

THE OFFICE WORKER

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

No. 24

WASHINGTON, D. C., DECEMBER, 1946

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WALL STREET WORKERS IN OEIU

New Pacts Bring Gains New Local Chartered in Financial Heart of Nation

Portland, Oregon.—A new agreement has been entered into with the Pacific Fruit & Produce Co. by OEIU Local 11, which brings to the members employed in this establishment a 15 to 16 cent general increase, according to Irving Enna, secretary-treasurer of the local, who handled these negotiations.

The agreement provides for a full union shop with time and one-half for all hours worked over 40 per week and for all time worked on Sunday. Six paid holidays are provided, with double time pay for any work performed on such holidays. A minimum of four hours pay is provided for any employe called to work and the regular work week is fixed at 44 hours, with time and one-half prevailing for hours in excess of 40.

Paid vacations ranging from one to two weeks based on length of service are stipulated, and provision is made for the continuance of the present policy of the company with regard to sick leave and rest periods.

New Trucking Agreement Signed

Local 11 has also recently completed a contract with the Oregon-Nevada-California Fast Freight Co., Inc., covering all office and clerical employes of that trucking line employed in Multnomah County. The agreement provides for a full union shop with time and one-half for all hours worked in excess of 8 per day and 40 per week. The regular schedule work week is fixed during the five consecutive days of Monday through Friday. A minimum reporting pay of 4 hours has been gained for all employes and 6 paid holidays with provision that work performed on such designated holidays is to be paid for at time and one-half above

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1947 Convention

Call Is Issued

Washington, D. C.—Announcement of the 1947 convention of the OEIU has been made by President Paul R. Hutchings and Secretary-Treasurer J. Howard Hicks through a convention call issued to all local unions.

The convention will convene March 17 at the Congress Hotel, Chicago, pursuant to provisions of the International Union constitution. An attractive program is being arranged for the convention through the joint cooperation of Locals 28, 47 and 183 of Chicago, who are working with OEIU officers on the matter. It is anticipated that the largest contingent of delegates yet to attend an OEIU convention will be present and that the number of OEIU local unions represented will exceed those sending delegates to previous conventions.

It is expected that many important matters affecting the future of the OEIU and its local unions, together with the election of officers for the following term, will receive the serious consideration of the delegates.

New York, N. Y.—The granting of a local union charter by the OEIU to the United Financial Employees, an independent union of security and stock exchange and brokerage house office and clerical workers, has been announced by M. David Keefe, president, and J. Lewis Hutchings, secretary-treasurer of the independent union. The new local union, which will be known as Local No. 205 of the OEIU, presently represents office and clerical workers employed in the New York Stock Exchange, New York Curb Exchange and New York Cotton Exchange, together with individual security and brokerage houses in the financial heart of New York.

Recognition of the need of affiliation with the legitimate labor movement led to the decision to apply for a local union charter from the OEIU. The officers and membership of the UFE brushed aside proposals of affiliation advanced by the United Office and Professional Workers (CIO) in reaching the decision to align their organization with the OEIU.

The new local union, which is composed of a substantial segment of the approximately 75,000 office and clerical workers employed in local security exchange and brokerage houses, has been making rapid strides in the expansion of unionization among workers in this field. It is expected that these organizing activities will be greatly implemented as the result of affiliation with the OEIU and that the wholehearted support of the American Federation of Labor movement locally will give further encouragement to the aims of the new union.

In addition to Keefe and Hutchings, the remaining officers of the new local union are Vice Presidents John Cole and Edgar N. Baxter.

Sign Canadian Paper Pacts



Participants in the signing of the first OEIU agreement with the Canadian International Paper Company are shown above in Toronto. Seated, left to right: J. Ryan, Temiskaming, Que.; International President Paul R. Hutchings; J. L. Meikle, Hawkesbury, Ont. Standing, left to right: Rene Portelance, Hawkesbury, Ont.; George Rock, Gatineau, Que.; A. J. Forcier, Gatineau; A. F. of L. Organizer Russell Harvey; Alec Wells, Temiskaming, Que.

