

THE OFFICE WORKER

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

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17

NEW GAINS SCORED IN TEXAS

FIRST NATIONWIDE PACT IN INSURANCE

Dallas, Tex.—The Office Employees International Union has now entered into its first nationwide agreement in the insurance industry with the Insurance Company of Texas group, with headquarters in this city.

The one year agreement which brings many benefits to the office and clerical employees covers all of the office workers of the companies, wherever located. The Insurance Company of Texas group includes in addition to the Insurance Company of Texas, the Life Insurance Company of Texas, The Continental Fire and Casualty Insurance Corporation, which has now been merged with the Insurance Company of Texas, the Gulf Adjustment Company and Ben Jack Gage & Company, the managing company of the group.

The agreement provides for a
(Continued on page 4)

VOTE SLATED AT ORDNANCE PLANT

Texarkana, Tex.—Under the terms of an NLRB consent election agreement all office clerical employees, time-keepers and all plant clerical employees not involved in production and maintenance units at the Lone Star Ordnance Plant of Day & Zimmerman Co., Inc., will vote on March 11 as to whether they desire to be represented by the OEIU for collective bargaining purposes. More than 500 office and clerical employees are involved in this election which has been obtained for them by OEIU in response to their overwhelming request.

International Representative Frank E. Morton is handling the election campaign, assisted by several A. F. of L. representatives working under Southwestern Director Lester Graham. All indications point to a heavy vote favoring OEIU as the bargaining representative for this group.

Signing Insurance Company Pact



Dallas, Tex.—OEIU President Paul R. Hutchings, seated left, signs agreement with companies of the Insurance Company of Texas Group, represented by Ben Jack Cage, its president, to his left. See story elsewhere in this issue. Others in the picture, standing, left to right, are: Cy Blackburn, vice president, fire and casualty division; Joanne Inman and Kathryn Radle, OEIU negotiating committee members; Hazel Whittaker, OEIU Local 45 business representative; Lynn Davis, president of Local 45; and E. J. Latiolais, personnel director of company.

Executive Order Suspends Defense Wage Regulations

On Friday, February 6, President Dwight D. Eisenhower issued an Executive Order No. 10434, suspending as of that date all regulations and orders pursuant to the Defense Production Act of 1950, as amended, dealing with the stabilization of wages, salaries and other compensation.

In this same Order, the President acted to approve the wage, salary and other compensation adjustments proposed in petitions as of that date pending before Wage and Salary Control Agencies so as to allow such adjustments to be placed in effect without the approval of such agencies. In his order he also made it clear that to the extent that collective bargaining agreements involved in such pending petitions might be conditioned upon approval of the appropriate Wage and Salary Control Agency under the Defense Production Act, his Order should be deemed as such approval. The only qualification made was that it should not operate to defeat any suit, action, prosecution or administrative enforcement

proceedings regardless of when commenced with respect to any right, liability or offense possessed, indicated or committed prior to February 6.

Immediately after the issuance of the President's Executive Order on February 6, Chairman Charles C. Killingsworth of the Wage Stabilization Committee issued a press release, advising that the adjustments proposed in approximately 9,200 pending petitions before the Wage Stabilization Agency could now be placed in effect. The 9,200 petitions pending on that date either before the Wage Stabilization Agency in Washington or its fourteen regional offices, involved changes in wage rates, adjustments in so-called fringe benefits such as vacations, holidays and shift differentials and pension plans. He also announced that, in addition, the adjustments proposed in some 1,500 pending health and welfare reports before the Wage Stabilization Agency could now be placed in effect.

(Continued on page 4)

FURTHER BOOST IN WAGES AT CONVAIR

Fort Worth, Tex.—OEIU organization has won further substantial wage benefits for the more than 1,300 clerical employees of the Consolidated Vultee Bomber plant in this city.

Under the terms of the wage reopening clause in the current contract between OEIU Local 277 and the company, negotiations have just been concluded on a general wage increase under which each employe will obtain 6 per cent increase in his rate effective as of January 5. Two cents of the increase is tied to the cost of living index, while the remainder is computed into the basic rate schedule of the contract.

