

# THE OFFICE WORKER

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

Vol. 2, No. 1

WASHINGTON, D. C., MARCH, 1944

## FORD MOTOR CO. GUILTY OF UNFAIR LABOR PRACTICES

### REINSTATEMENT WITH BACK PAY RECOMMENDED

Jacksonville, Fla., March 31.—The Ford Motor Company at its branch in this city has been found to have engaged in unfair labor practices in the treatment of its office employees, according to the intermediate report of NLRB Trial Examiner Peter F. Ward, which was received today.

Local 23133 filed charges against the company some months ago, alleging that it was engaging in unfair labor practices in the treatment of its office force, and particularly in its action in demoting and discharging Brother J. B. Coles because of his union membership and activity. The trial examiner's report completely substantiates the charges of the local union.

Trial Examiner Ward found that J. B. Coles was demoted and discharged because of his activities on behalf of the union and because he engaged in concerted activity with other employees to the same end. He recommends that the board order Ford Motor Co. to "offer Coles immediate and full reinstatement to his former or substantially equivalent position without prejudice to his seniority or other rights and privileges, and that the company reimburse Coles of any loss of pay he suffered because of the company's discrimination against him."

#### Finds Discrimination

Trial Examiner Ward's report discloses the discriminatory activity engaged in by the company and its agents in its attempt to prevent its office workers at the Jacksonville plant from organizing into

Office Employees Union 23133. The examiner found that the company's officers or agents interviewed the office workers about their union activities, prepared and circulated an anti-union pledge and induced the office workers to sign it, and threatened office workers with a shut-down of the Jacksonville branch if they organized.

Of particular significance is the finding of the trial examiner that L. I. Stewart, superintendent of the stockroom at the Jacksonville plant, "told the employes that if the office was ever organized 'it would come from the office in Dearborn' and that the employes 'might

(Continued on page 2)

### International Charter Meeting Scheduled

Washington, D. C., Mar. 30.—International Council President J. Howard Hicks and Secretary-Treasurer Paul R. Hutchings announced today that AFL President William Green had advised our Council that the conference directed by the recent meeting of the AFL Executive Council between resident members of the Executive Council and officers of our International Council was scheduled for April 7.

The purpose of the conference, which will be held in Washington, is to discuss jurisdictional lines preparatory to the issuance of an international union charter to our International Council.

### WALSH-KAISER SHIPYARD ORGANIZATION SPREADING

Providence, R. I., Mar. 9.—Local 23259 which holds a union shop contract for the timekeeping department employes at the Walsh-Kaiser shipyard has commenced an active campaign to extend its organization so as to embrace all the remaining office and clerical workers employed at the yard.

Many hundreds of such workers have already signed membership application cards indicating their desire to be represented through the AFL, according to J. J. Murphy, New England regional director of the American Federation of Labor, and Organizer George Chamberlin, who has been actively working with this group.

Conferences were held today between the officers of Local 23259, Regional Director Murphy, Organizer Chamberlin and Secretary-Treasurer Paul R. Hutchings of our International Council.

Local 23259, which holds a splendid contract with the company covering the timekeeping department employes, is changing its name to "Office Employees Union 23259" and will embrace within its membership all office and clerical employes of the yard.

### JAMESTOWN ORGANIZING

Jamestown, N. Y., Mar. 15.—Office and clerical workers employed at the Art Metal Construction Co., as well as in other manufacturing plants in this city, have awakened to the benefits which can be derived from collective bargaining, according to reports received from Business Representative George R. Nelson of the local Machinists' Union, and Edwin R. Benson, president of Local 24 of the Technical Engineers Union.

AFL Organizer Robert A. Warner is working with this group and it is anticipated that within the very near future a substantial local will be chartered.

Meetings have recently been held with interested office workers and many have already signed membership applications, according to reports received at Council headquarters.

### KAISER AGREEMENT SCOPE ENLARGED

Oakland, Cal., March 23.—Added to the current agreement between Local 20744 and the Kaiser Co., Inc., have been numerous job classifications not covered previously.

