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17

PROTESTS WSB USE OF BLS WAGE DATA

Washington, D. C.—The practice of some of the Regional Wage Stabilization Boards in using wage data obtained from Bureau of Labor Statistics Office Worker Surveys as being controlling in such Board's consideration of office worker wage cases, was vehemently objected to by the International Union Executive Board at its meeting here this month.

The Board unanimously acted to adopt a resolution calling upon the National Wage Stabilization Board to direct its Regional Boards that in any cases involving office and clerical employes, the Regional Board should not regard comparison with data shown on BLS Office Worker Surveys as controlling but that such Regional Boards should be instructed to give full weight to other reliable data showing comparative rates in appropriately comparable establishments in the district or area.

The Executive Board's resolution points out the fact that OEIU experience shows that BLS Office Worker Wage Surveys generally understate the prevailing level of office and clerical wages for the reasons that such surveys are frequently out of date, that they give excessively heavy weight to low paid unorganized industries and firms and that they generally fail to provide wage data for appropriate groups of establishments in an appropriate industry or area for comparison with the rates in the petition before the Wage Stabilization Board.

The Executive Board points out that such Regional Wage Stabilization Board procedure in relying on BLS Office Worker Wage Surveys as being controlling, seriously discriminates against office and clerical workers.



Your International Officers take this opportunity to wish you and the members of your family

A Merry Christmas and A Happy New Year

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May Negotiate Christmas Bonus

Washington—The National Labor Relations Board has ruled that an employer's (Niles-Bemont-Pond Co., West Hartford, Conn.) yearly Christmas bonus to its employes over a 12-year period constitutes an integral part of the wage structure, and as such is subject to collective bargaining. The Board, accordingly, has ordered the company to bargain with the union representing its employes, upon request, with respect to a Christmas Bonus.

The majority ruling held that "The realities of the industrial world establish that a year-end bonus which has become part of the employes' wage expectancy, though it may be paid at Christmas and therefore carry with it the Christmas spirit of gift giving, amounts fundamentally to deferred compensation for services performed during the preceding year. We are convinced, therefore, that the policy of the Act to encourage collective bargaining in the interest of industrial peace is best served by requiring an employer to negotiate on the subject matter of such a bonus.

"The Christmas spirit, as we conceive it, does not stop short of the bargaining table, for bargaining in good faith is in itself a continuing effort to achieve good will between an employer and his employes."

WSB Amends Bonus Rules

At about the time of the above ruling, the U. S. Wage Stabilization board clarified its policy with regard to Christmas or year-end bonuses in an amendment to its "Bonus" Regulation 14 by permitting a continuation of such bonus payments in accordance with 1950 practice of an employer, provided such bonuses comply with certain other requirements of the amendment.

The amendment also provides that a 1951 Christmas or year-end bonus not exceeding \$40 may be paid even though a lesser or no bonus was paid in the preceding bonus year. Such bonus payment need not be offset against the amount permissible under the Board's "10 per cent formula" in its Regulation 6.

LEADERS OF OHIO OEIU LOCALS MEET

Cleveland—Twenty-five leaders of OEIU local unions in the Ohio area met here November 10 and 11 or a two-day educational conference sponsored by the International Union.

The conference was arranged by International Representative R. M. Daugherty and was devoted to discussions of problems of local union functioning, including the development of active membership participation, organizational problems, the effective use of local union stewards, and the functioning of grievance committees and negotiating committees. International President Paul R. Hutchings participated.

OEIU Locals 17 and 49 at Cleveland played host to the meeting and entertained the participants at a buffet supper Saturday evening, which was also attended by many of the active members of both locals. The color sound movie "A Watch For Joe," produced by the Retail Clerks International Association, and the film "This Is Our Local 90," produced by the International Ladies' Garment Workers, highlighted the evening's entertainment and was greatly enjoyed by all.

U. S. Supreme Court Accepts OEIU Case

Washington, D. C.—The U. S. Supreme Court has acted favorably on the request of the National Labor Relations Board to review the decision of the U. S. Fifth Circuit Court of Appeals in the case brought to that court by the NLRB against the American National Insurance Company.