Toronto, Ont.—The first agreements between the Canadian International Paper Co. and OEIU Locals 154 and 165 covering the office operations of this company at Temiskaming, Quebec, and Hawkesbury, Ontario, Canada, were signed in Toronto last month. Paul R. Hutchings, President of the International Union, together with officers of the two local unions and A. F. of L. General Organizer Russell Harvey participated in the signing of the agreement which brings gains to members of the office staff employed in these operations of the company, who are members of the OEIU.

Union Shop

The agreements covering these two operations are similar and both recognize the exclusive bargaining rights of the OEIU locals for the clerical force employed by the company at these operations. The agreements provide for a modified union shop which assures maintenance of union membership by all present members and that all new employes shall become members as a condition of their employment. Provision is made to give prefer-

ence to present or former employes in the filling of open clerical positions, and promotions, transfers and layoffs must give consideration to ability and length of service.

With regard to wage and salary rates, a study is presently being made which will be considered in rate negotiations which when mutually approved become a part of the agreements.

Paid Vacations

The agreements provide for paid vacation plans which assure salaried clerical employes of two full weeks' vacation with pay after 6 months of employment. Pro-rated payment for vacation periods unused is guaranteed to any employe leaving the service of the company under conditions specified. Paid vacations for hourly paid employes range from 6 to 12 working days based on length of employment.

Both contracts provide for the establishment of union representation on a mutual interest board presently functioning in each of these plants, on which are also represented members of the International Brotherhood of Papermakers

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FULTON SYLPHON PACT RENEWED

Knoxville, Tenn.—Renewal of the agreement between the Fulton Sylphon Company and Local 144 has been announced by R. O. Ross, Regional Director of the A. F. of L. and OEIU Vice President A. R. Carson.

Office employes of the firm received salary increases approximating 18 per cent in all classifications following the signing of the agreement as compared with salary rates prevailing at the time of the signing of the recently expired agreement. The salary increases incorporated in the renewed agreement are retroactive to November 4.

Other provisions which represent improvement in employment conditions for OEIU members employed by the company are two weeks vacation with pay each year, an allowance of 12 days sick leave each year without deduction in pay,

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1221 G Street, N. W.
Washington 5, D. C.

PUBLISHED MONTHLY

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



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Subscription Price, \$1 a Year

BENEFITS OF UNION SHOP ARE STRESSED

Washington, D. C.—The union shop assures the American worker of job security, fair wages and decent living standards, Boris Shishkin, AFL economist, declared in an address on the American Forum of the Air, broadcast over the Mutual Broadcasting System.

"The derogatory label of closed shop was manufactured by the enemies of organized labor years ago to provide themselves with an argument where they didn't have one," Mr. Shishkin said. "The union shop represents the full and final acceptance of mature collective bargaining between workers and management. The union shop is democratic because it is established through the majority vote of the workers themselves in each bargaining unit.

"Union shop agreements do not deny competent workers opportunity to get a job. They merely require that the new worker join the union when he is employed or at some later date. They don't close the door to the qualified newcomers. Unions welcome new members. Job security, fair wages and decent living standards have been attained by workers through union organization.

"Unions rightly insist that all workers who share in these benefits secured by unions, also share in unions' responsibilities. A union shop helps maintain industrial peace. It enabled labor and management to get down to the real job of union-management cooperation to improve production. It does away with the constant strain in labor-management relations where the union becomes an instrument of defense against management, instead of an instrument of cooperation with management.

"The entire history of America's industrial relations demonstrates that the union shop has brought to industry greater production, higher efficiency, lower costs and greater stability. To eliminate union shop agreements which now cover six and a half million workers in key

Grave Warnings Sounded Against Passage of Punitive Labor Laws

Washington, D. C.—Reacting to the growing hue and cry for punitive labor laws, industrial and legislative leaders have taken a firm stand on grounds that such laws will not bring labor peace, but that the key to labor-management relations rests, rather, in full cooperation—the formula laid down by AFL President William Green.

Paul G. Hoffman, president of the Studebaker Corp. and chairman of the Committee for Economic Development, urged management to "show statesmanship and turn its back" on proposals for punitive labor legislation.

Management should favor legislation which "is fair and promotes peace in labor relations," Hoffman told the American Society of Mechanical Engineers.