The amended agreement applies to such positions as senior secretaries, expeditors, job analysts, personnel counsellors and the heads of various departments, according to Evelyn Tanzillo, secretary-treasurer of the union.

It is believed in local labor circles that the agreement gives the widest possible coverage to the local union in the representation of office and clerical workers employed in the local shipyards of the company. All provisions of the previous agreement were adhered to and the benefits enjoyed by workers previously covered have thus been extended to those newly added.

The addition to the agreement is currently awaiting approval by the National War Labor Board and upon approval will be retroactive to February 1. As is the policy in agreements negotiated by Local 20744, our International Council was made a signatory to the amended contract.

### YALE-TOWNE ELECTION WON BY LARGE VOTE

Stamford, Conn., Mar. 22.—The office and clerical workers employed at the Yale & Towne Mfg. Co., today voted by more than 76 percent to be represented for collective bargaining purposes through Office Employees Union 23555.

The vote, which was conducted by officials of the NLRB, was held between 2 p.m. and 5 p.m. and of the 344 valid ballots cast, 262 votes were in favor of the union, according to reports received from local union President Raphael O'Connell and J. J. Murphy, AFL regional director for New England.

It is anticipated that the NLRB will, within the next few days, formally certify Local 23555 as the

## Browne-Sharpe Drive Pushed

Providence, R. I., Mar. 9.—An extensive organizing campaign among the office and clerical workers employed at the Browne & Sharpe Mfg. plant is under way, according to reports of Secretary-Treasurer Paul R. Hutchings of our International Council.

Conferences were held today between Secretary-Treasurer Hutchings and New England Regional Director J. J. Murphy of the AFL, which were also attended by International Representative R. T. Anderson of the Machinists' and AFL Organizer George Chamberlain, as well as by the officers of the district and local lodges of the Machinists' organization, which have contracts with Browne & Sharpe.

The current drive will be conducted by Organizer George Chamberlain, with assistance being furnished by the New England regional office of the Federation as well as by our International Council and the local Machinists' lodges.

Many hundreds of these office and clerical workers have already signed application cards and the current campaign should wind up organizational efforts among this group and culminate in the establishment of our exclusive bargaining rights for our trade employed in this plant, thus enabling us to work toward the negotiation of a satisfactory working agreement with the company which will bring many improvements in working conditions for this group.

### ORGANIZATION STARTS

Wenatchee, Wash., Mar. 23.—Office workers in this city are awakening to the benefits which they can derive through membership in an office employees union, according to the reports of President E. J. Brown of the Wenatchee Central Labor Council.

Our International Council headquarters is cooperating with the central labor council to the end that a local union may soon be chartered in this city.

### OAKLAND WINS WAGE INCREASES IN LAUNDRIES

Oakland, Calif., Mar. 10.—Office Workers Union 20744 has just negotiated new wage schedules to apply to all the office and clerical employes employed in 7 laundry companies in Alameda county, Cal., according to an announcement made today by Carl F. Nelson, business representative of the local and a Vice President of our International Council.

The new wage scales as mutually agreed to represent a \$4 per week increase over the previous wage scale and a joint application has been filed with the War Labor Board covering such wage adjustments.

The laundry and cleaning companies covered include the Pioneer Laundry Co., Oakland-California Towel Co., Troy-Manhattan Excelsior Co., Oakland Laundry Co., Antiseptic White Star Laundries, Peerless Laundry Co. and the Ambassador Laundry.

The new wage rates as agreed to are to become effective as of Mar. 1, after they have been approved by the War Labor Board.

exclusive bargaining agency for the office and clerical workers in this plant.

Today's election climaxed a thorough organizational drive carried on by Local 23555, with the assistance of AFL Organizer James Clerkin and Council Vice President Howard J. Coughlin. It is anticipated that the office and clerical workers of this company, through their local union, will immediately commence the preparation of a proposed working agreement to be negotiated with the company, which agreement will provide for substantial improvements in wages and working conditions for the workers involved.