Acting on charges filed by OEIU Local 27, the NLRB on April 5, 1950 found that the American National Insurance Company, by its action in adamantly insisting on the inclusion of a broad management prerogative clause in its agreement with the local union, refused to bargain in good faith and it directed the company to cease and desist such refusal to bargain and to cease insisting as a condition of agreement that the union must agree to a provision whereby the company reserves to itself the right to take unilateral action with respect to rates of pay, wages, hours of employment and other

(Continued on page 4)



Three Kinds

There are basically three kinds of working men, those who are real union men, those who are card carriers and those who are free riders.

The union men sincerely believe in union principles, take an interest in union affairs and get out and fight for the objectives which will assure the growth and progress of the union as well as secure for them improved wages and working conditions.

In all unions there are a considerable number of card carriers who join the union for what they can get out of it. They usually never attend union meetings unless they have to, stand on the sidelines and more often than not they are more prone to criticize than praise their elected spokesmen.

The free riders are those non-unionists who enjoy the cumulative benefits that come from union contracts. They accept as a right the pay raises and working standards fought for and negotiated by the union. Ignorance, gall, timidity and expediency are the essential characteristics of the free rider. They will take but they won't give value received—unless they have to.

But often a psychological transition, like a sinner finding religion, takes place in the free rider who is shamed into becoming a card carrier, and then by degrees through education and the example of real unionists, can be inspired into becoming a good union member.

Thus it is patent that the loyal, militant union member is the strongest pillar of a free society of workers who enjoy an ever-increasing share of the fruits of their labor, as well as help secure it for others far less militant and deserving than themselves.—(*Journalist Barber.*)

Organization Is First

No matter what the problem of labor may be, the first approach must be through organization. Weak and poorly organized Unions will not be able to accomplish anything to speak of. They cannot influence Congress or the administration on any matter. It is only when Unions are strong because they are well organized that the politicians will listen to them seriously.

Of, For and By

"The trade unions are the organizations of the working class, for the working class, by the working class; grappling with economic and social problems as they arise, dealing with them in a practical manner to the end that a solution commensurate with the interests of all may be attained."—*Samuel Gompers.*

MERRY CHRISTMAS



WSB Puts into Effect Policy Of Equal Pay for Equal Work

Washington—The Wage Stabilization Board put into effect an "equal pay for equal work" policy in line with its effort to foster maximum defense production and promote sound working relations.

Public, industry and labor members of the board said that the principle of equal pay for equal work, without regard to sex, race, color or national origin, is part of "a sound program seeking full utilization

of all our available manpower during this present emergency."

The new WSB resolution was approved by Economic Stabilization Administrator Eric Johnston.

The board's resolution said in part:

"(1) That the Wage Stabilization Board will approve increases in wages, salaries and other compensation granted to equalize wages, salaries and other compensation, for comparable quality and quantity of work on the same or similar operations in the same establishment, without regard to sex, race, color or national origin; provided, that where work has been rearranged or lightened proportionate rates for proportionate work, based on job analysis, shall be permitted.

"(2) That pending further instructions, the staff be authorized to approve petitions to equalize wages or salaries paid for comparable quality and quantity of work; provided, that any case in which the evidence does not substantiate that the quality or quantity of work is comparable or that the operations are the same will be referred to the Board for decision."

the Amalgamated Meat Cutters and Butcher Workmen.

The composer, Miss Dolores Smith, is an employe in the posting department of that organization and a member of our Chicago Local 28. Her poems have been appearing regularly in *The Butcher Workman*, and she is fast earning a reputation throughout the entire labor world as a poet. Practically every European labor journal has reprinted her poems with regularity.

Broken Christmas Toy

By DOLORES SMITH

What a wonderful garden this world would have been Had we left it to flourish the way Our God had delivered it into our hands

From His throne up in Heaven that day!

He had sent us a toyland of flower and tree

And He added a bird and a song, And He gave us the heart of a child in its glee,

And a will to place right above wrong.