As a result of the wage increases obtained, the rate range for the lowest classification has been increased to \$1.25 to \$1.39 per hour, plus 2c cost of living adjustment. All other grades have been similarly increased. The wage reopener negotiations were handled by Local

(Continued on page 4)

HAYES AIRCRAFT VOTE SCHEDULED

Birmingham, Ala.—Close to 500 office clerical white collar employes of Hayes Aircraft Corporation will vote in an NLRB consent election on March 5 on the selection of Local 18 OEIU-AFL as their bargaining agency. The consent election is being held in response to the request of an overwhelming number of eligible clerical employes who have authorized the OEIU-AFL to be their bargaining agent.

OEIU Vice President Carson has headed up the election campaign and all indications point to an overwhelming favorable vote for OEIU-AFL and the collective bargaining benefits which can thus be obtained. The employes know that through OEIU representation they can win substantial improvements in wages, job security and working conditions.



Support The A.H.A.

Today in the United States, heart and circulatory diseases strike down no less than 763,000 men, women and children annually, with a disability toll running into 10,000,000. Every second death in our country is due to some type of heart or blood vessel disease. It is estimated that one out of every 17 persons suffers from some form of disease affecting the heart and blood vessels.

The unrelenting, continuous campaign of the American Heart Association against heart and circulatory diseases is of such scope and importance as to require the support of the entire nation. Organized labor is doing its share in this fight.

We cannot emphasize too strongly the indispensability of such mass support to the program of the American Heart Association. This life saving work cannot be carried on and expanded without the steady and dependable aid and support from all sections of the public.

Support the American Heart Association and assure continued progress in the fight on heart and circulatory diseases with more intensity and greater scope than ever before, in the hope of bringing our nation's greatest health scourge under control.

One In Every Union

There's a certain kind of "union member" that most of us know about. We'll describe a few things about him just to see if he doesn't sound like someone you know.

He thinks that the few dollars he spends in dues entitle him to the full-time, personal services of a union representative. He wants action from his union—more, better, faster, oftener than anybody else. But don't ever make the mistake of suggesting that maybe his dues ought to be raised so he can get it. Brother, that's murder!

It doesn't matter to him that the contract under which he works was hammered out only after long, burdensome, exhausting and complicated negotiations and represents the very finest possible. To him it stinks. Or, if he thinks it's pretty good, it should have been better. Never did get time to attend the meeting, though, when his union was drafting contract proposals.

He wants to know how come the union can't get him a pension plan, triple pay for holidays and a 30-hour week starting day after tomorrow. The fault, he's convinced, is the union's. "Them guys ain't on the ball," he growls. "They don't know how to get things done." Oh, yes, he's heard about the NLRB and other labor laws and about employer opposition. But they don't apply to him.

It makes him mad when the union has to spend money for legal, statistical and other expenses connected with winning good employ-

Headquarters for 1953 Convention



Cleveland, Ohio—Delegates and guests of OEIU's 1953 Convention will be housed in the huge modern 600-room Carter Hotel shown above. All convention sessions will be held in its beautiful Ballroom. The official convention call will be sent next month to all OEIU local unions.

CONVENTION COMMITTEE HEAD NAMED

Cleveland, Ohio — Edward C. Trausch, President of Local 17 of this city, was unanimously selected by the Convention Committee of Cleveland Locals 17 and 49 to serve as general chairman of the Arrangements Committee for our June, 1953 International Union convention.

In addition to serving as President of Local 17 since April, 1951, Brother Trausch previously served as Vice President of his local and was one of the initial group responsible for organizing the office staff of the Apex Electric Mfg. Co. and has served as general steward for our Apex unit since 1947.

Under the general chairmanship of Brother Trausch, the two host locals have organized various convention committees, including finance, publicity, banquet, entertainment, program and supplies, each headed by a chairman coming from one of the host locals.