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



J. HOWARD HICKS, *President*  
PAUL R. HUTCHINGS, *Sec.-Treas.*

827 Fourteenth Street N.W.  
Washington 5, D. C.

PUBLISHED MONTHLY  
Entered in the Post Office at Washington,  
D. C., as second-class mail matter.



Subscription Price, \$1 a Year

## First Birthday

With this issue we start the second year of our official publication. The desire for this paper was first evidenced by the delegates attending our constitutional conference held in Chicago in July 1942. Officers of our International Council were instructed to work toward the establishment of an official publication so that our membership spread throughout the United States and Canada could be kept informed of the progress being made and the activities of sister unions.

In response to this obvious need and the strong desire for a publication devoted to news and happenings among our trade and local unions The Office Worker was established by action of our Executive Board and our first issue was published in March 1943. Our August 1943 convention commended the officers of our International Council on this publication and urged its continuance and expansion as a most important vehicle to the accomplishment of our mutual objectives.

During the past year we have worked ceaselessly to build and maintain our publication as a true expression of news happenings and important developments in the organization of office and clerical workers throughout both nations.

The gathering of news from local unions is dependent to a large degree upon the active cooperation of the officers and members of the locals and of the organizers working on the unionization of our trade. As we start our second year we again urge officers, members and representatives of local unions to promptly supply International Council headquarters with reports of all items and developments which might be of interest to sister locals and their membership.

It is our firm intent and purpose to maintain The Office Worker as the leading paper for the dissemination of news and information of vital interest and assistance to local unions of our trade. With the full assistance of everyone devoted to our movement this can be accomplished.

## EXECUTIVE BOARD MEETING SCHEDULED

Washington, D. C., Mar. 29.—President J. Howard Hicks of our International Council today called a special meeting of the Executive Board of our Council to convene in Washington the morning of April 6. It is expected that this meeting will continue through April 8.

Among matters to be discussed by the Executive Board at this meeting it is anticipated that questions surrounding the issuance of an International Union charter to our International Council will be included. The dates and details of our 1944 convention in St. Louis will doubtless receive considerable attention, together with other problems of importance to affiliated unions and the Council.

## HOLZ VISITS PACIFIC COAST

Milwaukee, Mar. 22.—Vice President Alice Holz of our International Council today returned from a visit to the Pacific Coast, where she visited local unions affiliated with the council.

She is reported as being impressed at the extent of organization among office and clerical workers on that seaboard and was likewise pleased at the spirit and aggressiveness evidenced by local union leaders.

Vice President Holz is financial secretary of Local No. 16456 of this city and has a notable career in the local labor movement.

## ORGANIZATION OF SEA-TAG COMPLETE

Tacoma, Wash., Mar. 22.—Complete unionization of office and clerical employes of the Seattle-Tacoma Shipbuilding Corp. was achieved today with the certification by the National Labor Relations Board of Local No. 20360 of this city as collective bargaining agency for the balance of the workers of our trade employed in the company's local shipyard not already covered by an agreement with the union.

The successful culmination of this undertaking climaxes an organizing campaign which began several months ago. Various units within the production clerical group of the company became members of Local No. 20360 almost a year ago and it was the benefits achieved by these workers through their union which largely prompted the action taken by their fellow workers in the balance of the production group and in the administrative offices. Approximately 1,200 workers are in the group winning certification today, according to George P. Firth, secretary of the local union.

Office and clerical workers employed in the Seattle yard of the company completed full unionization about 2 months ago, following preliminary circumstances almost identical to those existing in the local operation. The Seattle workers are members of Local No. 16304 in that city.

With the Seattle-Tacoma Shipbuilding Corp. a peace-time as well as war-time enterprise it is believed in local labor circles that the Office Employees Unions in both cities are building on a firm foundation which will result in an ever expanding postwar growth.