Somehow in a moment we fastened our hold

Like the ravenous villains of lust, Giving vent to our greed on more generous souls,

And to cheat on the strength of their trust;

In this murky, black cloud riding over the blue

We have darkened this sunland of joy—

Forgive us, oh, Lord! for the scars we have wrought

And for breaking a beautiful toy.

The above poem is reproduced through the courtesy of *The Butcher Workman*, publication of

NEW FILMS OFFERED

Washington—AFL union research and education directors viewed new labor films during a 2-day meeting.

Among these were "Local 100," produced by the National Film Board of Canada in cooperation with the Canadian Trades & Labor Congress, the Canadian Congress of Labor, and the Canadian National Catholic Syndicates, in consultation with the Canadian Department of Labor; "Working Together—A Case History of Labor-Management Cooperation," produced by the Twentieth Century Fund; and "Union Local," which the State Department has prepared for showing abroad.

Bernard Wiesman of the State Department's program planning staff discussed this film and the reaction of the education directors to it.

Shown also was a film depicting how U. S. newsreels are distorted to serve the purposes of Russian propaganda.

A filmstrip entitled "It Happened in Dixie," which is being used extensively by the Kentucky State Federation's Department of Research and Education in situations where a National Labor Relations Board election is in prospect, was also shown.

Films for local union meetings may be obtained through the AFL Workers' Education Bureau, 724 9th St. N.W., Washington, D. C.

Read Your Union Paper

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause."

SAMUEL GOMPERS,
Founder and First President, American Federation of Labor.

THE OFFICE WORKER

Official organ of the
OFFICE EMPLOYEES
INTERNATIONAL UNION



PAUL R. HUTCHINGS, *President*
J. HOWARD HICKS, *Sec.-Treas.*
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Unemployment Compensation—The Washington Superior Court has held (*McRoberts v. Employment Security Dept.*—*Wash. Super., July 1951*) that office work paying \$150 a month was not suitable for a claimant with 20 years' experience in bookkeeping and stenography who was last employed at \$300 a month. On the basis of evidence that most of the large employers in the community paid experienced office workers \$175 a month up, the court reversed the state employment security department's decision disqualifying claimant for refusing suitable work. The department had based its decision on recent job orders received by the employment service.

Individual Agreement—The Supreme Court of Montana has ruled that a union official cannot undercut a contract by making an oral agreement to pay an individual less than the contract minimum. This decision is made in a case where the union representative denied making any such oral agreement while the company claimed he had ratified it.

The minimum wage set in the contract was an "individual right" which couldn't be taken from a worker by any agreement between the company and the union official, in the opinion of the court. The court awards the worker back pay to the amount she would have received if paid the contract rate.—(*Eversole v. LaCombe's Fur & Dress Shop.*)

Reinstatement Fee—An employe had refused to pay a reinstatement fee under a valid union-security contract. The General Counsel for the NLRB took the position that the discharge was discriminatory because it was for reasons other than failure to "tender dues and initiation fees." He argued that it was essentially a fine.

The Board's trial examiner, however, upholds the right of the union to seek the employe's discharge, finding that the reinstatement fee of \$5 had always been charged by the union for delinquent members and determines that such a fee would fall within the term "periodic dues" or "initiation fees." The Board itself still has to rule on this matter.—(*Green Bay Drop Forge Co., Nos. 13-CA-545 and 13-CB-96.*)

Union Security—The NLRB has ruled that employes who lose their union membership because of failure to pay union dues on time may be lawfully discharged by their employer under a valid union-shop contract.

Nor did the employe's offer to pay up his delinquent dues before he was actually expelled from union membership protect him from discharge under the Taft-Hartley Act.—(*Chisholm-Ryder Co. and Gas, Coke and Chemical Workers, CIO.*)

Loyalty to fair employers is best expressed by purchasing their Union-made products.

