this city were unanimous in their praise of the benefits received by them from the meeting, to say nothing of the enjoyable dinner and entertainment presented the evening of the first day of the conference.

The conference, under the general direction of OEIU Vice President Edward P. Springman, got off to a good start on Saturday morning, April 15, with outlines by Pennsylvania State Federation of Labor President James L. McDevitt and AFL Regional Director Henry A. McFarland of the organizational and negotiation assistance that is available through AFL state federations, central bodies and the AFL itself. President McDevitt also emphasized need for all of labor cooperating with Labor's League for Political Education.

OEIU President Paul R. Hutchings elaborated on the facilities of the International Union and how they can be useful in the organizing programs and in solving the collective bargaining problems of OEIU local unions, emphasizing at the same time how, by strategic use of OEIU representatives, they can be of most help to our local unions in their agreement negotiations.

OEIU Secretary-Treasurer J. Howard Hicks expressed satisfaction in the calling of the conference and pointed out the benefits which it could have to the over-all development and functioning of the OEIU movement. He illustrated how effective organizing work by local unions aids in broadening and implementing activities of each lo-

cal union and the International Union.

Professor Irvine L. H. Kerrison in charge of the Labor Program at Rutgers University opened the Saturday afternoon session with a short talk on the responsibilities of the local union and the need for developing leadership, followed by an outline of some of the methods used in obtaining good public relations by Rob Roy, director of public relations, Community Chest of Philadelphia and vicinity.

Organizing problems and how to meet them were discussed by a panel headed by Professor Anthony Luchek of the Pennsylvania State College Labor Education Service.

(Continued on page 3)

## ALL THIS—AND CONGRESS, TOO?

Washington—Westinghouse Electric Corporation last year made the highest profit in its 64-year history.

President Gwilym A. Price, in breaking the latest business success story of the month, also took time to complain that the Truman tax policy is "throttling the incentive to invest in American industry."

The Westinghouse net profit in 1949 was \$67.3 million. In 1948 it was \$55.7 million. The increase of \$11.6 million is more than 20 per cent.

Hey! Just what does big business want from the American way of life? All this—and Congress, too?

## IMPETUS GIVEN TO WALL STREET DRIVE

New York, N. Y.—The ill-advised action of the New York Stock Exchange to cut down on the usual summer Saturday holidays has contributed considerably to the organizational efforts of OEIU Local 205 in Wall Street.

The exchange was forced to backtrack hurriedly when the local flooded the Street with pamphlets pointing out that "the brokerage business is about the only industry that refuses to adopt the 5-day week."

Coincident with its drive to remain open on Saturdays, the Exchange in a program of retrenchment started a job purge of non-union help in the Exchange. Publicity pamphlets by Local 205 exposed this attempt by the Wall Street magnates and forced them to reconsider their action.

A representation election held last month by the NLRB among the 130 some employes of a stenographic unit of the New York Stock Exchange resulted in a landslide victory for OEIU Local 205, which local presently holds bargaining rights for other clerical employes of this Exchange.

Recent negotiations by this local union with the New York Curb and Cotton exchanges have resulted in further benefits to its members.

The Street knows now that our local is not to be discounted, and the employes know that their best interests are closely allied with those of Local 205.

## 65 Cents Inadequate

Boston, Mass.—Albert L. Mokaba, member of OEIU Local 6 and AFL representative on the Minimum Wage Board for office, clerical, technical and similar occupations for the state of Massachusetts, has together with other labor representatives dissented from that Board's recommendation of a minimum wage of 65 cents for these occupations.

The state's minimum wage law requires the establishment of a wage that is "fair and reasonable value of the services rendered and sufficient to meet the minimum cost of living necessary for health."

The labor representatives point out that the increased cost of living since the establishment of a 60-cent minimum in 1946 would justify a substantially higher minimum than the 65 cents now recommended, at the same time adding that the original 60-cent minimum was too low and therefore, contrary to the intent of the statute.



