

# THE OFFICE WORKER

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

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## NLRB ELECTION ORDERED AT THE TEXAS COMPANY

### Port Arthur Anticipates Substantial Victory

Washington, D. C., Jan. 24.—The National Labor Relations Board today granted the request of Office Employees Union No. 22977 and directed that an election be held within 30 days among the clerical and office employees at the Texas Co.'s refinery and terminal at Port Arthur, Texas.

The election is for all clerks, stenographers, comptometer operators and employees of the cashier's department. These workers will vote as to whether or not they desire to be represented by Office Employees Union 22977, A.F.L., an affiliate of our International Council.

In ordering an election among these workers the board took note of the fact that Local 22977 represents a substantial number of the workers involved, and that the workers are, therefore, entitled to an opportunity to vote by secret ballot for their choice of a collective bargaining representative.

It is anticipated that Local 22977 will receive an overwhelming majority of the votes cast and will be certified by the Labor Board as the exclusive bargaining agency for the employees involved.

### Agreement Negotiations to Follow

Immediately upon winning the election and obtaining legal certification as the bargaining agency for office workers, Local 22977 will enter into bargaining negotiations with the company and anticipates that it will be able to obtain substantial improvements in the present working conditions of these office and clerical workers. The full assistance and cooperation of our International headquarters is being extended to Local 22977 and its members employed by the Texas Co. to the end that a satisfactory working agreement may be promptly consummated after the election.

It is pointed out that the achievements which the Texas Co. workers can gain through

## WAGE INCREASES WON AT FILM EXCHANGES

Hollywood, Calif.—A 10 percent wage increase, preferential hiring, time and one-half after an 8-hour day, and no time off in lieu of overtime were the important points recently won for office workers of Film Row by the Screen Office Employees Guild, A. F. of L., according to reports contained in the current issue of that union's January publication "Punching In."

Covered by the negotiations were R.K.O., Warner Bros., Universal, and Paramount, in addition to other film exchange companies. These increases have been jointly submitted to the War Labor Board for its approval.

collective bargaining negotiations will be dependent to a considerable degree on the interest which they show in building up a substantial majority vote in favor of collective bargaining. All clerks and office workers at the Port Arthur refinery and terminal are urged, therefore, to participate in the election and to vote for Local 22977 as their bargaining agent.

In accordance with the regular procedure of the Labor Board, this election will be by secret ballot conducted by the U. S. Government, and neither the employer nor anyone else will know how any worker votes. All workers are fully protected by the Government in the exercise of their legal rights to vote for our local union without fear of interference or intimidation.

### Ithaca Organizing

Ithaca, N. Y., Jan. 17.—Office workers in this city are rapidly responding to the opportunities presented for organization into a local union of our International Council.

Brother C. H. Van Riper, president of Teamsters Local No. 303 in this city, has been actively assisting in the organization of office workers in this area and it is anticipated that an office employees union local charter will shortly be issued.

## PAY INCREASES WON AT HERBST SHOE MFG. CO.

Milwaukee, Wis., Jan. 17.—Under the terms of a union agreement signed December 29, the office employees of the Herbst Shoe Manufacturing Co. received wage increases of from \$2 to \$3 per week retroactive to September 9, 1943, it was announced today by Alice Holz, Vice President of our International Council and Secretary of Local 16456 of this city.

These wage adjustments have received the approval of the War Labor Board.

The present agreement is the third which Local 16456 has negotiated with the company and it provides for a 40-hour week, Monday through Friday, with double time for all work performed on 5 named holidays and on Sundays.

Time and one-half is paid for all work in excess of 40 hours per week and paid vacations of one week for one year's service and 2 weeks for 2 years' service are provided for, in addition to 6 days sick leave per year and stipulated rest periods throughout the workday.

## American Enka Workers Organize

Enka, N. C., Jan. 26.—Taking a page from the experience of their fellow workers engaged in production, members of our trade employed in the offices of the American Enka Corp. are organizing into our International Council.

Close observation of the gains won by employees of this company engaged in production of rayon textiles has convinced the office workers of the company that only through their union can they likewise obtain increases in wages, reduction of hours of employment and improved working conditions.