All indications point to a well planned and enjoyable convention program for the delegates of the more than 225 OEIU local unions when they come to Cleveland in

ment conditions for him. But he's 30 days delinquent in his dues.

He yells and screams for the union to do something about high prices, rent controls, knuckle-headed Congressmen and a dumb traffic cop who gave him a ticket. Uh, huh. You guessed it. He isn't even a registered voter.

What can you do about a guy like that? Cuss him or pray for him? Who knows? But it does seem that those who ask their union to do more and more for them are the ones who usually give their union less and less. And the member who does the least for his union often turns out to be the member who needs it the most.—*Rewritten from The Oregon Teamster.*

June. Convention sessions will be held at the Carter Hotel commencing with a pre-convention educa-



EDWARD C. TRAUSCH

tional session on Sunday, June 21, with the convention formally opening Monday, June 22. The convention call will be mailed out next month.

Sing, Unionists, Sing!

Under the above title, the American Federation of Labor's Workers Education Bureau has recently brought together a collection of 58 labor and community songs in a mimeographed booklet. Words are given and tunes indicated.

Order copies at 10 cents each from the Bureau. Its address is 1525 H Street, N. W., Washington 5, D. C.

Women Don't Hold All Purse Strings

Washington—Perhaps the women don't hold all the purse-strings, after all.

The Brookings Institution has issued a study, Share Ownership in the United States, by Lewis H. Kimmel, which presents evidence contrary to the widely held notion that women own most of the nation's securities.

Women accounted for 8.4 million shareholdings of common and preferred stocks combined in reporting corporations, or 41.5 per cent of the total; men held 7.6 million, or 37.2 per cent of the total; joint accounts amounted to 2.6 million; the rest were held by fiduciaries, institutions, brokers, and so forth.

Both in the number of shares held and in market value, however, men outranked women by a substantial margin—men had 1,050 million shares valued at \$32 million and women 823 million shares valued at \$29 million.

In the adult population it was estimated that there were 3,210,000 men who owned shares in publicly owned stocks and 3,140,000 women. Only in the age group 60 and over did women shareholders exceed men appreciably in number, and in this group the proportion of shareholders was the same for men and women—9.1 per cent.

Congress first met in New York City. It also held sessions in Philadelphia. It began meeting in Washington in 1800.

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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Official organ of the
OFFICE EMPLOYEES
INTERNATIONAL UNION



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Trucking—Consolidated Freightways, Inc., Local 11, Portland, Ore., 12½ cents per hour plus 5 cents per hour towards a health and welfare program.

Garrett Freightlines, Inc., Inland Motor Freight, Inc., Los Angeles-Seattle Motor Express, Inc., Oregon-Nevada-California Fast Freight, Inc., United Truck Lines, Inc., Local 11, Portland, Ore., 10 cents per hour.

Asbury Transportation Co., Local 11, Portland, Ore., 9 cents per hour.

Consolidated Freightways, Inc., Local 12, Minneapolis, Minn., \$1 to \$6 per week, \$3.50 average.

Armored-Car Services—Brink's, Inc., Local 6, Boston, Mass., 10 per cent.

Turbines—S. Morgan Smith Co., Local 157, York, Pa., 3.55 per cent.
Brushes and Handles—Pittsburgh Plate Glass Co., Local 270, Keene, New Hampshire, 2.7 per cent.

Periodical Distributors—North Shore News Co., Local 6, Boston, Mass., \$3 per week.

American News Co., Local 86, Vallejo, Calif., \$2.20 per week.

Wooden Barrels—Western Coöperation, Inc., Local 11, Portland, Ore., \$20 per month.

Radio Stations—Westinghouse Radio Stations, Inc. (WBZ, WBZ-FM, WBZ-TV), Local 6, Boston, Mass., 10 per cent.

Leather Goods—Leach Heckel Leather Co., Local 6, Boston, Mass., \$3.50 per week.

Badges and Buttons—Bastian Bros. Co., Local 34, Rochester, N. Y., 3½ per cent.

