



THE OFFICE WORKER

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

No. 92

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OEIU CERTIFIED FOR CLERICALS IN WOODS

Corner Brook, Nfld.—OEIU Local 254 of this city has just been certified by the Newfoundland Labor Relations Board as the exclusive collective bargaining representative for the Woods clericals of the Bowater's Newfoundland Pulp and Paper Company, Ltd.

This certification culminated a long effort on the part of the woods clerical employes and our local union to obtain for these employes the same collective bargaining rights presently enjoyed by all of the other clerical employes of the company.

The certification just issued by the Newfoundland Labor Relations Board certifies Local 254 as the exclusive bargaining representative for all that group of employes of the Woods Department of the company comprising accountants, office clericals, stenographers, typists, and stores clerks at Corner Brook, Deer Lake, Bay Verte and Glenwood.

Council Enlarged

Washington, D. C.—The International Union Executive Board at its recent meeting in San Francisco approved the request of the Washington State Council of Office Employees Unions to change its name to "Northwest Council of Office Employees Union" and to increase its geographical jurisdiction so as to include British Columbia, Canada, in addition to Washington.

The Northwest Council, with the assistance of the Washington State Federation of Labor and OEIU, has placed a full-time organizer in the field who will work initially on office organization in Longview, Kelso and Vancouver, Wash.

PAPER MILL

Woodland, Me.—With only three dissenting votes the clerical staff of the St. Croix Paper Company of this city overwhelmingly voted for representation through the Office Employees International Union in a recent NLRB election. OEIU Representative E. C. Nagel is assisting this group of approximately 55 in preparation for their forthcoming contract negotiations with the company, and Local 295 has been chartered at Woodland for this group.

NLRB Elections Scheduled At Badger Ordnance Plant

Baraboo, Wis.—The Liberty Powder Company operating the big Badger Ordnance Plant here has entered into an agreement with the OEIU for consent elections to be conducted by the NLRB on September 3, among the office and clerical employes and the ballistics laboratory, lab operators and lab technicians employed at this plant numbering in aggregate close to 400 workers.

NLRB elections were petitioned for by OEIU after a preponderant majority of these employes had signed up with the union. The elections will be conducted in two voting units, one embracing the general office and area office clerical workers and the other the ballistics laboratory, lab operators and lab technicians. The consent elections were arranged at on the day of the hearing scheduled by the NLRB.

OEIU General Counsel Herbert S. Thatcher and International Vice President Harold E. Beck participated in the consent election negotiations together with Local Organizer Venor Peckham, a committee of employes and Robert Thisdell, Business Representative of the International Chemical Workers Union, which holds bargaining rights for the production and maintenance employes.

In addition to obtaining consent elections for the office and clerical employes, collective bargaining rights for the storekeepers was also established. The storekeepers had, upon the insistence of the company, been excluded from the bargaining unit of the production and maintenance employes. When they were excluded from that unit they signed up with OEIU which agreed to gain for them the bargaining rights which they sought. In connection with the consent elections agreement the company has now reversed its position and agreed to include the storekeepers in the production and maintenance unit.

The office and clerical and lab employes are overjoyed with the prospect of their forthcoming elections which will give to them an opportunity to establish OEIU as their exclusive bargaining representative and thus to assure them of the many benefits which they know can be obtained through collective bargaining.

Survey Shows Shorter Week In Offices Gaining In Canada

Ottawa, Ont.—The Canadian Department of Labour, in its monthly publication, *The Labour Gazette*, sets forth the results of a survey made of the normal work week for 156,000 office workers in 6,500 manufacturing establishments in Canada. The breakdown is by province and by five large Canadian cities.

The "normal" work week, as defined for purposes of the survey which was made as of October 1, 1951, is the usual number of hours worked by most of the employes, exclusive of any temporary overtime or short time.

The average normal work week of the 156,000 office workers in manufacturing covered in the 1951 survey was 38.6 hours. This is a decrease of about 12 minutes from the average for 1950, but the reduction, however slight, is in evidence in most of the provincial and city figures.

The most noticeable trend has been a decrease in the proportion of office employes working more than 40 hours and an increase in

the proportion working less than 37½ hours.

More than 10 per cent of office workers in manufacturing are working 35 hours a week or less. About half of the office employes were on the pay rolls of firms reporting a normal work week of 37½ hours or less, and more than three-quarters of them were on a 5-day schedule.