Spearheading the drive in response to the demands of the workers of our trade employed by the company is Roy Whitmire, president, Local No. 2598 of the United Textile Workers of the AFL.

## AMERICAN SHIP CO. NEGOTIATIONS BEGIN

Lorain, O., Jan. 17.—Negotiations on an agreement applying to all main office and certain outside production office workers of American Shipbuilding Co. are scheduled to begin in the near future, according to Pearl A. Hanna, business representative of Local No. 19366, which union holds bargaining rights for these workers.

Provisions presently in effect in other shipyards throughout the nation where agreements are held by our affiliated unions will be utilized in the drafting and negotiation of this agreement. International Council officers have been requested to assist officers of Local No. 19366 during meetings with employer representatives.

Bargaining rights for the workers of our trade employed by this company were won two months ago through an NLRB election in which 90 percent of all eligible voting workers marked their ballots in favor of union representation by our affiliated local. Local union officers anticipate that the successful conclusion of this agreement will lead to demands for unionization from other office and clerical workers in heavy industries in Cleveland and surrounding communities.

## NEGOTIATIONS START

Vancouver, Wash., Jan. 15.—Progress is reported on the negotiation of a blanket agreement between Local No. 23077 and the retail merchants of this city represented by the local chamber according to Corliss C. Newell, business representative of the union.

No serious difficulty is anticipated in concluding the agreement, although several local factors are presently working against a speedy conclusion. The agreement when consummated will apply to all members of our trade employed in retail establishments in this city and will bring to these workers a substantial advance in wages and improvements in working conditions.

## LATE BULLETIN

Miami, Fla.—A new international union may soon be added to the growing list affiliated with the American Federation of Labor—a union composed of office workers which potentially could be the largest in the Federation.

The AFL Executive Council instructed President Green and Secretary-Treasurer George Meany to confer with the officials of the office workers' organization, now made up of federal labor unions associated together in an international council, and to issue an international charter to them as soon as technical questions of jurisdiction are straightened out.

(Ed. note—See earlier story on page 2.)

## WALL STREET WORKERS WIN PAY INCREASES

Washington, D. C., Jan. 9.—The National War Labor Board ordered J. S. Bache & Co., New York City stock brokerage house, to increase its minimum salary rate from \$17 to \$20 per week and ordered, as a retroactive payment, that a sum of \$1.50 a week be paid to all employees for each week worked between October 20, 1942, and the date of the board's order, it was announced today.

The board also ordered the company to restore employees' salaries back up to where they were on January 1, 1940, at which time they were cut by the company.

In addition, the company was directed to grant a 15 percent increase above the weekly minimum and above the increases necessary to bring salaries up to their January 1, 1940, level.

In connection with granting this 15 percent adjustment the board stipulated, however, that the increase shall not result in any salary rates in excess of the minimum rates established for such occupations by the Second Regional War Labor Board.

The 200 employees involved are members of Local 20940 of New York City. The local organized this office some time ago and the company fought the organization every step of the way in an effort to preserve its substandard employment conditions, and to keep organization out of Wall Street.

The War Labor Board case was filed in October of 1942. The company was ordered by the board to sign an agreement with the local and incorporate therein the terms of the board's order.

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**WHERE ARE THEY GOING ?**

To those members of our unions presently employed in defense industries the prospect of postwar unemployment is a stark reality. While some economists argue that domestic postwar production will absorb all workers presently engaged in war industries, these workers are most concerned with the prospect of unemployment and the accompanying reduction in living standards during the conversion period.

It is not enough that they should be able to eke out an existence by adding to their unemployment compensation from their meager savings, nor do the theorists give serious consideration to the millions of men and women who will be returning to civilian life from the armed forces, thus increasing the competition for available employment. Present members of the armed forces, like present war production workers, are entitled to and must have remunerative employment if that which we are fighting for today is to survive.

Many union members employed in defense industries, like their far-sighted fellow members employed in more stable industries, realize that the answer to continued employment and the maintaining of present living standards in the postwar period lies in the organization of stable industries today. Such arguments are not only logical but entirely sound.