Steward's Suggestion Starts Free Classes at Chase Brass



Cleveland—Shown above are members of Local 17 employed by the Chase Brass & Copper Co., Inc., attending a class in calculating machine instruction at this firm. This is the first of a series of instructional courses offered by this company at no expense to the employes.

Cleveland—Nearly twenty-five members of Cleveland Local 17 employed by the Chase Brass & Copper Co., Inc., are taking advantage of a free course in calculating machine instruction instituted by the company at its plant office as a result of a suggestion made by John Finnerty, Chief Steward of Local 17 at this firm.

Applications for enrollment in this first class far exceeded the allowable class size, but, following correct trade union principles, applicants were enrolled on the basis of their length of service with the company, giving due consideration to their choice of hours of instruction.

After the calculating machine classes are completed, plans will be worked out for inaugurating typing and shorthand classes.

The local union points out that these classes give the employes an excellent opportunity to learn new skills, at no expense to them, thereby improving their chances for promotions to higher paying jobs.

Congratulations are in order to Brother Finnerty and Local 17 for this forward-looking step towards the advancement and betterment

of its members. Other local unions may also want to give consideration to discussing this possibility with employers with which they have bargaining relationships.

Vacation Criteria

In Sweden, the number of days of vacation (known there as "holidays") received by a white collar worker under his union contract is determined by his age and his salary and not solely by length of service, as in the United States.

When asked why, a Swedish union official explained: "We believe in Sweden that the greater a person's age, the longer should be his vacation—an older person needs more rest than a younger person. We also feel that the higher a worker's salary, the greater his responsibility. Therefore, he has greater need for the additional rest a longer vacation gives him."—*National Industrial Conference Board, Inc.*

Poster in downtown barber shop window near an Army post: "PX haircuts repaired."



Women Lobbyists

A *Congressional Quarterly* survey of women actively engaged as registered lobbyists indicates that the majority of the 35 who filed lobbying law reports with Congress, between January 1 and August 1, 1951, were working for educational and welfare groups, on a voluntary or small salary basis.

However, a Mrs. Leone Baxter Whitaker of Whitaker and Baxter, public relations firm lobbying for the American Medical Association, is the highest-paid woman lobbyist at \$50,000 salary and expenses annually. Her husband also receives \$50,000 annual compensation from the AMA. They handle the AMA's campaign against compulsory health insurance. Mrs. Margaret K. Taylor, education director for the National Milk Producers Association, is next with \$9,000.

Married Women Workers

The International Labor Organization has gathered information on married women in the labor force in 11 countries. In countries such as Belgium, Denmark, The Netherlands, Norway, Sweden, and Switzerland, where relatively few married women go out to work, there is a tendency for the proportion to increase. Economic necessity was found to be a factor of first importance.

Children a Factor

The age and number of children are important factors in the decision to work. It was estimated that in 1947 in Stockholm, 70 per cent of the married women without children were workers, 34 per cent of those with one child, and 25 per cent of those with more than one child. A sample survey in the United Kingdom, also in 1947, indicated that only 20 per cent of the married women with children under 16 while 32 per cent of those without children under 16 were in the labor force.

Another Factor

Manpower needs are a factor of varying importance. Several governments have a policy of encouraging women, including married women, to enter employment. Sweden and Denmark have taken steps to protect women workers in order to help meet manpower needs; Norway in 1947 appointed a commission to study ways to expand the employment of women.

ILO Report

A report of the ILO to the United Nations devotes considerable space to women's employment, with stress on equal remuneration for men and women workers, vocational training of adults, and proposed revision of Maternity Protection Convention of 1919.

Reflecting shift in government policy in many countries toward insuring more effective use of women in the labor force and toward promoting equality of opportunity, ILO activities relating to women are increasingly concerned with the status of women and their opportunities for employment.