## Profits High

Profit levels are so high generally that most corporations are able to increase wages this year.

That is the conclusion of an AFL study.

The AFL has urged local unions to seek wage increases of 10 to 15 cents an hour or more this year to raise consumer purchasing power, keep the nation's industrial machine turning at full speed, and restore full employment.

Reports just published show that profits in the first quarter of 1950 are up \$1,000,000,000 from the fourth quarter of 1949.

The Standard & Poor outlook of April 10 gave the earnings outlook for 1950 as 10 per cent above 1949 in 14 industries: brewing, chemicals, coal, tin containers, electrical power, gold mining, meat packing, natural gas, paper, radio and television, railroads, rayon yarn, beet sugar, tires and rubber goods.

Little change is expected in 38 other industries and profit declines of 10 per cent or more are expected in only 10 industries. This is another indication that workers have good reason to believe companies can pay higher wages in 1950 as productivity increases.

Workers should carefully examine their companies financial position before going into negotiations. for they may be in an industry which is making higher profits now than last year.

## Political Education

Does political education accomplish anything?

Take a look at the story of the Kerr natural gas bill. The history of this legislation reveals the importance of political education.

Last August the House passed the natural gas bill with little debate. The vote was 183-131, not close at all.

Then consumers' groups, co-ops, farmers, small businessmen and mayors of many cities started pointing out what the natural gas legislation meant.

Senators and Representatives heard from their constituents. And the Congressmen began to give natural gas more attention.

Last month the Kerr natural gas bill came up in the Senate. Soon after Senators began discussing the measure. it became evident that this legislation faced a tough battle.

The bill just squeaked through the Senate. by a vote of 41-38. The measure went back to the House. This time the vote there was 176-174, still in favor of the legislation. But contrast that with last year's 183-131.

Finally, President Truman vetoed the Kerr bill. The people have come out on top. The special interests, which so often win fights of this sort, have been soundly beaten.

As a result of political education by workers—such as LLPE carried on—farmers and small business-



"Mr. Prentice, I suggest you give in to some of the negotiating committee's demands."

## Free Trade Unionism Only Hope Against 'Reds' In Europe

New York.—The slogans of Europe's democratic trade unionists who have been overrun by Soviet Communism are two—

Go slow.

Keep your faith.

The first means to work, produce, harvest as little as possible and as slowly as possible. The second means that there is hope that some day the Iron Curtain countries will be liberated from Soviet mastery. Until then—keep your faith.

The purveyors of these slogans are a group of men, trade unionists, who have gathered together in Paris under the name of the Free Trade Union Center in Exile. They include recognized representatives of trade union movements in Bulgaria, Rumania, Yugoslavia, Lithuania, Esthonia, Czechoslovakia, Hungary and Poland.

These representatives are men who fought totalitarianism of the domestic Fascist variety when and where it existed and today fight the Communist domination.

Visiting America to confer with American Federation of Labor officials is Sasha Volman, youthful secretary of the Free Trade Union Center in Exile. who is seeking

men. Federal regulation of natural gas rates will remain effective. The big oil companies which run the industry won't be able to charge any price they please. You'll get natural gas now at a fair price.

If the Kerr natural gas bill had become law. the price you pay for gas for cooking and heating would have increased. The Federal Government would have been unable to protect your interests.

So, you see, political education works. All that's needed is more of it.

support for this organization. Himself a Rumanian, Volman spent a few years in Soviet forced labor camps, managed to get out and now with his comrades is trying to prepare for the inevitable demolition of the Iron Curtain.

The FTU conducts its activity on two fronts—abroad and within the Iron Curtain. Its experts prepare reports on the working conditions within the Soviet-dominated lands, reports based on information illegally obtained. These reports are made available to persons engaged in the propaganda war against Soviet imperialism.

Within the Soviet orbit, an underground is supported. It is not an underground which engages in violence and sabotage because the Soviet forces are ready to take bloody reprisals and good people would be sacrificed "needlessly at this time," says Volman.