Many of our unions are departing from the unionization of defense industries to the unionization of domestic goods industries so they will have sources of employment for those of their members presently engaged in war production. This practice is meeting with the full support of those workers faced with the necessity of employment after the war and additional large numbers are being enlisted in their ranks each day.

Far-sighted union members and their leaders are today devoting their organizational efforts to industries which can absorb their fellow workers in the domestic goods production and distribution period following the war.

Are you one of these members? Are you one of these leaders of labor?

If not have you asked yourself the question: Where are they going?

## International Charter Requested



J. Howard Hicks  
 President



L. G. Nygren  
 Vice President



Paul R. Hutchings  
 Sec.-Treas.

Miami, Fla., Jan. 20.—A formal petition requesting full International Union status for our International Council was today presented to the Executive Council of the American Federation of Labor by President J. Howard Hicks, Secretary-Treasurer Paul R. Hutchings, and Vice President L. G. Nygren on behalf of our International Council.

In addition to appearing before today's session of the Executive Council and orally supporting our plea for full International Union status, our Council officers prepared and submitted to each member of the Executive Council a formal petition outlining in considerable detail the past history and

growth of our International Council, together with figures concerning our financial status and our ability to function on a self-sustaining International Union basis.

The petition as presented was in accordance with the unanimous action taken at the Detroit convention of our International Council last August. It was also in line with the action taken by the 1943 convention of the American Federation of Labor, which recommended the granting of an international charter for our trade.

The petition is presently receiving the consideration of President Green, Secretary-Treasurer Meany, and the other members of the Executive Council of the A. F. of L.

### OAKLAND PREPARES STEWARD'S HANDBOOK

Oakland, Calif., Jan. 20.—Office Workers Union No. 20744 of this city has prepared a comprehensive handbook for the use of its stewards and to increase the efficient operation of the union.

The Handbook for Stewards, which has been prepared and is now being printed and made ready for distribution, contains information on the following subjects: The Function of our Union, The Importance of the Steward, Selection of Stewards, Stewards' Status, New Members, Initiation, Dues and Dues Books, What is a Grievance? and How to Handle a Grievance. There is also a revised grievance form and a copy of the contract in the handbook.

In addition to the handbook, the local is planning a series of courses in subjects which will be of interest to stewards and others who wish to participate actively in the local's affairs. The first of these courses will cover such subjects as Union History, Parliamentary Law, Public Speaking, and the Handling of Grievances and Complaints.

### NEW CONTRACT SIGNED AT KNITTING MILL

Washington, D. C., Jan. 10.—According to reports recently received from AFL Organizer Walter Mitchell, a signed agreement has been negotiated between the Gardner-Waring Co., of Florence, Ala., and Office Employes Union No. 22501.

The company operates a knitting mill in Florence, and the contract signed with the local covers office workers employed in that plant.

## REYNOLDS ALLOYS CASE CERTIFIED TO NWLB

Sheffield, Ala., Jan. 26.—The War Labor Board has taken jurisdiction in the current dispute case between Local 22501 and the Reynolds Alloys Co. involving the terms of the agreement to cover the office workers employed at the company's plant near Sheffield, Ala.

Local 22501 established its exclusive bargaining rights for office workers last fall through NLRB proceedings. The subsequent deadlock in negotiations resulted in the dispute going to the War Labor Board, which has recently certified the case to its Atlanta Regional Office for hearings and handling.

Organizer Walter J. Mitchell of the American Federation of Labor is assisting Local 22501 in this matter.

### APPEAL MADE ON SHIPYARD AGREEMENT

Washington, D. C., Jan. 25.—Assisted by our International Council officers, Irving Enna, secretary-treasurer of Local 16821 of Portland, Oreg., and Corliss C. Newell, business representative of Local 23077 of Vancouver, Wash., today entered a strong appeal to the Shipbuilding Commission of NWLB to reconsider its decision in connection with the recent agreement negotiated between these two unions and shipyards of the Kaiser Co., Inc., in both cities.