Warns of Reaction

If anti-labor bills are passed, Hoffman said, they will create resentment which will increase strikes and cause employers and the general public "to suffer terribly."

Hoffman said that at present management begins collective bargaining with authority to stage a lockout if its terms are not met, and labor leaders begin negotiations with "a blind strike vote in their pockets."

"Is a loaded pistol a proper bargaining tool?" he asked.

Lloyd K. Garrison, former dean of the Wisconsin U. Law School and a former member of Government Agencies, including the War Labor Board, said:

"I think we shall make little progress toward avoiding large scale strikes under our system of free enterprise so long as we continue to pin our hopes on legislative devices.

Agreement Is Key

"We can only make progress by agreement. * * * Leaders of industry and labor, with such aid and support as the Government can give, must together work out the rules of the game and the structures of settlement which we so imperatively need.

"Only by a combined and sustained effort of this sort can we hope to make lasting progress. There are no easy solutions. There never are in a democracy."

Oswald D. Heck, Republican Assembly Speaker, told the New York Federation of Labor Legislative Conference that "there will be no ill-considered, precipitous anti-labor legislation in this State as a result of the recent national election."

Addressing 250 AFL delegates assembled to draft recommendations on labor legislation, Mr. Heck said: "I think you will agree that we have done a swell job for labor in this State—we will continue to do so."

Must Protect Rights

Benjamin F. Feinberg, Republican Majority Leader of the Senate, declared: "Labor's right to bargain collectively must remain as a fundamental principle of our unwritten bill of rights and the corollary right to strike must not be infringed."

Mr. Feinberg said that the present industries is to set off a wave of industrial warfare instead of promoting industrial peace."

ent State administration "believes in viewing labor and management as equal partners without favor or prejudice toward either."

Those who hope to end industrial strife by having the government crack down on workers are in for a disappointment. That urgent warning was sounded by Edgar L. Warren, chief of the U. S. Conciliation Service.

He pointed out that, with the removal of wage controls, this nation has now embarked on a "policy of free collective bargaining," and it should place its main reliance on such policy.

"That does not mean the Government is powerless in labor matters," he said. "But it does mean that persuasion has been substituted for compulsion.

"I do not believe the Government can successfully substitute its own decisions for voluntary agreements worked out over the bargaining table by representatives of labor and management.

"Industrial peace cannot be established by Government directive. Peace in industry can only be achieved by reasonable unions and responsible management."

California 'Labor School' Exposed

San Francisco, Calif.—Leaders of American Federation of Labor unions along the Pacific Coast have emphatically condemned a so-called "California Labor School" as a Communist front organization.

This organization, it appears from propaganda which it has sent around the country to AFL unions, has indicated that it is associated with the American Federation of Labor.

It has sent out letters to AFL unions requesting pictures of present and past leaders of the American labor movement and has asked also for source materials on leading American trade unions.

As an example of these appeals, this is a quotation from a letter by Irwin Elber, Trade Union Director of this group:

"Ours is the largest labor school in the country. We are recognized by the Veterans Administration and have hundreds of veterans and other men and women studying the labor movement in order to make a greater contribution to labor and democracy.

"We would be honored to receive your photographs, preferably auto-

SPONSOR BOWLERS

Wisconsin Rapids, Wis.—Anticipating the favorable publicity which would result, Local 95 has undertaken the sponsoring of a girls' bowling team, according to Recording Secretary Dorothy Haddock of the local union.

The local union adopted the OEIU seal as the emblem of the team. This emblem is finished in brown lettering on a gold background.

Officers of the local union have expressed the belief that the combination of the distaff bowlers and the OEIU emblem will result in a winning team.

NEW DUES SYSTEM

Washington, D. C.—Following closely upon his announcement of a new and improved dues collection system, Secretary-Treasurer J. Howard Hicks of the OEIU has announced that the new system will be placed in operation among a large number of local unions effective with January.

The new system consists of a pre-written dues receipt for each member of each local union which is prepared at OEIU headquarters and sent to all local unions in advance of the month for which such receipts are to be used.

Necessary supplies, together with pre-written dues receipts for January and detailed information regarding the operation of the system, have been sent to the secretary-treasurers of all local unions which are in position to be converted to the new system.