"Our main problem now," he says, "is to keep up the faith of our compatriots, their morale. They must keep their faith that the democratic forces in the world are still alive.

"The Soviet Union may have occupied these countries but it has not digested them. It hasn't yet broken their moral resistance.

"The Communists talk only about their victories and are continually emphasizing their domination of labor movements all over the world. They talk about the inevitable collapse of the west. that there is nothing to expect from abroad.

"We try to counteract this Communist line through our pamphlets which we circulate within our native lands. We are trying to set up a radio broadcasting system so as to be able to get to the masses of people without endangering the lives of our underground workers.

## Oh for the Life of an Editor

Getting out this newspaper is no picnic.

If we print jokes, people say we are silly.

If we don't they say we are too serious.

If we stick close to the office all day,

We ought to be around hunting material.

If we go out and try to hustle,

We ought to be on the job in the office.

If we don't print contributions,

We don't appreciate genius;

And if we print them, the paper is filled with junk!

If we edit the other fellow's write-up we're too critical;

If we don't we're asleep.

If we clip things from other papers,

We are too lazy to write them ourselves.

If we don't we are stuck on our own stuff.

Now, like as not, some guy will say We swiped this from some magazine.\*

\*We did!

## NEW BUDGET BOOKS

San Francisco, Calif.—The Heller Committee for Research in Social Economics recently announced a new edition of its annual budgets for San Francisco as of September, 1949.

These publications can be secured from the University of California Press, Berkeley 4, Calif. Their titles and cost are: (1) Quantity and Cost Budgets for Three Income Levels—\$1.25; (2) Quantity and Cost Budget for a Single Working Woman—.50; (3) Quantity and Cost Budget for Dependent Families or Children—\$1.00; and (4) Food for Four Income Levels—\$1.00.

"Labor is the only hope in Central Europe. It is the only dynamic force left and we are grateful truly to the AFL, particularly to Jay Lovestone and Irving Brown for their cooperation in helping us set up our Center in Paris."

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**One-Third of a Nation**

Remember that phrase? It's one many of us will never forget, but this time it can have a bright and cheerful meaning, for one-third of the Nation is YOUNG.

Our country has 46 million children under the age of 18. That's more children than we've ever had before. And still they come. Last year 3,700,000 babies were born, more than any other year except 1947 when the national birthrate set its highest record to date.

**More and Better**

Will all these children grow into healthy and happy adults? Can we meet this challenge of more children—for whom all of us want a better life?

One way: the Midcentury White House Conference on Children and Youth scheduled for December. Held every 10 years, the first Conference met in 1909. Out of it came the Children's Bureau, improvements in foster care and a mothers' pension movement. At the 1919 Conference, important child health and welfare standards were framed and the demand for child labor laws speeded up.

This year the Conference will tackle mental health, establish guides for the development of the whole child. During the first half century, physical health was all important, but we have learned that a sound, healthy child is emotionally and mentally healthy, too.

For the first time, young people are taking part in this Conference. Work has begun, state committees have been formed. Find out who heads your state committee; be sure labor is represented on it. You will want a part in this conference, your children is what they are meeting about.

**Speaking of Babies**

The pamphlet heading the best seller list among government publications is "Infant Care." Last year more than 2,000,000 copies of this 15 cent treasure were sold. Over half of all new mothers in the country bought one.

**Margarine**

Unless your state has laws against it, you can buy margarine already colored on July 1. Also, wherever you live, you should get it at a lower price and by the quarter pound if you prefer it that way.

The federal tax of 10 cents a pound on colored margarine is repealed on June 30 along with other licensing fees designed to keep margarine white. It will be interesting to see whether the margarine people pass this saving on to consumers.

**Women for Office**

Says Congresswoman Helen Gahagan Douglas, currently running for the Senate: "I do advocate women becoming candidates for public office on every level of government from the ward and precinct to the top."