## TVA Unions Form Salary Panel

Knoxville, Tenn., March 23.—Management proposals relating to salaries, job classifications and participation by unions in the labor policies of the Tennessee Valley Authority are under consideration by local unions affiliated with the Tennessee Valley Council of Office, Technical and Service Employees Unions, according to E. Houston Fritts, secretary of the TVA council. Fritts is also a Vice President of our International Council.

Chief consideration is being given the fundamental principles on which the TVA bases its salary structure, including comparable pay for comparable work and closer adherence to policy programs and schedules of the federal government. Salary grades within job classifications are also being inspected with the view of making alterations where such action would prove to the best interest of the workers and facilitate TVA management.

Following discussions of these and other problems today by a committee representing the Tennessee Valley Council and International Council president J. Howard Hicks in a meeting with TVA management representatives, tentative proposals are being dispatched to local unions affiliated with the TVA council for their consideration. President of the Tennessee Valley Council is AFL Organizer Walter L. Mitchell, who is well known to our local unions in the Southland.

### Salary Policy Panel Formed

A new departure by AFL unions affiliated with the Tennessee Valley Council is the formation of a Salary Policy Employee Panel which it is calculated will expedite the functioning of the former in its relationship with TVA management.

## UNFAIR LABOR PRACTICES CHARGED

Oakland, Calif., Mar. 23.—With the management of the Moore Drydock Co. resorting to the discharge and intimidation of office workers because of their expressed desire to unionize, unfair labor practice charges have been filed against the company by Local No. 20744, according to Albert Lewis, business representative of the union.

Because of the anti-labor tactics employed by the management of this company unionization of its office and clerical employes has been difficult, but with the majority of such workers having now indicated their desire to be represented by Local No. 20744 and with the matter of certification in the hands of the NLRB, it is believed that little time will be lost in establishing the right of these workers to deal collectively with their employer.

A preliminary hearing has been held by the National Labor Relations Board on the representation question and a final hearing is expected in the near future. The unfair labor practice charges will undoubtedly result in still another hearing, the time for which is yet to be set.

Through the formation of the Salary Policy Employee Panel workers will be represented in collective bargaining with the Tennessee Valley Authority on all subjects that affect them generally. The panel and the authority will deal with such subjects as salaries, hours of employment, and working conditions as far as they are negotiable within the limits of the TVA act, applicable federal statutes and the national wage and salary stabilization program. The panel will also cooperate with the TVA management in the handling of many problems and joint programs which do not involve negotiations, such as the day-to-day application of negotiated understanding, training programs and methods of improving efficiency on the job.

Local unions affiliated with our International Council having members employed by the Tennessee Valley Authority are also affiliated with the Tennessee Valley Council of Office, Technical and Service Employees Unions.

## Ford Motor

(Continued from page 1)

as well forget trying to organize through this office' as they were 'too small to do so.'

The footnote to these finding of the trial examiner further states "Stewart further testified in substance that if the office was organized we should assume it would be handed down from Dearborn in the same manner that the UAW-CIO contract had been."

### Date Is Changed

Another highlight of interest in the trial examiner's findings was the attempt of the company to cover itself by changing the date on the change-in-rate slip which it put through for Coles. The trial examiner found that this slip, which was dated August 16, "bore evidence that such date had been inserted following an erasure."

On cross-examination Chief Clerk Waters of the company admitted that such slip had not been made out on August 16 and that "the erasure and insertion of the August 16 date were made at the respondent's Dearborn office."

The significance of this date change was to try and show that Coles was demoted prior to the company having any knowledge of his union membership. The trial examiner found that the erasure and change of date on this slip "was made to make it appear that Form 1177 was actually typed before the respondent knew of Coles' attempt to organize the office employes."

The trial examiner also recommended that the Ford Motor Co. be ordered to cease and desist discouraging membership in Office Employees Union 23133, and that the company should be ordered to immediately post in conspicuous places in its Jacksonville plant notices advising its employes that the company will not engage in further unfair labor practices, that the workers are free to become or remain members of Local 23133 and that the company will not discriminate against any of them because of their union membership or activity.