Long and careful study has been given to this new method of dues collection and Hicks has expressed confidence that its inauguration will meet with wide-spread approval.

graphed, as well as a picture of the present executive board of your union. In addition, if your organization has any photographs of early conventions and officers or any early publications of interest to students of the labor movement, we should be happy to receive them and preserve them in our library."

Investigation by officials of American Federation of Labor unions to whom such appeals have been addressed has disclosed that this so-called school of labor has never been endorsed or recognized by the AFL and that the California State Senate Interim Committee on un-American Activities drew from David Jenkins, a leader of this school, a frank admission that he was a registered Communist in New York City and that the Daily Worker had loaned \$3,000 to start this school.

A report from C. J. Haggerty, secretary-treasurer of the California State Federation of Labor, said that this school originally was the Tom Mooney School.

"Prior to the Tenney Committee hearings," Mr. Haggerty revealed, "Hazel Grossman, wife of Aubrey Grossman, educational director of the Communist Party on the West Coast, was second in command of this school."

Mr. Haggerty declared that the organization now is engaged "in a drive to hoodwink international unions in order to borrow prestige from this kind of contact."

FAMILY'S COSTS CLIMB

Washington, D. C.—The Bureau of Labor Statistics has reported that the average city family of moderate means was paying 50.5 percent more for goods and services in mid-October than the same goods and services cost in mid-August of 1939.

Canadian Paper Locals Hold Conference

Toronto, Ont. — Representatives from 8 OEIU locals in the paper and pulp industry in the Provinces of Ontario and Quebec met in Toronto on November 30 and December 1, at the Royal York Hotel to discuss their common problems and their agreement plans for the forthcoming year. The conference was scheduled by A. F. of L. General Organizer Russell Harvey, through whose tireless efforts and assistance the OEIU locals in the paper and pulp industry in Canada have been formed.

The two-day conference was devoted principally to an interchange by the local union representatives of their experiences and accomplishments through collective bargaining during the past year and the consideration of basic questions relating to further achievements during the coming year among the office and clerical workers in the paper and pulp industry in the Dominion.

Large Representation

In addition to 17 representatives from 8 local unions in the paper and pulp industry, Local 57 at Montreal was represented by its President, Marcel Franco, who is also Secretary of the Quebec Federation of Labor, and A. F. of L. General Organizer Russell Harvey and Paul R. Hutchings, President of the International Union, were also in attendance. The local unions with representatives in attendance and the names of their representatives follow:

Local 57, Montreal, Que., Marcel Franco.

Local 110, Gatineau, Que., A. J. Forcier, George Rock.

Local 151, Iroquois Falls, Ont., A. F. Righton, E. W. Burton, S. C. Brown, George Whiting.

Local 154, Temiskaming, Que., Alec Wells, J. Ryan.

Local 161, Smooth Rock Falls, Ont., C. A. Bird, W. H. Quinn.

Local 165, Hawkesbury, Ont., J. L. Meikle, Rene Portelance.

Local 166, Kapuskasing, Ont., Wayne Sawyer.

Local 176, Three Rivers, Que., A. E. Wilkie, Jack Jones.

Local 191, Beupre, Que., John More, L. A. Bruneau.

Local 114 at Dalhousie, New Brunswick, was unable to have a representative present, but telegraphed its best wishes to the conference, as did also a group newly organized in the paper and pulp offices in Ft. Francis and Ft. William.

The conference was opened by Organizer Harvey, who outlined the organizational efforts and gains made to date among the office and clerical workers in the paper and pulp industry. The representatives then heard from International President Hutchings, who highlighted the gains and progress of the International Union and gave a brief account of the historical developments of the International Union and the part which it is playing in bringing about further organization and improvement in the conditions of office and clerical workers in both countries.