Incidentally, the number of women representatives in state leg-

**At OEIU Educational Confab**



Philadelphia, Pa.—Professor Anthony Luchek, Labor Education Service, Pennsylvania State College, and chairman of the panel on Organizing Problems at the recent OEIU educational conference here, indicates the points to be stressed by members of the panel. Left to right: OEIU Representative George P. Firth, Professor Luchek, OEIU Vice President Harold E. Beck, and OEIU Representative Edward C. Nagel. Howard Coughlin, business representative of New York Local 153, was also a member of this panel, but he was not present when the picture was taken.



Philadelphia, Pa.—The Collective Bargaining Panel of the recent OEIU educational conference held in this city appears to be well pleased with its presentation. Left to right (standing): Nicholas Juliano, president of Newark Local 32; Robert Greenwood, president of Washington Local 2; and S. Herbert Unterberger, OEIU research consultant. Seated (same order): Sally Douty, president of Pittsburgh Local 33; Professor Irvine L. H. Kerrison of Rutgers University, chairman of the panel; and R. M. Daugherty, OEIU Vice President.

(Continued from page 1)

Other panel members included OEIU Vice President Harold E. Beck and Representatives George P. Firth and Edward C. Nagel, and Howard Coughlin, business representative of New York Local 153. The varied approaches to solving this general problem were discussed by not only the panel members but also by numerous representatives of the local unions in the audience.

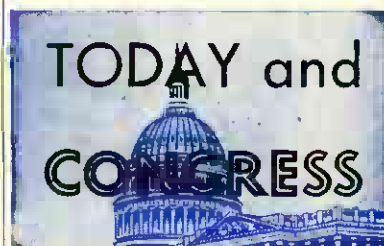
The entertainment provided by the magicians following the Saturday evening dinner was thoroughly enjoyed by all of the representatives present and provided a relaxing interval between sessions. The Sunday session was opened

islatures has increased from 29 in 1917 to 217 in 1949. Percentage-wise it is now twice as high as in Congress. The trend is certainly upward.—Polly Edison.

by a discussion of present trends in collective bargaining by OEIU President Paul R. Hutchings who also pointed out some of the pitfalls local unions should watch out for in their negotiations and sources for assistance and materials.

S. Herbert Unterberger, OEIU research consultant, then stressed how research can be a valuable "tool" in negotiations, emphasizing the need for each local union furnishing International headquarters with complete agreement information so that this information can in turn inure to the benefit of the members of all local unions.

A panel made up of Professor Kerrison as chairman and OEIU Vice President R. M. Daugherty, Presidents Sally Douty of Pittsburgh Local 33 and Robert Greenwood of Washington Local 2, Business Representative Nicholas Juliano of Newark Local 32, and OEIU Research Consultant Unterberger then discussed the many phases of



The "Do-Little 81st Congress" has turned the halfway mark of its second session and is headed for adjournment in three months or less with an unimpressive record to lay before the voters.

On the negative side is the certainty of no further action to repeal the Taft-Hartley law, no action to adopt President Truman's health insurance program or liberalizing unemployment compensation provisions; tabling by the House of a federal aid to education bill; slight prospects for any strong civil rights law or rent controls; killing of the cooperative housing provisions of the housing law.

On the positive side, this session has completed action on a good displaced persons bill and repeal of the federal taxes on oleomargarine. The one certainty of benefit to the people and workers appears to be liberalization of the social security system, already past the House and guaranteed Senate passage before adjournment.

Still pending are the Marshall Plan and agency appropriations measures. The Senate took up rent control extension nudged by a special message from President Truman to extend present curbs until June 30, 1950. The House scheduled later hearings.

Administration stalwarts in House and Senate were doubtful that they could give the people the little rent protection they now enjoy. Only the strongest action by labor and liberal groups can retain any kind of curbs.

In his special message asking Congress to continue rent controls another year, Mr. Truman said:

"I strongly advocate extension of rent control because I am convinced that the public interest requires it. Housing is the one area of acute shortage remaining from wartime. Removal of controls would mean serious hardship for millions of tenants who are caught in a 'seller's market' and cannot obtain lower rents by shopping around. Until supply is near enough to demand so that the forces of competition will again operate effectively to protect the tenant, rent control should continue."