While the unions and the employer were in complete and unanimous accord on all aspects of the agreement as negotiated, such factor did not deter the Shipbuilding Commission from its previous ruling on the agreement. The view has been expressed in informed circles that the commission was not fully cognizant of all the factors involved in the consummation of the agreement as originally submitted. Company representatives joined with union representatives in formulating the appeal.

While the outcome of the appeal awaits the consideration of the commission, it is felt that at least some progress can be made in gaining a more equitable decision than that handed down several weeks ago.

### NEW LOCAL CHARTERED

Napa, Calif., Jan. 9.—A charter was installed today in this city, according to information received from Council Vice President Carl F. Nelson, who assisted at the installation.

This newly chartered local union, with the assistance of Vice President Nelson, Organizer John J. Sweeney, Brother Bob Solomon, secretary of the Napa Central Labor Union, and Business Agent Carl Mentzer of the local Boilermakers, is engaged in organizing the office force employed in the Basalt shipyards in this city.

A substantial number of the office workers in this yard are charter members of this local, and it is anticipated that organization will proceed rapidly judging by the interest already evidenced by the Basalt office workers, a substantial majority of whom have already signed bargaining cards indicating their desire to be represented through their A. F. of L. office employes union.

# RELAXATION OF WAGE STABILIZATION PROGRAM AS MEANS OF ASSISTING OFFICE WORKERS URGED BY INTERNATIONAL COUNCIL

## *Unionization Declared Most Suitable Remedy*

Washington, D. C., Jan. 28.—Seizing upon the opportunity to place before the Senate Committee on Education and Labor the problem of office workers during present war-time conditions, International Council officers today appeared before Senator Claude Pepper's subcommittee of the Senate Committee on Education and Labor.

Speaking not only for our International Council and members of the A. F. of L. office workers' unions, but for the millions of other workers of our trade laboring without the benefit of union representation, Council officers proposed several steps for the consideration of the committee which, if pursued, would lead to the elimination of many present day and postwar injustices imposed upon workers of our trade in the United States.

Effective wage stabilization and ineffective price stabilization has resulted in a breakdown of the economic condition of such workers, which has recently received wide publicity through our International Council and daily papers throughout the country. No legislation is presently pending before Congress on this matter as it affects our trade.

International Council President J. Howard Hicks, in making our presentation before the committee, dwelt to a considerable extent upon the economic and employment problems confronting members of our trade under the present stabilization program of the Government. He said:

"The present dilemma of the millions of unorganized office and clerical workers in the United States is indeed worthy of consideration. Unorganized office workers today find themselves attempting to stretch their inadequate pre-war incomes to fit the wartime economy with its stepped-up living costs, job freezes and other problems which must be met for their continued livelihood."

### Wartime Problems Discussed

In telling the committee of the increased employment problems brought about by the war effort and which are of vital concern to members of our trade, Hicks said: "Current war-time conditions have placed an undue strain and burden on office and clerical workers who have not had collective representation on conditions of their employment.

"The hours of employment for office and clerical workers in private industry have been increased considerably, and there has been a definite and noticeable doubling up of the work load due to the increased production and the loss of experienced and competent workers who are difficult to replace.

### Stabilization Program Blasted

Taking issue with the government's current stabilization program and emphatically impressing upon the committee the injustices rendered office workers, Hicks said:

"At the time the present (wage) stabilization program was placed in effect, no consideration was given to the fact that millions of unorganized workers had not received an increase in weekly or monthly income, while on the other hand or-

ganized workers, as a general rule, had received at least some increases to partially meet the increases in the cost of living prior to the enactment of the stabilization policy.

"As a result of the low wage rates for office workers existing prior to the war, their purchasing power has been materially reduced due to increased living costs so that today, even if they have received the full 15 percent allowed under the 'Little Steel formula,' their purchasing ability still ranges farther behind that of other workers than it did prior to the war.

"Almost without exception the determination of the Regional War Labor Boards with respect to approvable wage rates for office classifications in their areas have proven most inadequate, as they are based on existing unorganized rates and thus preserve prevailing low wages.