## ENNA ELECTED CHAIRMAN OF OPA LABOR ADVISORY COMMITTEE

Portland, Ore., Mar. 27.—Further indicating the prominent part which officers and members of local unions affiliated with our International Council are playing in labor's participation in the war effort was evidenced today in the election of Irving Enna, secretary - treasurer of Local No. 16821, as chairman of the local labor advisory committee of OPA.



Irving Enna

Although reluctant to accept the chairmanship of the local committee because of his desire to devote his full time to the interest of his local union, Enna was prevailed upon to do so by local AFL laborites.

In accepting the committee chairmanship Enna did so with the following assertion, "... it has become necessary during the war emergency for the AFL to have representation on a number of wartime agencies such as the OPA ... It does mean that at least we have representation and something to say about the functioning of these wartime agencies and we have more to gain ... than in withdrawing and having no representation whatsoever."

### Construction Agreement Concluded

With the signing of the first agreement between Local No. 16821 and Buckler & Co., general contractors, the union is launched into a new field and it is anticipated that additional hundreds of workers in this industry will pay heed to the lead shown by employees of Buckler & Co. and demand unionization and the resulting advantages.

### Tax Service Agreement Renewed

Officers of Local No. 16821 recently announced the renewal of the agreement between the union and the Income Tax Service, which will chiefly result in increased wages for members of the union. Other provisions of the agreement provide for union hiring of all new workers and that all employees shall maintain union membership as a condition of their employment.

Eight holidays are provided with full pay and all employees receive two weeks' vacation with pay each year. Overtime at the rate of time and one-half is paid for all hours worked in excess of 8 per day and 40 per week, and 5 consecutive days constitute a work week. Two 15-minute rest periods each day are provided and are considered as time worked. All work performed between the hours of 6 p.m. and midnight is subject to 10 percent additional premium pay, and all hours worked between midnight and 8 a.m. pay a 15 percent premium.

### Iron Works Agreement Progressing

The minimum wage scales provided start at 85 cents per hour for general office workers and range

upwards to a minimum of \$1.15 per hour for part-time interviewers.

Negotiations on an agreement between the local and the Commercial Iron Works, Inc., are progressing and indications prevail that major wage adjustments and improvements in working conditions will result for members of our trade employed by the company.

Local No. 16821 has had certain production clerical workers of this company covered by a working agreement for the past year, it was not until several months ago that the remaining 600 office and clerical employees of the company joined with their fellow workers to gain the benefits of collective bargaining such as the production clerical workers had previously won.

### Willamette Iron Being Organized

Under the leadership of Secretary-Treasurer Enna and with the able assistance of Business Representatives Clyde Clement and Paul Walker, Local No. 16821 is making a determined bid for the membership of office and clerical employees of the Willamette Iron & Steel Corp. In undertaking this campaign the union has come face-to-face with one of the most bitterly anti-labor companies in the Pacific Northwest.

Company management has long expressed and evidenced a distaste toward the organization of its office workers, technical engineers and draftsmen and other workers of a similar nature.

### LOCAL 19846 STARTS ORGANIZING DRIVE

Newark, N. J., Mar. 31.—Office Employees Union No. 19846 of this city has named a special committee on organization and has designated a full-time organizer, John J. Vohden, Jr., one of the outstanding laborites in northern New Jersey.

The organization committee is headed by Lewis M. Hermann, public relations director of the New Jersey State Federation of Labor, and includes Leah R. Lipsitz, president of the local, Gertrude Lubin, Louise Crowley and Harriett Crowley.

Although the present organization drive is just getting under way, and its details are still in the formative stage, the prospects for success look very favorable. At the last meeting of the union a revision of the constitution and by-laws was approved; also, the organization committee was instructed to re-draft the union's contract and submit same for approval at the next regular membership meeting.