Progress Report

The group heard from the President of the Toronto Civic Employees



Representatives of OEIU locals in the Canadian paper and pulp industry are shown at their conference in Toronto. Front row, left to right: Wayne Sawyer, Kapuskasing, Ont., Local 166; J. Ryan, Temiskaming, Que., Local 154; A. J. Forcier, Gatineau, Que., Local 110; International President Paul R. Hutchings; Marjorie Whitten, Toronto Office Workers; Russell Harvey, A. F. of L. Organizer; George Rock, Gatineau, Que., Local 110. Second row, left to right, J. L. Meikle, Hawkesbury, Ont., Local 165; John More, Beupre, Que., Local 191; Alec Wells, Temiskaming, Que., Local 154; A. F. Righton, Iroquois Falls, Ont., Local 151; E. W. Burton, Iroquois Falls, Ont., Local 151; Marcel Franco, Montreal, Que., Local 57; C. A. Bird, Smooth Rock Falls, Ont., Local 161. Third row, left to right, S. C. Brown, Iroquois Falls, Ont., Local 151; W. H. Quinn, Smooth Rock Falls, Ont., Local 161; L. A. Bruneau, Beupre, Que., Local 191; A. E. Wilkie, Three Rivers, Que., Local 176; George Whiting, Iroquois Falls, Ont., Local 151; Rene Portelance, Hawkesbury, Ont., Local 165. Absent from the picture, Jack Jones, Three Rivers, Que., Local 176.

Union, an affiliate of the Canadian Trades and Labor Congress which holds bargaining rights and a signed union shop agreement for all of the more than 6,000 Toronto municipal employees.

Reports were given by the representatives of each of the local unions on their organizing problems and progress during the past year in the paper and pulp industry, and by the representative of Montreal Local 57, who reported on the progress of his local in organizing clerical workers in the Montreal area.

Saturday night the group attended an ice hockey match in the Toronto Maple Leaf Gardens and saw the Toronto Maple Leaves administer a whacking 11 to 0 defeat to the Chicago Black Hawks.

The representatives of the local unions selected George Whiting of Local 151, at Iroquois Falls, to compile salary rate and job classification information to be supplied by each of the locals and then summarized and made available to all locals in the paper and pulp industry in Canada to assist them in their 1947 negotiations.

Discuss Problems

The conference also discussed and considered the problems of hours and overtime regulations, paid vacations and sick leave, pension plans, the working toward a common opening day in the agreements, the 5-day week, and other matters relating to agreements and em-

ployment conditions. Plans to further expand organization among the clerical workers in this industry, particularly among the clerical workers in the Dominion headquarters offices of the paper and pulp companies was discussed, as was also the problem of obtaining additional organizational assistance.

Attention was also given to the problem of general organization of the clerical field throughout the Dominion, and particularly in Ontario and Quebec Provinces. The practical nature of the conference was further evidenced by the fact that immediately prior to its opening the representatives of the local unions in Hawkesbury, Ont., and Temiskaming, Que., completed the signing of their first contract covering the operations of the Canadian International Paper Company in those cities. The representatives of the local unions covering the Abitibi Paper Co. operations had been in negotiations with the representatives of the company earlier in the week and were scheduled to continue the same on Monday after the conclusion of the conference.

The assembled representatives voiced hearty approval and appreciation for the splendid efforts of Organizer Harvey in assisting them in organization, as well as in their first contract negotiations. It was the consensus of the entire group that the conference was of substantial practical value to the local unions and would be of assistance

to them in carrying forward to achieve further collective bargaining gains.

There were several interested visitors at some of the sessions including a representative of members of the office force of the Toronto Gas Co., who are presently considering organizing.

NEGOTIATIONS ON

Philadelphia, Pa. — Negotiations are presently under way for an agreement covering the office staff of the Star Metal Mfg. Co., according to President Jeanne Gibstein of OEIU Local 14, which represents this group. It is anticipated that negotiations will bring substantial improvements in employment conditions for the members involved who have recently joined up with the local union.

According to President Gibstein, Local 14 has experienced a 25 per cent increase in its membership during this past year, making it one of Philadelphia's fastest growing A. F. of L. organizations.

FURTHER INCREASES

Chicago, Ill. — Increases of from \$3.50 to \$5.50 in weekly base rates have been obtained for the members of Local 28, employed by the J. O. Stoll Company, according to Business Representative Sarah E. Keenan, who handled the negotiations for the local.