"We feel that the arbitrary ap-

plication to office workers of the government's present wage stabilization policy and the action on the part of Regional War Labor Boards in arriving at what they believe constitutes prevailing wages for various office job classifications in their areas, should be investigated by this committee and action recommended for the alleviation of these injustices imposed upon members of our trade."

### Job Freezes Cited as Hindrance

The committee was told that "In an attempt to extricate themselves from the dilemma in which they have been placed, many office workers have left their normal trade and obtained employment at production work in order thereby to obtain sufficient income to enable them to meet present day living costs.

"In many communities the War Manpower Commission's regulations prohibiting the hiring of workers who cannot obtain a release from their past employer have prevented office workers employed in essential industries from shifting to production work in order to better meet present day costs. In addition to area regulations preventing shifting to other jobs, we find that some employers, in order to maintain an adequate office staff, have found it necessary to freeze these workers within the plant, that is, to refuse to allow these workers to transfer to available production work jobs in order to obtain the higher rates of pay on such work.

"The growth of such practices graphically portrays the plight of the office worker, who by virtue of his trade and his essentiality, is frequently not permitted to shift to production work but must remain working at the far lower wage levels prevalent in the office side of the plant.

"Thus, office workers who are today members of our local unions have realized the inadequacy of their individual bargaining with the employers and have, as a result, banded together into our unions for purposes of collective

bargaining on all matters directly affecting their employment."

### Benefits of Union Membership

Strong emphasis was placed by Hicks on the benefits derived through union membership and collective bargaining on the part of members of our unions, and the committee was advised as follows:

"Those of our trade who have exercised their collective bargaining rights realize that they are in a position to further advance and procure a more equitable share of the income of industry which is to be paid in the form of wages.

"Countless thousands of presently unorganized office workers are realizing that the solution to their identical problems lies through the channel of collective bargaining. They are today organizing into our International organization and its affiliated local unions.

"As our movement grows and progresses, additional thousands will awaken to the necessity of collective bargaining and they will find through this means the only opening available for as complete a solution of their employment problems as can be realized within the limits of the present stabilization program.

"Many workers of our trade in almost every section of the United States can testify to the effectiveness of collective bargaining with their employers through their unions. Virtually all of our members have received wage or salary adjustments to some degree which have not been obtained by similar but unorganized workers in the same area.

"In addition to outright wage or salary increases, many of our members employed in heavy industries have gained night shift premium pay ranging from 5 to 15 percent, and other benefits previously won by workers in the same industry. We have also established job classifications and in a great many instances have placed such job classifications in a more proper relationship with other classifications of office work than were previously in effect.

"Our organization has been successful in eliminating the practice whereby employers have required that office workers take compensatory time off in lieu of proper overtime payment. We have gained paid vacations for workers not previously enjoying sufficient rest and recreation time as a relief from their employment, and we have in many instances been able to negotiate with employers a sick leave arrangement whereby workers have not suffered losses from necessary layoffs due to illness."

### Unionization Only Solution

Emphasizing the control and guiding influence which members of our trade can have upon their present and future economic and employment conditions, the committee was told that "through unionization, office workers today can insure themselves of a measure of control over their wages and work-

(Continued on page 4)

## PEPPER URGES RELAXATION OF OFFICE WORKERS WAGE FREEZE

Washington, D. C., Jan. 28.—Prior to statements made today by our International Council and by other American Federation of Labor organizations representing "white collar" workers before the Senate subcommittee on education and labor, Senator Claude Pepper, chairman of the subcommittee said:

"We are hopeful that Mr. Davis (chairman of the National War Labor Board) can point the way toward a relaxation of the government wage policy on wage increases in so far as it affects the substandard groups struggling along without sufficient money to maintain health and efficiency."

The Florida Senator's remarks

followed statements released by Chairman William H. Davis of the NWLB and Price Administrator Chester Bowles of the OPA and which were in line with arguments advanced by AFL "white collar" spokesmen, who had urged for a relaxation of wage controls applying to their constituents and a more rigid control on already soaring prices.

AFL spokesmen had argued for a "cut back" in prices in addition to a tightening of price control, if the government hoped to maintain any semblance of stabilization between wages and prices.