Outboard Motors—Gale Products, Local 221, Galesburg, Ill., \$15 to \$28 per week, \$19 average.

Wholesale Bakeries—Continental Baking Co., Local 12, Minneapolis, Minn., \$1.50 to \$3 per week, \$2.50 average.

Department Stores—Tiedtkes and The Fair Store, Local 19, Toledo, Ohio, \$4.50 per week.

Newspapers—Owens Publications, Inc., Local 243, Richmond, Calif., 5.2 per cent.

Auditors—National Audit Bureau, Local 36, San Francisco, Calif., \$50 per month.

Mfg. Work Clothes—Cowden Mfg. Co., Local 29, Oakland, Calif., \$40 per month.

Sanitary Services—Richmond Sanitary Service, Local 243, Richmond, Calif., \$20 to \$40 per month.

Retail Food Stores—Associated Co-op., Consumers Co-op. of Berkeley, Fairfax Bread Co., Hagstroms, Lee Bros., Lincoln Market, Maltby Market, Mayfair Market, Payless Drug, P-X Market, Piedmont Grocery, Safeway Stores, Sherwood-Swan, Washington Market, Louis Stores, Lucky Stores, Local 29, Oakland, Calif., \$2.50 per week.

Drugs and Sundries—Northwestern Drug Co., Local 12, Minneapolis, Minn., 13 cents per hour.

The Rupp and Bowman Co., Local 19, Toledo, Ohio, 5 cents per hour.

Electric Boat Local Installs



New London, Conn.—Over 100 members and guests of OEIU Local 106 attended the recent annual installation of its officers. OEIU President Paul R. Hutchings officiated at the ceremonies and congratulated the local union on its increased growth among employes of the Electric Boat Company where it holds bargaining rights. President Hutchings is shown extending best wishes to Charles Peltier, the local's president. Also, at the left are A. LeRoy Bolter, local secretary-treasurer, and at the right Vincent J. Curran, president-elect of the Metal Trades Council of New London, AFL.

Nation's Health Committee Cites Commission's Findings

Washington—The Committee for the Nation's Health, Inc. has prepared a brief outline of the recently issued Report of the President's Commission on the Health Needs of the Nation.

So that our members and other interested persons may be more fully informed as to its findings and recommendations, we are printing herewith in full that outline.

Findings

The Commission found unanimously:

1. The American people need and want comprehensive medical service—the personal and preventive care of the family physician as well as specialists and hospitalization.

2. A great many persons do not get the services they need. Very often the individual "does not obtain health services when the need arises because he simply does not have the money to pay for them."

3. There are not enough physicians, nurses, dentists, hospitals and local public health departments. The shortages are especially great in rural areas.

4. Medical services are poorly organized, with too many uncoordinated specialists. Group medical practice is needed to coordinate specialists and family physicians.

5. The responsibility for each individual's health rests primarily with the individual himself, but "for most of those who now lack comprehensive health services, the reason lies in large measure beyond individual control."

6. "The local, State and Federal governments have both separate and joint responsibilities." "The Federal Government has a major responsibility for promoting and stimulating a comprehensive health program for all our people."

7. "We set as a goal for this Nation a situation in which adequate health personnel, facilities and organization make comprehensive health services available for all, with a method of financing to make this care universally accessible."

Recommendations

Chief recommendation is for Federal grants to assist each State in developing a plan of "personal

health services for all the people;" the Federal funds to be used by the States (a) to extend and improve medical care for persons receiving public assistance, (b) for mental disease, tuberculosis and other long-term illness, for the general population. Private as well as public agencies and resources would be used, or a combination of them, including voluntary insurance plans meeting approved standards which the Commission outlines.

Dissenting opinion by three Commission members declares this does not go far enough to "accomplish the objectives of the Commission." National health insurance is presented as an alternative.

Among many other recommendations are: Federal loans to assist "prepayment plans associated with group practice;" continued grants to hospital construction; federal aid to medical and allied professional schools, to local public health departments, and to medical research; a Federal Department of Health and Security (two dissenting members favor a Department of Health alone).