SIGN AGREEMENT WITH BAKING FIRM

Newark, N. J.—The signing of the first agreement between Local 143 and the Continental Baking Co., Inc. and Wyeth & Co. Inc., wholesale drug distributors, has been announced by Steve Wilson, President, and Frank J. Wagner, Sec.-Treas. of the local union.

The agreement between the local and the baking firm assures union membership for all office workers employed in the plant covered by the agreement, provision for joint determination of new employees' job classifications and rates of pay following an initial 30 day probationary period, time and one-half for all time worked in excess of 40 hours in any one week, and two weeks vacation with pay. Leaves of absence granted by the company because of illness and for other reasons will be recognized as time worked in the computing of annual vacation periods. Six recognized holidays with pay are also provided. Employees working on a holiday will be paid time and one-half for work performed. The employees of the company are also allowed \$1.75 as dinner money for work performed after the dinner hour.

A readjustment of weekly salary rates from a minimum of \$34 ranging upwards to \$63, retroactive to July 8, is a feature of the agreement. Comprehensive provisions for the application of seniority and the arbitration of grievances are also contained in the agreement.

Drug Agreement

Office employees of Wyeth & Co., under an agreement recently concluded with the union are assured of union membership and a comprehensive arrangement in the application of seniority for purposes of layoff, rehiring, transfer and promotion. The grievance machinery of the agreement, which provides for intervention by the OEIU in the event of a serious dispute, also provides for a three-member arbitration board whose decisions are final and binding on both parties to the agreement.

A feature of the agreement is a five 7-hour day work week, which is an innovation in this area and the drug industry generally. Double time is to be paid for all work performed on Sundays and holidays while time and one-half will be paid for all work in excess of 40 hours in any work week and on the sixth consecutive day of the work week.

Seven paid holidays, plus time off on election day, Good Friday and the last work day preceding Christmas, as well as two weeks vacation with pay are features of the new agreement. Vacation time for employees with less than one year's service will be computed on the basis of one day for each month of employment following the first two months of their employment. Time lost due to sickness, injury, or leaves of absence granted by the company will be counted as time worked in computing the vacation period.

Salary adjustments which are retroactive to July 1, provide for a substantial increase in the minimum rate of pay for the job classifications enumerated in the agree-

UNION CARBIDE STAFF UNDER OEIU BANNER

Los Angeles, Calif.—The office and clerical staff of the Union Carbide Co. in this city has signed up with OEIU Local 30 and an NLRB election is scheduled to be held among these workers. This office force attempted to obtain salary increases in advance of organizing. When their attempts met with no response from management the entire office force walked off their jobs and thereafter all of them joined Local 30 and the election arrangements were worked out so that Local 30 could thereby establish its exclusive bargaining rights and assist this group in their efforts to bring about improvements in their working conditions.

As a result of the action taken by these office workers, the shop workers became interested in organization and a majority of them have since signed up with the Blacksmiths' Union, which is also seeking exclusive bargaining rights through an NLRB election.

The organization of this office group was accomplished through the efforts of Business Representative Wm. Ring of Local 30, with the assistance of the Los Angeles Central Labor Council.

GAIN BIG INCREASE AT BUSINESS FORMS

Elmira, N. Y. — An agreement just negotiated between Moore Business Forms, Inc., and OEIU Local 137 establishes average increases of 35 per cent over previous existing rates, according to Vice President George P. Firth, who assisted the bargaining committee and local officers in the negotiations.

The contract, which is retroactive to September 26, provides for six paid holidays and for two weeks' paid vacation each year. It contains the standard maintenance of union membership clause and also provides for the continuation of the existing sick leave policies of the firm. The agreement also provides for various other matters governing hours, overtime, handling of grievances, etc.

CANADIAN PACTS

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and the International Brotherhood of Pulp, Sulphite and Paper Mill organizations.

The contracts provide comprehensive procedures in the adjustment of complaints and disputes, with provision for arbitration for the settlement of disputes not

ment. In addition, all office workers of the company who were employed at the time of the signing of the agreement will receive an additional \$4 per week increase retroactive to July 1, and an additional \$2 per week increase effective January 1. Members of the union required to work beyond their regular scheduled hours will receive dinner money, and lunch money is also provided when work is required on Saturdays, Sundays or holidays.