Senator Pepper said white collar workers "need tax relief, higher wages and more rigid price control even to get by."

## Portland Gains Many Workers

Portland, Ore., Dec. 28.—Secretary-Treasurer Irving Enna of Local No. 16821 of this city has reported that negotiations with the wholesale grocery operators' association are progressing and it is expected that this agreement will be concluded in the near future. Although the union has won major increases in this industry since the inauguration of the stabilization program it is hoped that additional wage increases and other improvements will be forthcoming as a result of current negotiations.

Officers of the union have reported that approval has been gained from the Regional War Labor Board for an increased bonus payment by Weisfield-Goldberg Co., retail jewelers and general merchandisers. Payment of bonuses by this concern under agreement with the union are based on annual store sales but are not considered as a part of employees wages.

### Additional Workers Organized

Officers of the local have also announced that the union has completed organization of the remainder of the office and clerical employees of Commercial Iron Works, Inc. While a majority of the outside production clerical workers have been under contract by virtue of their union membership for the past year, the remaining 600 workers demanded union representation several months ago after witnessing the increased wages and other advantages won by their fellow workers in the non-administrative offices.

Initial negotiations with company management indicate that Local No. 16821 will have no difficulty in concluding a satisfactory wage increase and improvement in working conditions. With the Commercial Iron Works, Inc., a peace-time as well as wartime operation it is anticipated that the organization of the employees of this company and the subsequent negotiation of an agreement covering all its employees of our trade will result in a substantial boom for all office workers in the Portland area.

An agreement has also recently been negotiated with the Buckler-Chapman Co., a building contractor engaged in war as well as non-war fabrication and construction.

The Oregon Physician's Service has recently signed an agreement with the local for its office and clerical workers. Final approval of this agreement by the War Labor Board will result in greatly improved wages and other benefits for the workers of our trade.

The agreement between the union and the Iron Fireman Manufacturing Co. was recently opened by mutual consent and wage increases were negotiated for members of our trade employed by this company. Final approval of the alterations of this agreement will result in retroactive pay to last December 15 for the workers covered.

## SIMON HARDWARE AGREEMENT SIGNED

Oakland, Calif., Jan. 19.—Local 20744 has recently entered into an agreement with the B. Simon Hardware Co., of this city, it was announced by Carl F. Nelson, Council Vice President and business representative of that local.

The agreement provides for a union shop and for the hiring of available unemployed members of the union. It also provides, among other things, for 8 holidays and for paid vacations of up to 2 weeks after 2 years' service.

The rate ranges established for the 7 office classifications involved range from a low of \$22.50 per week for a beginner clerk, to \$55 per week for a senior accountant. The agreement also provides for automatic step increases each 6 months until the employee reached the maximum of his rate range.

Wage rates established will become effective upon the approval of the War Labor Board.

### Food Industry Increases Won

Wage increases of 6 percent have been approved by the Regional War Labor Board for members of Local No. 20744 employed in the retail food industry, according to Nelson. The increases are retroactive to January 2, 1943, and, as a result, will amount to a considerable sum when payment is made by the employers.

Nelson also reports that the local has cases pending before the Regional War Labor Board calling for wage increases for members of the union employed in the jewelry and dairy industries.

### ACTIVE MEMBER PASSES

Detroit, Mich.—Brother Frank Fitzgerald, treasurer of Local 16812 for the past 17 years, passed away on December 23. Brother Fitzgerald had served his local faithfully in many capacities and his passing represents a distinct loss to his local union.

In 1923 Brother Fitzgerald was elected vice president of the local and served as president the following year. In 1927 he was elected to the office of treasurer and he served in that capacity continuously until his death on December 23.

Local 16812 has lost a most valued and respected member, and deepest sympathy is extended to Brother Fitzgerald's family and his many friends.

## ORGANIZING DRIVE UNDER WAY IN S. F.

San Francisco, Calif., Jan. 19.—An intensive drive for the organization of members of our trade employed in heavy industries in San Francisco will shortly be launched by Local 21320, with the assistance of the American Federation of Labor, the California State Federation of Labor and the Bay Cities Metal Trades Council, it was announced today by Eleanor D. Murphy, secretary of the local.