Changes in the distribution of white collar workers since 1949, according to the work schedules most commonly reported, are shown below:

Normal Weekly Hours	Per cent of Workers	
	1949	1951
Under 37½	16.8	20.9
37½	29.0	28.5
Over 37½ and under 40	17.0	17.3
40	19.1	20.5
Over 40	18.1	12.8

Normal Work Week by Province
Eighty-four per cent of the total office employes were in establishments.
(Continued on page 4)

ATOMIC PROJECT SIGN-UP BEGINS

Aiken, S. C.—The OEIU is moving forward on the organization of clerical employes at the big Savannah River Atomic Energy project. Local 294 has been chartered at Aiken, S. C., and substantial progress has already been made in signing up some hundreds of the construction clerical employes on the project.

OEIU has also affiliated with the Savannah River Atomic Trades and Labor Council which is commencing a consolidated drive for the operating employes of the project including production, maintenance and clerical employes.

The OEIU campaigns are under the general direction of International Vice President J. O. Bloodworth, Jr.

Millions Face Rent Increases

Washington—More than 6 million families face rent increases ranging from 20 to 100 per cent unless their local governments continue rent controls, Rent Stabilizer Tigue Woods warned.

The new Defense Production Act provides for rent ceilings to be abolished after September 30 except in "critical defense areas" and in communities which ask for an extension of controls.

William Green, AFL president, has requested all Central Labor Unions to sponsor petitions asking their city government to continue rent ceilings where such action is found necessary to protect workers.

ATOMIC VICTORY

Amarillo, Tex.—The Amarillo Metal Trades Council of the A. F. of L. established its bargaining rights at the Pantex Atomic plant here as a result of a recent NLRB election. By a substantial majority vote the production and maintenance employes, including the shop clericals, chose the A. F. of L. as their bargaining representative. The organization work at Pantex has been under the direction of Southwestern A. F. of L. Director Lester Graham. Organization of the general office clericals is presently underway.



What Good's One Vote?

What good will ONE VOTE do?

Well, ONE VOTE had a lot to do with a lot of things in this country! Thomas Jefferson was elected President by ONE VOTE in the electoral college. So was (John) Quincy Adams.

Rutherford B. Hayes was elected President by ONE VOTE. His election was contested, and it was referred to an electoral college. Again he won by ONE VOTE.

The man who cast that deciding vote for President Hayes was a Congressman from Indiana, a lawyer who was elected to Congress by a margin of just ONE VOTE; and that ONE VOTE was cast by a client of his, who, though desperately ill, insisted upon being taken to the polls.

By just ONE VOTE there came into the nation the states of California, Idaho, Oregon, Texas, and Washington. That's a big chunk of territory and, today, all the millions living in those states are Americans by just ONE VOTE.

Now, you may say that the ONE VOTE situation applies to the past. Well, don't forget that the draft act of World War II passed the House by just ONE VOTE. You can carry this ONE VOTE history on and on.

For example, ONE MORE ADDITIONAL DEMOCRATIC VOTE in each of Ohio's 8,800 precincts in 1944 would have defeated Mr. Taft. In 1948, ONE MORE ADDITIONAL REPUBLICAN VOTE in each of the 8,800 precincts would have carried the state for Mr. Dewey instead of Mr. Truman.—*Handbook For Americans—Ballot Battalion.*

Most Powerful Weapon

The Devil had decided to go out of business and was therefore selling his tools. He laid them out on display for all to see and choose. Malice, Jealousy, Hatred, Anger, Greed and Pride were readily recognized by all prospective buyers. But the tool which bore the highest price tag, was a small, worn, wedge-shaped instrument which no one seemed to be able to identify.