The local, which is affiliated with the New Jersey State Federation of Labor and the Essex County Trades Council, voted to reaffiliate with the Union Label Council of New Jersey and will be represented by a full quota of delegates at this organization's next convention, April 16, at Trenton.

### Get Ready for FIFTH WAR LOAN

## NAVY CLAIMS ENERGETIC UNION REPRESENTATIVE

Oakland, Calif., Mar. 23.—Albert Lewis, erstwhile business representative of Local No. 20744, announced today that his trade-union career will be cut short in the near future by his induction into the U. S. Navy.

Lewis has been a representative of the local union for the past 8 months, having served until recently as an organizer. The service he has rendered his union has been

outstanding and he has contributed much toward the unionization of workers of our trade on the east side of San Francisco Bay.

Selected to fill the vacancy created by the loss of Lewis is Adele MacGregor, likewise an active union member. Sister MacGregor is looked upon as an especially suitable choice to fill the vacancy and she is expected to turn in a record of fine achievements.

## Action Expected from Stone And Webster After Long Delay

Clinton, Tenn., Mar. 26.—After 6 months of futile endeavors to gain collective bargaining recognition from the Stone & Webster Engineering Corp., members of Local No. 23490 are again hopeful that their right to deal collectively with their employer may become a reality, following action by the War Department and the U. S. Conciliation Service.

Previous attempts to have the company recognize the union have failed, despite efforts of the Conciliation Service and other government agencies to intercede in the matter in behalf of the union.

Under the leadership of International Council Vice President E. Houston Fritts office and clerical workers of the company, employed on what is commonly known as the Clinton Engineering Works, concluded unionization in September 1943 and immediately requested company management to recognize Local No. 23490 for purpose of collective bargaining.

### Referred to NLRB

Following refusal by the company to recognize the union, although the right of the local to make such request was never seriously questioned by them, the matter was referred to the National Labor Relations Board for certification. Because of past policy by NLRB not to handle cases involving building and construction matters this move was to no avail.

Following this action the union appealed to the U. S. Conciliation Service for assistance in view of the continued adamant stand by company officials. Several meetings were held between a representative of the Conciliation Service, the union and employer representatives.

Because of the attitude of the company this endeavor likewise failed and the National War Labor Board was called upon to intervene because the situation was reaching serious proportions. Because it is not the function of NWLB to establish collective bargaining rights little came from this attempt by the union to avoid an open break with company management.

### Affirmative Action Gained

Following another meeting several days ago between union and company representatives, and which was attended by International Council President J. Howard Hicks, telegrams were dispatched to interested government agencies calling attention to the seriousness of the situation and the fact that the workers involved were becoming restless under the long delay.

This action brought immediate action by NWLB, the Conciliation Service and the War Department and indications are strong that action directed toward finding a solution to the problem is not far removed.

## S. F. ORGANIZING DRIVE SURGES AHEAD

San Francisco, Cal., Mar. 15.—Under the leadership of Frank F. Randall, former president and business representative of Local 20744, Oakland, Local 21320 of this city is well embarked upon an extensive campaign of organization among workers of our trade in the San Francisco area.

Receiving immediate consideration are the office workers employed by the Marinship Corp. at Sausalito, who have long expressed a desire for unionization. With the support of metal trades unions organized in the shipyard rapid progress is being noted, and the campaign among office workers is receiving most favorable consideration.

Also receiving the attention of Randall and others working in the campaign are workers of our trade employed in industries in San Rafael, as well as housing projects in the immediate vicinity of San Francisco.

It is anticipated that the knowledge and experience which Randall brings with him will result in the greatest possible benefit to Local 21320.

### Retail Credit Association Organized

Under the leadership of Fred Miller, business representative of Local 21320, office workers employed by the local Retail Credit Association have been unionized, and meetings are under way with management representatives in the negotiation of an agreement. The right of the local to represent these workers was determined through an election which was won by a very decisive vote.