Millinocket Celebrates



Millinocket, Me.—Shown above are members and guests of Millinocket Local 192 celebrating its fifth anniversary with its annual banquet, one of the outstanding social events in that paper manufacturing town. Chairman of the affair this year was Charles Roop, local vice president, with William Praught, local president, acting as toastmaster. Guests included: Edward C. Nagel, OEIU representative, and Mrs. Nagel; Benjamin Dorsky, president of the Maine State Federation of Labor; Miss Marion Martin, State Commissioner of Labor and Industry and her mother, Mrs. Florence Martin; Frank Keenan, executive assistant to the president of the Great Northern Paper Co. (the employer of all members of Local 192), and Mrs. Keenan; and Robert Hume, mill superintendent, and Mrs. Hume. Emphasis throughout the affair was on the splendid labor-management cooperation in effect at this plant. The program of music and dancing was enjoyed by all.

AFL ACHIEVEMENTS LISTED IN PAMPHLET

Washington—The American Federation of Labor achieved notable legislative gains in the first session of the 82nd Congress despite the hostility of the Dixiecrat-reactionary Republican bloc.

The list will be compiled by Chairman W. C. Hushing of the National Legislative Committee, who with the National Legislative Council, spearheads the AFL year-around efforts for federal laws that will improve the lot of all the people.

The AFL pamphlet, "Legislative Achievements of the AFL" was brought up to date last January 1, 1951, the first revision since the 77th Congress. It lists 583 measures of interest to labor enacted since the tabulation began with the 59th Congress in 1905.

Copies may be obtained from Mr. Hushing, 901 Massachusetts Ave. N.W., Washington 1, D. C.

AFL Backs Pay in Pregnancy Cases

New York—The Women's Trade Union League, at a public hearing before the New York State Joint Legislative Committee on Industrial and Labor Conditions on the Disability Benefits Law, pointed up in their statement the glaring omission or deliberate exclusion from benefits for women whose disability is caused by or arises in connection with a pregnancy.

The injustice of this exclusion becomes immediately apparent when one considers that the disability benefits law has been set up as a system of insurance and that women workers pay premiums into the fund based on their earnings.

The league's proposed amendment is now part of the 1952 legislative program of the New York State Federation of Labor.

U. S. Supreme Court Accepts OEIU Case

(Continued from page 1)

terms and conditions of employment.

The Fifth Circuit Court of Appeals reversed the Board on this point and held that the company had the right to propose as a subject matter of collective bargaining, and to use its economic strength to include in the bargaining agreement, a so-called "management prerogative" clause in which, among other things, the company reserves for itself the right to exercise "the customary functions of management" including the right to hire, suspend or discharge and to maintain discipline.

The agreement of the Supreme Court to review the Fifth Circuit Court's decision in this case is significant in that this case was only one in 15 cases brought to that Court at this time which it agreed to go into. In the 14 other cases appealed to the Supreme Court it declined to review the Circuit Courts' decisions, allowing the rulings of the Circuit Courts in such cases to stand.

Good Luck, OEIU Bowlers!



Trenton, N. J.—Pass on your best wishes to these boys. They are members of OEIU Local 70 of this city employed at the R. L. Polk Co., and they are vying for honors in one of the bowling leagues there. Kneeling, left to right: Henry Hovemeyer, Francis Werner, captain, and George Goodwin. Standing, same order: Lawrence Jacobson, manager of R. L. Polk Co.; Richard Martin, Anthony Bussiglieri, Fred Iagulli and Dominick Santore, team business manager and also business representative of Local 70.

NOTES from the field

Pennsylvania—A majority of still another unit (sales department) of Reid Murdoch (Div. of Consolidated Groceries, Ass'n) have designated Pittsburgh Local 33 as their bargaining representative.

New York—An NLRB representation election has resulted in a majority vote for Buffalo Local 212 by the approximately 100 office and clerical employees of Loblaw, Inc.

A large number of the approximately 250 office and clerical employees of the Chicago Pneumatic Tool Company in Utica have designated the OEIU as their bargaining representative. An NLRB representation petition has been filed on their behalf.

California—Vallejo Local 86 has secured representation authorizations from nearly 100 per cent of a unit of approximately 65 employees of the Permanente Hospital in that city.

A large number of the office and clerical employees of Air Associates have designated Los Angeles Local 30 as their bargaining representative.