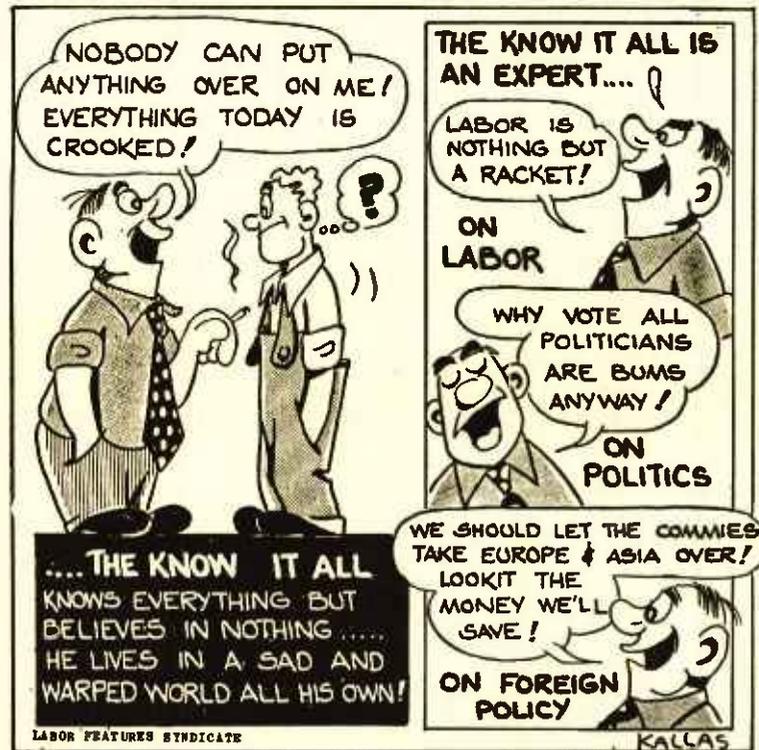
"That tool," said the Devil, "is my most valuable one. It opens many doors and with it I can break down many a strong soul, for few people know that it belongs to me. That little tool is my weapon, Discouragement."

How many of us, beset by discouragement and failure, give up—we don't finish a job begun, we don't even start others, we refuse to get into the fight because of that old Devil Discouragement that says, "What's the use!"

There are a few tried and true sayings we might recall to mind, to drive home the point we're striving to make in this editorial. One is—"The battle is won by the army which stays in the field the last 15 minutes." Another—The fighter who becomes champion is the one

THERE'S ONE IN EVERY OUTFIT!

THE KNOW IT ALL



New Wage Board Is Formed; A. F. of L. Unions Represented

Washington—President Truman issued an Executive Order establishing a new Wage Stabilization Board with curtailed powers after the AFL reluctantly agreed to serve on it. The new board, like the old WSB which was disbanded by order of Congress, will function on a tripartite basis with 18 members—6 representing labor, 6 industry, and 6 the "public."

On AFL President Green's recommendation, President Truman named the AFL representatives on the old board to serve in the new agency. They are Harry C. Bates, president of the Bricklayers; William C. Birthright, president of the Barbers, and Elmer Walker, vice president of the Machinists.

Archibald Cox, member of the faculty of Harvard Law School, was named chairman of the WSB by the President.

Shorn of Authority

Under the new Defense Production Act, the WSB was shorn of authority to deal with disputes. It cannot take jurisdiction over non-economic issues and even in wage disputes it can render advisory opinions only when requested by both parties or by the government. Thus, its function will be limited largely to the formation and administration of over-all wage poli-

who stays in the ring and punches until the last bell is rung."

We musn't let discouragement get us down. It's certainly no disgrace to fail, and fall beaten to the ground. The disgrace comes from lying there. Be invulnerable to that weapon which Satan calls his most powerful and most priceless. Keep on keeping on!—*The Electrical Worker.*

cies in the stabilization program.

The AFL's policy in connection with the WSB was decided at a special meeting of its Executive Council called by President Green.

Reviewing the effects of the Defense Production Act on the nation's workers, the Executive Council found that both price controls and wage stabilization policy had been weakened by the new law.

The council emphasized that the cost of living is now at an all-time high and threatening to go still higher due to the amendments softening price control adopted by the last Congress.

This, inevitably, will lead to further pressure for wage revisions in the months ahead, the Council predicted. Since Congress has taken away from the Wage Stabilization Board the power to deal with disputes, this will make the stabilization program more difficult to administer and result in unnecessary disruptions in labor-management relations, the Council warned.

Steel Caused Downfall

However, since the Wage Stabilization Board will continue to function, even though its authority has been curtailed, the Executive Council came to the conclusion that the American Federation of Labor should continue to be represented.

At a farewell press conference, Dr. Nathan Feinsinger, chairman of the old WSB, said the nation cannot have "an effective stabilization program without a disputes program."

In a letter to President Truman summarizing the board's record, he said that over 90 per cent of its decisions in 60,000 cases were unanimous. Feinsinger maintained the WSB's record "compares more than favorably with the record of

Living Costs Up To Record High

Washington—Living costs reached an all-time record in mid-June. The Bureau of Labor Statistics reported that on June 15 it took \$18.96 to buy the same amount of goods and services that \$10 bought in 1935-39.