"At the same time, we should continue the present policy of granting the landlord all justifiable increases in rent. The basis of our policy has been fairness to both the landlord and the tenant."

the collective bargaining process, and here again, the representatives of the local unions present offered many constructive suggestions and asked valuable questions.

The conference closed with a unanimous expression to the effect that all had benefited from the meeting. The assistance of and hospitality shown by members of Philadelphia Local 14 assisted greatly in making this conference a success.



**Negotiations**—The locality of the plant is the proper place for negotiations to take place over a contract, NLRB rules; and if a company's home offices are at some other place in the country, it's up to management to get its negotiators to the local plant.

The Board makes this ruling in a case involving a company near Pittsburgh with a plant in California at which a local had bargaining rights.

The company insisted that negotiations take place in Pittsburgh as the union had an office in Pittsburgh too; but the Board holds that it's the local union doing the bargaining and there's no reason it has to delegate its powers. (*Westinghouse Pacific Coast Brake Co. and IAM.*)

**60-Day Notice**—An NLRB trial examiner has held that a union that walked out on the 59th day of the 60-day cooling-off period went out on an illegal strike, and upholds the company's refusal to deal any further with the union and its decision not to take back the strikers. The NLRB itself hasn't ruled on this point yet.

The union intended to comply with the 60-day requirement but got fouled up because a legal holiday delayed receipt of the notice by the company. (*Ohio Oil Co. and Oil Workers, CIO.*)

**Grievance Handling**—The NLRB has upheld a union's right to refuse to give up its right to be present at all grievance adjustments, and the Board emphasizes that the union has such a right to be present given to it in the plain language of the law.

The company had refused to sign any contract unless the union waived its right to be present during the initial processing of a grievance. The union signed the contract, but reserved the right to take the issue to the NLRB.

What Congress intended in the T-H Law, says the Board, was that the union should have the right to keep its eye on any settlements between the company and individual employes precisely because they might, at any time, affect the contract.

The company made the union's agreement on the point a condition for any further bargaining. And this is refusing to bargain in good faith, NLRB rules. (*Bethlehem Steel Co. and Shipbuilding Workers, CIO.*)

**Picketing**—A picket sign calling an employer "non-union" carried by a union attempting to organize the employer's employes, has been held by the California Superior Court (Los Angeles County) NOT to be untruthful so as to justify a temporary injunction. (*Caneer v. RCIA Local 324.*)

**Breach of Contract**—In order to maintain a suit for breach of contract against an employer under the Taft-Hartley Act, the U. S. District Court (Northern District of Ohio) points out that, what is alleged to be breached must be in the contract. It is not enough, the

## Renew Pact With Gas Utility



Portland, Ore.—Shown at signing of renewal agreements between OEIU Local 11 and International Chemical Workers Union Local 133 and the Portland Gas & Coke Co. are (left to right): C. V. Jackson, secretary of Local 133; T. M. Kincaid, secretary-treasurer of Local 11; C. H. Gueffroy, president of the company; and Charles E. Mackey, president of Local 133. Highlight of the pact is a non-contributory pension plan. (Story on page 1.)

# NOTES

from the field

**Minnesota**—The recently organized office employes of Hart Motor Express in Minneapolis have benefited through an agreement negotiated by Local 12. In addition to an average 19.6 cents increase, the agreement includes a union shop, check-off of dues, seniority to govern if employe is qualified, unused sick leave added to vacation, etc. The local union is presently in the process of organizing the office employes of Dakota Transfer, another large transportation company.

**Washington**—Organization by Local 100 of the office employes of the Hanley Co., another sub-contractor on the Hanford Atomic Energy Project in Pasco, has resulted in that company agreeing to come under that local's present agreement with other sub-contractors on the project. Local 100 is moving forward in its drive to organize the over 1,500 office employes of General Electric, the general contractor at the project.