The proposed agreement submitted by the union contains provisions and conditions existing between the local and other business firms in San Francisco. Chief among these are: Specific vacation periods, sick leave without reduction of pay, holidays with pay and machinery for the handling of grievances. It is anticipated that substantial pay increases will be gained by these new members as a result of their becoming members of the union.

## Council Acts to Protect Minor Supervisors by NLRB

Washington, D. C.—Feb. 29.—The International Council today acted to protect the vast numbers of office and clerical workers whom employers frequently contend as being supervisors, and also the so-called "confidential workers," both groups being generally excluded from collective bargaining elections by the NLRB.

In a vigorous statement filed today with the board, Secretary-Treasurer Hutchings opposed the adoption by the board of any general principle which would prevent minor supervisory employes or "confidential workers" from enjoying the full measure of protections against discriminatory treatment because of their union membership.

The Council's statement was made in response to permission granted by Board Chairman H. A. Millis in connection with the board's present consideration of this problem.

### Principles of Act Endangered

At the outset the Council's statement pointed out "that the board ought not to adopt any general principle preventing invocation of Section 8 of the act on behalf of 'supervisors' who have been discharged because of their activity on behalf of a labor organization. It is our firm belief that in keeping with the fair and equitable administration of the act the board should, instead, handle each case on an individual basis and decide the same in accordance with the facts involved."

The adoption by the board of any such general principle "could well serve as an effective instrument to ultimately destroy, in a large measure, the protections presently enjoyed by workers by virtue of the statute."

### Exclusion Rule Opposed

In plain language Secretary-Treasurer Hutchings reminded the board that for some time it has been applying in all representation cases a rule to exclude from the bargaining unit not only full-fledged supervisory employes who have the authority to hire, promote or discharge, but that the board has also been excluding employes who could "effectively recommend such action."

Through the operation of this broad and unrealistic exclusion rule the board has denied collective bargaining and its benefits to many workers who actually work at their trade but whom management may have "endowed" with the questionable "authority" to "effectively recommend such action."

The board was warned that if it should contemplate adopting any general policy of preventing "supervisors" from enjoying the protections of the act, much study and care should be used in defining the limitations of the "supervisory group" to which such rule would apply.

The Council statement further indicated that "it would indeed be a sorrowful day for all workers, and particularly for the workers of our trade, if the board should apply such rule to all persons which it presently excludes from the ex-

ercise of collective bargaining rights under the Act."

### Protection of Confidential Workers Urged

The statement also dealt at some length with the problem which would arise in connection with that group of workers whom the board consistently excludes from bargaining units on the ground that they are "confidential workers."

It was pointed out that in many instances the board has excluded from collective bargaining units of office and clerical workers persons who are filling jobs which are identical to jobs within the bargaining unit, except that the board finds that they customarily, through their work, have access to information concerning the employers' labor relations policy.

The statement stressed to the board that if it should adopt any general rule to prevent "supervisory workers" from enjoying the protections of the act, the "the board would be obligated to adequately protect the rights of workers who, through no action or desire on their own part, are excluded from bargaining units on the grounds that they are 'confidential workers.' These workers must continue to enjoy the full protections of Section 8 of the act and any rule which might be adopted by the board should make adequate provision for the protection of this group."

## CLEVELAND NEGOTIATIONS CERTIFIED AS DISPUTES CASE

Cleveland, Ohio, Mar. 8.—Despite the assistance of Commissioner Andrew Meyer of the U. S. Conciliation Service, negotiations between Local No. 19366 and the American Shipbuilding Co. were ended today in an impasse with several important matters undecided.

Efforts to negotiate an agreement with the company have been under way for the past 6 weeks with little success.

Some progress was noted in today's meeting as a result of Commissioner Meyer's participation but principal issues will be certified to the National War Labor Board and thence to the Shipbuilding Commission of the board for final settlement.

Direct negotiations between the union and the company were broken off a week ago by International Council President J. Howard Hicks, who is assisting the local on this agreement, when it became apparent that company representatives were not negotiating in good faith nor with any desire to arrive at a mutually agreeable contract.