That represented an increase of 11.4 per cent in the cost of living since the Korean war began, and 2.4 per cent since June, 1951.

The bureau said that prices rose between May and June on food, rent, fuel, electricity, and miscellaneous goods and services.

Here is how the cost of living increased since 1935-39 in 18 large cities on a percentage basis:

Baltimore, 94.2; Birmingham, 94.5; Boston, 80.4; Chicago, 95.6; Cincinnati, 90.1; Detroit, 92.3; Houston, 94.6; Jacksonville, 98.2; Los Angeles, 91.9; Memphis, 91.2; Minneapolis, 90.3; Mobile, 88.4; New York, 83.6; Philadelphia, 89.1; Pittsburgh, 90.8; Portland, Me., 82.3; St. Louis, 92.7; San Francisco, 96.3.

the War Labor Board which did an outstanding job" during the last World War.

The case which caused the WSB's downfall was the steel dispute. Industry refused to accept the board's recommendations and raised such a furor that Congress deliberately substituted a new agency with limited powers, as big business demanded.

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.

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OFFICE EMPLOYEES
INTERNATIONAL UNION



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BACKS EQUAL PAY

Washington—David A. Morse, Director-General of the International Labor Organization, has announced that the ILO Convention calling for equal remuneration for men and women workers for work of equal value would come into force May 23, 1953.

The Convention stipulates that it shall come into effect a year from the date upon which the second ratification of it is registered by the ILO.

The second ratification deposited was that of Belgium. Yugoslavia registered the first early in July.

The Convention declares that each ratifying country "shall, by means appropriate to the methods in operation for determining rates of remuneration, promote and, insofar as is consistent with such methods, ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value."

The Convention was adopted by the ILO's General Conference in June, 1951.

OFFICE EMPLOYEES' LABEL and EMBLEMS



This Union Label should appear on letters, correspondence and other material prepared by union office workers employed under union conditions.



Dress Pin (Gold)



Lapel Button (Blue and Gold)

These emblems are worn by members of our union.

Union Label Week

Washington—AFL President Wm. Green has issued a call for the annual observance of Union Label Week to be held this year from September 1 through 7. The official call reads in part:

"In all our promotional activities it is our desire to keep a constant reminder before members of labor unions, women's auxiliaries, their families and friends of the necessity of giving preference to Union Label goods and the patronage of Union services. We can do this by joining wholeheartedly in the observance of UNION LABEL WEEK.

"We urge that every channel of publicity be utilized during UNION LABEL WEEK. It starts on Monday when opening ceremonies should be held during the day or evening at a large mass meeting, banquet, picnic, or other popular

Modest Living For Family of Four Averages Over \$80 a Week

Washington—The Bureau of Labor Statistics reported that it costs from \$3,812 to \$4,454 a year to maintain a family of 4 on a modest budget in 34 of our largest cities. The average is \$4,166.11, or \$80.12 a week.

The cheapest city of the 34 to live in is New Orleans. The most expensive is Washington, D. C.

Below is a table showing how much it costs to support a man, wife and two children on a "modest but adequate" standard of living:

City	Total Budget	Housing	Food	Goods and Services	Other Costs	Personal Taxes
Washington	\$4454	\$1034	\$1352	\$1579	\$161	\$328
Milwaukee	4387	964	1296	1618	161	348
Richmond	4338	997	1328	1515	161	337
Atlanta	4315	934	1381	1529	161	310
Los Angeles	4311	854	1335	1629	191	302
Houston	4304	964	1362	1513	161	304
Seattle	4280	804	1373	1646	161	296
San Francisco	4263	798	1353	1628	191	293
Birmingham	4252	805	1371	1590	191	295
Baltimore	4217	875	1354	1532	161	295
Boston	4217	801	1356	1596	161	303
Cincinnati	4208	901	1316	1547	161	283
Pittsburgh	4203	758	1363	1629	161	292
Jacksonville	4202	866	1359	1534	161	282
Denver	4199	857	1331	1560	161	290
Detroit	4195	758	1360	1635	161	281
Memphis	4190	865	1348	1535	161	281
Chicago	4185	825	1353	1567	161	279
Minneapolis	4161	797	1298	1592	161	313
Portland	4153	764	1311	1606	161	311
Norfolk	4146	815	1335	1536	161	299
Buffalo	4127	775	1324	1575	177	276
St. Louis	4112	751	1350	1580	161	270
Cleveland	4103	715	1330	1633	161	264
Manchester	4090	765	1327	1562	161	275
New York	4083	723	1367	1549	177	267
Philadelphia	4078	784	1370	1453	161	310
Savannah	4067	746	1409	1489	161	262
Indianapolis	4044	689	1326	1575	161	293
Portland, Me.	4021	716	1321	1571	161	252
Scranton	4002	707	1314	1535	161	285
Mobile	3969	611	1401	1524	191	242
Kansas City	3960	683	1305	1570	161	241
New Orleans	3812	581	1363	1497	161	210