**Longview-Kelso Local 281**, in an NLRB election, has by a unanimous vote been selected by the office employes of the Longview Branch Store of Hudson-Duncan Co. as their bargaining representative.

**Massachusetts**—Boston Local 6 is forging ahead. A union shop election has been won at WBZ, radio and television station. A majority of the office employes at American News Co. and Radio Cor-

court states, that it be a provision of the law.

The suit in the instant case (*Electrical Workers v. Fawick Airflex Co.*) was based on employer's failure to give a 60-day notice of desire to amend a contract and his alleged change in working conditions within the 60 days.

The action was dismissed because there was no provision in the contract covering the 60-day notice.

poration of America (Service, Inc.) have designated this local as their bargaining representative and NLRB certification has been requested.

Substantial progress in organizing the 1,500 office and clerical employes of the Raytheon Mfg. Co. in Waltham is reported.

**California**—Los Angeles Local 30, in full cooperation with AFL's "Gompers Year" drive for new members, is forging ahead with its organizing plans. No. 1 on its agenda is a fund-raising drive climaxed by an old-fashioned picnic to be held this month. The funds raised will be used to further its activities in the organizing field.

**New Jersey**—The office employes of the Union Terminal Cold Storage Company have designated Local 142 of Jersey City as their bargaining representative and are now covered by an agreement between their employer and this union which, among other benefits, has increased their salaries by 7.5 cents per hour.

**Pennsylvania**—Pittsburgh Local 33 has, through an NLRB election, been selected unanimously as the bargaining representative of one unit of the General Electric Supply Corp.

Organization of the office employes of The Texas Co. by Local 14 in Philadelphia is moving forward.

**Connecticut**—A large majority of the office employes employed by the Rockbestos Co. in New Haven have designated the OEIU as their bargaining representative.

**New York**—The NLRB has ordered Yawman & Erbe Co. to furnish our Rochester Local 34 upon request with the names, positions, and current wages of office employes employed by that company, and has found the company guilty of an unfair labor practice in failing to do so when originally requested by the local union.



**Paper Mill**—American Writing Paper Co., Local 247, Holyoke, Mass., 10 cents per hour.

**Copper Sheets**—Revere Copper & Brass, Inc., Local 22, Baltimore, Md., 5 cents per hour.

**Ice and Fuel**—City Fuel Co., Local 6, Boston, Mass., two units of employes with increases from \$2 to \$25 per week.

**Work Clothing**—Oshkosh B'Gosh, Inc., Local 59, Oshkosh, Wis., \$2 per week.

**Drugs**—McKesson & Robbins, Inc., Local 69, Fresno, Calif., \$10 to \$25 per month.

**Cold Storage Rental**—Union Terminal Cold Storage Co., Inc., Local 142, Jersey City, N. J., \$3 per week.

**Trucking**—Hart Motor Express, Local 12, Minneapolis, Minn., 4 to 32 cents, average of 19.6 cents.



"What caused the explosion at your house last night?"  
"Powder on my sleeve."

He: "How about a little kiss, honey?"

She: "Can't. My lips are chapped."

He: "Aw, c'mon. One more chap won't hurt you."

Barber: "You say you've been here before? I don't remember your face."

Customer: "I don't doubt that. It's healed now!"

It is better to get something in your eye and wink, than it is to wink and get something in your eye.

Household hint: For that lousy feeling—Scratch.

Reporter: "How is the Editor getting along?"

Nurse: "He's lying at death's door."

Reporter: "That's grit for you—at death's door and still a typical editor."

## New Pension Book

"Pension Plans in Collective Bargaining"—32-page pamphlet on development, extent, understanding, and costs of pensions and negotiating a pension plan, also includes selected bibliography, available from University of Illinois, Institute of Labor and Industrial Relations, 704 South Sixth Street, Champaign, Ill., single copies free, additional copies 5 cents each.