Despite progress made as a result of conciliation the union and the company are in dispute on wages, the union shop provision and job classification.

There can be but little doubt but that the workers of our trade employed by this company will ultimately gain substantial wage increases, and other improvements. All matters in dispute will be de-

## WLB Shipbuilding Commission Approves Florida Contract

Washington, D. C., March 3.—The Shipbuilding Commission of the War Labor Board has approved the basic terms of an agreement between Local 23133 and the St. Johns River Shipbuilding Corp., of Jacksonville, Fla. Many benefits will thus flow to our membership employed by this company.

The conditions established by the contract—which is an addendum to the base agreement between the company and the Jacksonville Metal Trades Council—extend to the more than 1200 office and clerical workers the advantages of the hours and overtime provisions of the Gulf Coast zone standards.

This means that time and one-half is to be paid for all hours worked in excess of 8 per day, and also for the 6th regular shift worked per week, with double time prevailing for the 7th consecutive regular shift.

Night shift premiums apply to all work performed on the second and third shifts each day. The second shift works 7½ hours and is paid for 8 hours in addition to a premium of 40 cents per shift. The third shift works 7 hours and is paid on the basis of 8 hours plus a 40-cent shift premium.

### Wage Rates Improved

The Shipbuilding Commission approved the retroactive application of the minimum rate back to November 6, 1943, and therefore workers presently below the established minimum will receive the differ-

ence between their present rates and the minimum rates approved by the commission retroactive to that date.

The wage rate ranges as approved for the 24 classifications covered by the agreement represent definite improvements over the rates previously prevailing. In most instances the rate now established as the minimum of the range applicable to the classification represents a substantial upward adjustment over previous minimums paid.

The maximum allowable rate for each classification likewise in practically every instance will provide an opportunity for workers in such classification to obtain increases in their hourly rates through the application of merit and length of service increases. Such increases, however, under the ruling of the Shipbuilding Commission must be made in accordance with General Order No. 31, as amended, of the National War Labor Board.

### Vacation Issue Appealed

An appeal has been taken by our International Council on behalf of Local 23133 from the action of the Shipbuilding Commission in reducing the agreed upon vacation schedule from one day per month to one-half day per month of employment. The appeal also applies to the commission's failure to approve the agreed upon sick leave allowances applicable to our membership.

In view of the evidence which has been presented in support of such appeals, Council officers are optimistic over the possibilities of the War Labor Board acting favorably in this matter.

### NEW LOCAL SEEN

Scottsbluff, Neb., Mar. 22.—There is a good possibility for the establishment of an office employes local in this area, according to the reports of J. H. Thompson, president of the North Platte Valley Central Labor Union.

Our International Council is cooperating with the Central Labor Union to bring about the early establishment of an office employes local in this city.

### ALCOA Negotiations

Mobile, Ala., Mar. 28.—Negotiations on the first agreement between Local No. 23595 of this city and the Aluminum Ore Co., a subsidiary of the Aluminum Co. of America, were begun today.

Assisting the local union in the negotiation of this agreement is Walter L. Mitchell, organizer of the American Federation of Labor.

Organized Mitchell is conversant with the problems of office and clerical workers employed in the aluminum industry and has previously assisted Local No. 22501, Sheffield, Ala., in negotiations with the Reynolds Metals Corp.

Local No. 23595 was recently certified by the National Labor Relations Board as the collective bargaining agency for workers of our trade employed in the ALCOA plant, following an overwhelming victory as the result of an election conducted by NLRB.

### BANK WORKERS BEING ORGANIZED

Terre Haute, Ind., Mar. 13.—O. B. Soucie, president of Local No. 841 of the International Union of Operating Engineers, reported today that employes in local banks are expressing a strong desire for unionization.

President Soucie has undertaken to assist these workers in their endeavors to unionize and has contacted our International Council officers for necessary information and details. Because of the high degree of unionization in local industrial enterprises it is believed that rapid progress could be made in the field of office workers.