California Wage Minimum Boosted

San Francisco—California's minimum wage for women and minors was increased from 65 to 75 cents an hour the first of this month. The revised rate is contained in new minimum wage orders recently enacted by the state's Industrial Welfare Commission. These orders enforced by the Division of Industrial Welfare of the Department of Industrial Relations, regulate minimum wages, maximum hours and working conditions for women and minors in all industries in California except agriculture and domestic service in private households.

event. Monday is Labor Day and this year all American Federation of Labor activities, including Labor's League for Political Education, Women's Auxiliaries and our Union Label Campaign should all be dramatized in parades, meetings and other forms of celebrations.

"During UNION LABEL WEEK let us renew our solemn pledge to always patronize only firms which display Union Labels, Shop Cards and Union Buttons. 'Go Union and Buy Label' or 'Protect American Standards—Patronize Firms Which Display the Union Label, Shop Card and Union Button,' are a couple of slogans."

Job Prospects In Accounting Good

Washington—Continued improvement in employment opportunities for accountants is expected during the next few years, according to a report just issued by the United States Department of Labor's Bureau of Labor Statistics. Expansion of defense production is making it necessary for private businesses, public accounting firms, and government agencies to hire more accountants. About 300,000 professional accountants are now employed, and additional personnel, particularly cost accountants, will be needed.

The Bureau's new report, Employment Outlook in Accounting, is designed to acquaint persons interested in becoming accountants with the nature of the work performed, types of accounting services, fields of accounting (public, private, and government), training and qualifications required, earnings and working conditions, as well as the employment trends and outlook. The 32-page report, Bulletin No. 1048, was prepared in cooperation with the Veterans Administration, for use in vocational guidance of veterans and young people in schools and colleges. Copies of the bulletin may be purchased from the Superintendent of Documents, Government Printing Office, Washington 25, D. C., at 20 cents each.



Future Food Requirements

Under Secretary of Agriculture Clarence J. McCormick says that for every four people who sat down to a meal in 1950, there will be another person at the table in 1975.

This will require a 20 per cent increase in production of farm commodities just to keep even with our 1950 level of diet. To improve our diet we will need a great deal more meat, eggs and other food products. McCormick said that the one sure way of expanding farm production is by building up the yield per acre.

Ironing Hint

A good way to prepare sprinkled shirts for ironing is to roll them up and put them in a plastic sheet or in a sprinkling bag for about 2 hours. The plastic sheet or sprinkling bag will help distribute the moisture, whereas terrycloth towels, which are frequently used, tend to absorb it.

Home Dyeing

Washing machines should ordinarily not be used for home dyeing of fabrics of clothes because most dyes call for boiling the fabric in the dye solution which is not possible in a washing machine. However, the machine can be used for tinting—that is, giving a temporary color. The best utensil for home dyeing is still a big, old-fashioned wash tub which is large enough to keep the clothes moving in the dye bath and is made for boiling.

Home Business Center

It is a good idea to have a sort of business center in your home—a place where you can do "paper work" and store records and other papers that you may need. In too many homes, valuable records are kept in bedroom drawers, living room tables, kitchen cupboards, and often just in boxes.

It is not too difficult to put a little system into your home record-keeping. To do this, you will probably need an ample, comfortable writing counter and a chair with back support; a convenient place for current records and supplies within fingertip reach; another place nearby for back records; good light; and such accessories as waste basket and pencil-sharpener.

In your home business center, you will probably want to keep separate files for account books, addresses, automobile records, bank deposits, automobile records, bank deposit slips, bank statements, bills paid (receipts); bills to be paid; canceled checks—current year; food records; health records; income tax returns; insurance information; letters—answered and unanswered; tax forms; and lists of valuable papers in safety deposit boxes.