Western Representative Daniel V. Flanagan of the A. F. of L. will play a prominent part in the conduct and progress of the undertaking. A. F. of L. organizers under Flanagan's direction will also assist in the drive.

## CHARGES AGAINST FORD MOTOR PUSHED; HEARING SCHEDULED

Jacksonville, Fla., Jan. 24—Unfair labor practice charges filed against the Ford Motor Co. and involving its local plant are scheduled for hearing on January 26, before an NLRB trial examiner at Jacksonville.

President Lorraine Rhodes of Local 23133, who filed the charges against the company, advises that the NLRB has issued its formal complaint in the case and has scheduled public hearing to be held on January 26.

The case involves the demotion and subsequent discharge from the company's Jacksonville office of Brother J. B. Coles, a member of Local 23133. Brother Coles joined the local in August 1943, and other employees evidenced an interest in completing organization among the office workers employed in the Jacksonville Ford plant.

The Ford Co., through its local

officers and representatives, lost no time in using every possible trick to prevent organization of these workers and the officials of the company passed along the word that the branch would close down if the office organized.

In its formal complaint against the company the NLRB pointed out not only that the company discharged J. B. Coles because he joined and assisted the union, but also that the company through its assistant branch manager Davidson and other of its officers "has urged, persuaded, threatened and warned its employees to refrain from assisting or becoming members of or remaining members of the union."

The complaint also points out that the company "has kept its employees under surveillance and has interrogated them concerning their concerted activities and concerning the activities of other employees" and that the company "has threatened to close its Jacksonville branch if the employees do not refrain from assisting the union."

The complaint also states that the Ford Motor Co. has "threatened, obstructed and impeded union organization and collective bargaining among its employees."

All of these acts are unfair labor practices in violation of the National Labor Relations Act, which guarantees to office workers as well as to other workers the right to join labor organizations and to engage in collective bargaining activities for their mutual aid or protection.

### STABILIZATION PROGRAM

(Continued from page 3)  
ing conditions in the postwar period.

"Those who are union members need not fear substantial reductions in wages or salaries, nor do they need to fear the manipulation and practices similar to those prevailing during the prewar period. We believe that the average American worker realizes today that the only means by which he can properly assure himself of an appropriate and sufficient income coupled with reasonable working conditions, is through collective bargaining. We know that through collective bargaining the wages and working conditions of office workers will be substantially improved.

"We believe that this committee should advise all unorganized office workers who are seeking wage adjustments and improved working conditions that organization provides them with the means of solving their economic problems, and that it is the declared policy of the Congress to promote and protect collective bargaining through bona fide unions."

In stressing the inadequacy of the wage stabilization policy as it stands today when applied to members of our trade, the committee was urged to investigate and learn for itself how futile it is for office workers to try to gain equitable relief unless the policy is altered or amended.

The International Council spokesman, in urging this investigation by the committee, stated:

"We believe that this committee should thoroughly investigate the results of the application of the present wage stabilization policies to office workers whose wage rates

were depressed at the time the policies were adopted. We know that the committee, through such an investigation, would find that the maximum allowable rates established by the War Labor Board and its various divisions for office and clerical classifications are in effect preserving and, yes, increasing the plight of the office worker in his attempt to maintain himself and his family during this war time period.

"We know that in many instances the committee would find that Regional Divisions of the War Labor Board have established maximum approvable rates for skilled office classifications below prevailing entrance rates for nonskilled and semiskilled production workers in the same community.

"We know that a thorough study of the application of the wage stabilization program to the office worker will prove the need for an equitable adjustment in order to allow the millions of such workers to continue to work at their trade and to meet present day conditions."

### Economist Cites Low Wages

Boris Shishkin, economist of the American Federation of Labor, who previously testified, substantiated the position of our International Council by tendering the Senate subcommittee substantiating statistics and illustrations of low wages, long hours and improper working conditions imposed upon members of our trade throughout the country.