NEW PACTS

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the regular accredited pay for the day.

Paid vacations ranging from one to two weeks based on length of service are provided and all employees are granted two 15-minute rest periods each day, which time is considered as time worked.

The agreement provides that the present sick leave policy of the company shall continue and it also guarantees that the principle of equal pay for equal work shall prevail, regardless of sex.

Comprehensive clauses governing the settlement of disputes are contained in the agreement and provision is made for final and binding decisions by an umpire in all dispute actions which cannot otherwise be adjusted.

A classified wage schedule established by the agreement brings wage gains to the employees involved and provides for automatic step increases based on the employee's length of experience.

The contract was negotiated by Secretary-Treasurer Irving Enna of the local, together with the committee.

FULTON SYLPHON

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and the continuation of paid holidays, the previously prevailing hours of employment and arrangement for a checkoff of union dues.

New Classifications

A feature of the renewed agreement is the addition of five job classifications which will result in greater equity in the classifying of office personnel on the basis of duties and job content.

It is reported that the negotiations in the renewal of the agreement between the company and Local 144 were carried out in record time because of the cooperative spirit evidenced by representatives of both parties. In addition to Ross and Carson, the remaining members of the negotiating committee for the union were Gladys C. Glover, Harris Underwood and Larry D. Jones. Wm. Chandler, Vice President of the company, served as principal spokesman and signer for the employer.

ORGANIZE DERRICK CO.

Columbus, O.—The office force of the Ideal Derrick & Equipment Company is rapidly organizing into Local 38 of the OEIU, according to reports received from Business Representative Ethyl M. Williams of the local, who is spearheading this campaign in this establishment.

Substantial assistance is being given by the officers and membership of the Structural Iron Workers organization which represents the production group in the plant.

otherwise concluded. The agreements are retroactive to June 1, 1946, and are to remain in effect for an initial period of one year from that date.

General Organizer Russell Harvey worked with the officers and committeemen of the two local unions in the negotiation of these contracts, which were ratified and approved by the local unions before the signing last month.

FIRM ORDERED TO REINSTATE WORKERS

Tampa, Fla.—The National Labor Relations Board has ordered the Spencer Electric Company to reinstate 9 office employees with back pay retroactive to December 29, 1945, and has recommended the immediate reinstatement of 1 employee of the firm discharged in December 1945, according to J. O. Bloodworth, Jr., business representative of Local 46.

In upholding the ruling of Trial Examiner Irving Rogosin, NLRB gave the company 10 days to comply with such ruling. In his ruling, Rogosin ordered the re-employment of the 9 employees who went on strike late in December last year and who requested reinstatement on January 8, following their discharge by the company. His order provided that such employees should be returned to the company's payroll "without prejudice to their seniority and other rights and privileges, dismissing, if necessary, any employees who have, since December 29, 1945, been hired to replace such employees."

Action against the company was instituted by Local 46 following the discharge of office employees after it became known they had sought the benefits of collective bargaining through the local union. The Trial Examiner issued his ruling following a lengthy hearing which was conducted by NLRB several months ago.

Bloodworth is reported as highly pleased over the decision of NLRB in this matter. Much credit has been extended to Bloodworth, who is also a Vice President of the OEIU, for the manner in which he handled this case and represented the discharged workers in public hearings before NLRB.

Under terms of the ruling, the company is required to post a bulletin at its place of business stating that it will no longer interfere in the attempts of its office staff to obtain collective bargaining rights through membership in Local 46.

New York Active

New York, N. Y.—Local 153 in this city has recently successfully completed organizational drives in four new establishments, according to local Business Manager Howard Coughlin.

The local has recently been victorious in a collective bargaining election held among the employees of the home office of the Bigelow-Sanford Co. and among the office force of the R. Hoe Printing Press Co.

Other recent victories by the local for office and clerical workers in the New York area include its achievement of exclusive collective bargaining rights within the past few weeks at the Rockwell Mfg. Co., the Continental Baking Co. and the George H. Flinn Construction Co. Local 153 is moving forward with contract proposals and negotiations in each of these establishments and anticipates that substantial improvements in employment conditions for the members there employed will result.