Oregon—Portland Local 11 has filed an NLRB representation petition on behalf of and the Board has ordered an election among all office and clerical employees of Western Cooperae, Inc.



Milk Products—Clover Leaf Creamery Co., Ewald Bros. Sanitary Dairy, Franklin Cooperative Creamery Association, Norris Creameries, Inc., Northland Milk and Ice Cream Co., Ohleen Dairy Co., Superior Dairies, Inc., Local 12, Minneapolis, Minn., \$2.38 per week effective last September (omitted from previous reports), plus \$3 per week effective May 1.

The Borden Co. of Canada, Local 225, Ottawa, Ont., \$15 per month.

Rieck-McJunkin Dairy Co., Local 33, Pittsburgh, Pa., \$20 per month effective last April plus \$10 per month retroactive to April, 1951.

Restaurants—Texan, Georgian, Californian, Virginian and Bird-in-Hand, Local 153, New York City, \$3 per week.

Organizations—Jewish National Workers Alliance, Local 153, New York City, \$3 per week.

Credit Unions—Raytheon Employees Credit Union, Local 6, Boston, Mass., 9 to 16 cents per hour.

Stock Exchanges—New York Stock Exchange, Local 205, New York City, 5 per cent.

Periodicals—American News Co., Local 29, Oakland, Calif., \$2.40 per week.

Hardware—Saginaw Hardware Co., Local 10, Detroit, Mich., 5 to 25 cents per hour.

Minneapolis Iron Store, Local 12, Minneapolis, Minn., 5 to 14 cents per hour.

Wholesale Grocers—William Edwards Co. and Weideman Co., Local 17, Cleveland, Ohio, 6 cents per hour.

Tanner and Daily, Inc., Local 10, Detroit, Mich., 15 cents per hour.

Lee and Cady (Saginaw), Local 10, Detroit, Mich., 15 cents per hour.

Utilities—Tampa Electric Co., Local 46, Tampa, Fla., 10 per cent.

Madison Gas and Electric Co., Local 39, Madison, Wis., 8 per cent effective last May (separate and apart from 2½ per cent last November).

Mississippi Power Co., Local 54, Meridian, Miss., 10 per cent.

Trucking—Frisco Transportation Co., Local 185, Springfield, Mo., 4 cents per hour.

Wholesale Drugs—McKesson and Robbins, Inc., Local 69, Fresno, Calif., \$16 per month.

Printing Machinery—Dexter Folder Co., Local 159, Pearl River, N. Y., 2½ per cent.

Department Stores—Gimbel Brothers, Joseph Horne Co., May Department Stores Co. (Kaufmann Div.), Local 33, Pittsburgh, Pa., 5 cents per hour.

Retail Furniture, etc.—John Breuner Co., Local 243, Richmond, Calif., \$8 per month.

Mfg. Elec. Controls—Square D Co. (Industrial Controller Div), Local 9, Milwaukee, Wis., \$7 per month cost of living (plus \$10 to \$40 per month from job evaluation study).

Charitable Organizations—Anti-

Reimbursed For Lost Pay



Detroit, Mich.—Georginna Whitley and Lenore Elson, members of OEIU Local 42 of this city, are shown leaving NLRB offices where they received back pay from the Radio Distributing Co. The two, with Elida Sandana, not shown, received \$3,000 in pay they had lost after they were fired by the firm for union activities. Shown with them is Robert Corrigan, business representative of the local union.

Shorter Week Gaining in Canada

(Continued from page 1)

ments located in Quebec and Ontario where those on a 37½-hour or shorter week comprised 53 and 55 per cent of the respective totals.

Average normal weekly hours are shown provincially as follows:

Province	Average Normal Weekly Hours	
	1950	1951
Newfoundland	39.6	39.0
Prince Edward Island	42.7	43.4
Nova Scotia	39.0	39.3
New Brunswick	40.9	41.7
Quebec	38.9	38.5
Ontario	38.4	38.3
Manitoba	40.1	39.7
Saskatchewan	41.1	41.0
Alberta	40.9	40.7
British Columbia	40.5	39.6

Normal Work Week by City

The 37½-hour week was distinctly predominant in Montreal and Toronto. In Winnipeg, the greatest concentrations of employees were on a 40-hour schedule, and in Vancouver 37½ and 40 hours were the normal weeks for 31 and 26 per cent respectively. Average normal hours in the five major cities are as follows: Halifax, 39.4; Montreal, 37.9; Toronto, 37.6; Winnipeg, 39.7; and Vancouver, 39.2.