New Jersey—An NLRB representation election among the office employees of the Maiden Form Brassiere Company in Bayonne has resulted in 137 votes being cast for Newark Local 20, with only 15 against.

Quebec—Substantial progress is being made by Montreal Local 57 in its efforts to bring the benefits of

collective bargaining to a unit of approximately 125 office and clerical employees of the Canadian Car and Foundry Company, Limited, in that city.

An application for certification has been filed with the Quebec Labor Board by Local 265 at Three Rivers, seeking exclusive bargaining rights for the office employees of the St. Regis Paper Company of Canada, Ltd. in that city. AFL Representative Lucien Tremblay is assisting the group in this matter.

A certification application has been filed with the Quebec Labor Board on behalf of the office employees of the Consolidated Paper Company, Wayagamack Division. These employees, who have previously been represented by the Catholic Syndicate, voted to join OEIU and seek OEIU certification upon the expiration of their present contract.

AFL Representative Lucien Tremblay is working with this group and with groups from two other offices of the company at Shawinigan Falls and Grand'Mere, who are also showing considerable interest in organization.

Michigan—All of the clerical employees of Lee and Cady, wholesale grocer in Saginaw, have signed up for membership in the OEIU and an NLRB consent election will be held among this group on December 18.



Department Stores—Roberts Brothers Department Stores, Local 11, Portland, Oreg., 10 per cent.

Mfg. Oil Burners—Ray Oil Burner Co., Local 36, San Francisco, Calif., \$10.40 per month.

Groceries—Wadhams & Co., United Grocers, Inc., General Grocery Co., Gray & Co., Northwest Grocery Co., Hudson-Duncan Co., and Hunt Foods, Inc., Local 11, Portland, Oreg., 10 cents per hour.

The Weidman Co., The William Edwards Co., Local 17, Cleveland, Ohio, 5 cents per hour, plus \$5 per month merit increases applying to approximately 50 per cent of employees covered.

Phosphate Mining—Virginia-Carolina Chemical Corp., Local 237, Mulberry, Fla., 3 cents per hour retroactive to last May and 4 cents per hour effective in May, 1952.

Newspapers—Goodrich Publishing Co., Local 70, Trenton, N. J., 8 per cent.

Ship Repair—Todd Shipyards Corp., Local 29, Oakland, Calif., 5 cents per hour.

Milk Products—J. J. Joubert, Ltd., Local 57, Montreal, Quebec, \$3 per week plus cost-of-living adjustment plan.

Industrial Mach.—Charles A. Strelinger Co., Local 42, Detroit, Mich., 6 cents per hour.

Mach. Tools, etc.—Brown & Sharpe Mfg. Co., Local 76, Providence, R. I., 8 cents per hour.

Wholesale Hdwe.—Standard Equipment & Supply Corp., Local 138, Gary, Ind., 5 cents per hour.

Paint Brush Handles—Pittsburgh Plate Glass Co., Local 270, Keene, N. H., \$10 per month.

Unclassified—Pioneer Women's Organization, Local 153, New York City, \$5 per week.

Hotels—Hotels which are covered by Master Agreement with N. Y. Hotel Trades Council, New York City Local 153, \$4 per week, minimums increased \$1 to \$10 per week.

Hotel Touraine, Local 212, Buffalo, N. Y., \$3.50 to \$10 per week.

A substantial majority of the office force of Baker Perkins in the same city have signed up for membership in Local 253 and an NLRB election is being filed for this group of 250 clerical workers.

Business Representative Thelma Chabanik of Detroit Local 10 and AFL Organizer Pat McCartney are assisting in these campaigns and in an organizational effort among the employees of Saginaw Hardware.

District of Columbia—With only one dissent, the clerical employees of Cafritz Bldg. Parking Services, Inc., in an NLRB election, designated Washington Local 2 as their bargaining representative.

Florida—Tampa Local 46 has been designated as their bargaining representative by a substantial majority of the approximately 60 office and clerical employees of Tami-am Trail Tours, Inc., in this city.