The Five-Day Week

About 76 per cent of the office workers in manufacturing were on a 5-day week in 1951. This compares with the proportion of 69 per cent existing a year previously. Increases in the proportions on the 5-day week in Quebec and Ontario, where more than four-fifths of the total number were located, were

Defamation League of B'Nai B'rith, Local 6, Boston, Mass., \$2 to \$3.75 per week.

Hydraulic Tools—Oilgear Co., Local 9, Milwaukee, Wis., up to \$36 per month resulting from job evaluation study (apart from 3.9 per cent reported in March, 1952, issue).

Paper Mills—Consolidated Water Power & Paper Co., Local 95, Wisconsin Rapids, Wis., \$2 to \$3 per week.

largely responsible for the over-all increase. In Quebec, the proportion rose from 63 to 72 per cent, and in Ontario, from 84 to 88. The 5-day week was much more common in four of the major cities than in the province in which the city was located.

The proportions of office employees by province are shown in descending order of magnitude as follows:

Province	Percentage of Employees on Five-Day Week
Quebec	72.1
British Columbia	50.8
Manitoba	50.0
Alberta	44.4
Newfoundland	34.6
New Brunswick	31.9
Saskatchewan	28.5
Nova Scotia	20.1
Prince Edward Island	2.3

The city proportions of office employees were as follows: Toronto, 92.3; Montreal, 85.7; Vancouver, 63.5; Winnipeg, 50.2; and Halifax, 7.6.

Southern Union Gas Organizes

Galveston, Tex.—The office and clerical employees of the Southern Union Gas Company in this city have overwhelmingly voted for representation by OEIU Local 27 in an NLRB election held earlier this month, thereby establishing the exclusive bargaining rights of our Galveston local union for this group.

The office and clerical staff of the Albuquerque, N. Mex., office of the same company are also rapidly moving forward with organization. A substantial majority have already signed up with OEIU Local 251 and it is expected that an NLRB election petition will shortly be filed for this group.

LEGAL Notes

Bad-Faith—A consent election had been agreed to, but just before the election the employer interrogated employees and threatened wage cuts if union won. Election was called off on union's request because of employer's pre-election conduct. Union then demanded recognition based on a showing of authorization cards. The employer refused, insisting on an election. The NLRB finds that the union was the majority representative, that the employer's doubt of majority status was not in good faith, and that the refusal of recognition was a refusal to bargain. —(Safeway Stores, Inc. and RCIA, 99 NLRB No. 9).

Affixing Signatures—A company had signed the proposed negotiated agreement. Before it was ratified by the union's membership and signed by its officers a challenging union filed a petition for election. The Board holds that a contract which lacks the signature of one of the parties cannot bar an election. —(Filtration Engineers, Inc., 98 NLRB No. 182).

Union Security—Just prior to the time union A filed its election petition with the NLRB, union B and the company corrected the illegal union security clause in their contract with an amendment signed by the union's representatives although not published to the members or ratified by them. The NLRB decides that such circumstances are adequate to bar the election sought by union A since union B's officials "had apparent authority to bind the union and the parties understood that the amendment became effective immediately without ratification." —(New Jersey Oyster Planters, etc., 98 NLRB No. 174).

Reduction in Force—A company has been found guilty of discrimination in the manner in which it made lay-offs and reinstatements during a reduction in force for economic reasons, because: (1) the employees involved were known to have attended union meetings, (2) they were questioned about their union activities and threatened with discharge, (3) company seniority policy was wilfully breached in their lay-offs and failure to recall, and (4) the company failed to submit a satisfactory account for its action. —(Union Asbestos & Rubber Co., 98 NLRB No. 137).

Duty to Bargain—The U. S. Court of Appeals at New Orleans, in giving enforcement power to an order of the NLRB, declares that an employer is obligated to bargain with a certified union, even though its majority status has been challenged by employees in a decertification petition. The ruling specifies that such obligation continues until certification is lawfully rescinded—that the employer may not decide for himself the question of union majority status. Hence, the employer is ordered to bargain with the union for duration of its certification. —(NLRB v. Sanson Hosiery Mills, Inc.).