Don't blame bad laws on politicians—It's your job to vote for good candidates.

UNITY CONFAB

Miami—The AFL and the CIO will hold their initial unity conference in Washington on Tuesday, February 24.

The AFL Executive Council, meeting here, accepted the February date as one of two proposed by the CIO.

The AFL unity committee includes AFL President George Meany and Vice Presidents D. W. Tracy, Charles J. MacGowan, William L. Hutcheson, Matthew Woll, David Dubinsky, Daniel J. Tobin, Harry C. Bates and W. C. Doherty.



Right to Information—The contract required the company to turn over certain data to the union. The company claimed that this provision, together with another which said that the agreement settled all the issues between the parties, relieved it of the obligation to give the union any data not specifically mentioned in the contract.

After contract negotiations are over, a company still has an obligation to furnish data needed to handle grievances and administer the contract intelligently.

The NLRB has never decided whether a union can bargain away its right to such information, and in this case, finds the company is wrong, that maybe a union could give up its right to such information, but if so, the waiver would have to be expressed in clear and unequivocal language, and that isn't the case here.—(California Portland Cement Co. and Cement Workers, AFL.)

Uniform Rates—The employer association claimed that the union's demand for a uniform minimum commission rate for all its bakery drivers violated California's Cartwright Act, which prohibits combinations or conspiracies in restraint of trade. A uniform rate, the companies said, would establish uniform prices and deprive consumers of the benefits of competition.

The California Superior Court in Los Angeles County says it doesn't see the association's point, and finds the union's objective is legal.—(Pie Bakers Assn. v. Bakery Drivers Local.)

Affidavit Filing—Reversing three appeals courts, the U. S. Supreme Court says the NLRB can accept charges from noncomplying unions. The law, it says, simply forbids the Board to issue a complaint unless the officials of the charging union have filed their non-Communist affidavits.

NLRB gives a charging union ten days to get into compliance and the Court thinks this is reasonable. Election of officers, changes in organization, delays in auditing financial reports, and other problems make it hard for a union to be in compliance on a specific date, the Court points out.—(NLRB v. Dant & Russell, Ltd.)

Election Petitions—Unless unusual circumstances are present, the NLRB ordinarily permits a company and a union to bargain for a year after certification without being disturbed by an election. In the past, it has accepted petitions filed in the twelfth month of the certification year and simply held them until the year expired; however, in dismissing a representation petition filed by a company about two weeks before the end of a certification year, NLRB now says that the mere presence of such petitions in its files detracts from certifications and will reject them from now on.—(Centr-O-Cast & Engineering Co. and Auto Workers, CIO.)

First Nationwide Pact In Insurance

(Continued from page 1)

shorter work-week, double time for all overtime, classified wage schedules providing higher pay based on a job classification and periodic increase system, annual sick leave, two weeks vacation after one year's service and three weeks vacation after five years' service, full seniority protection on lay-off, recall and promotions, and various other outstanding features. One unusual clause provides that the company serve coffee or tea to the employees at their desks each morning and afternoon.

The agreement provides for the union shop in states where the same is not prohibited by law and also for the check-off of union initiation fees and dues.

Immediately benefitting by the agreement are more than 200 office and clerical employes and claims adjusters employed at the Dallas and Houston, Texas operations, and the operations in Birmingham, Ala.

Agreement negotiations were conducted at the Dallas home office of the company by a negotiating committee of company employe members assisted by International Representative Frank E. Morton and International President Paul R. Hutchings.

The agreement is unique in several respects. Not only is it the first national insurance company agreement to be entered into by OEIU, but also the Insurance Company of Texas group is owned principally by A. F. of L. union members. All correspondence coming out of the companies' offices and prepared by members of OEIU are required to bear the appropriate OEIU local union label.

Wage Regulations Suspended by Order

(Continued from page 1)

All U. S. locals of OEIU were immediately supplied with verbatim copies of President Eisenhower's Executive Order of February 6, and of Wage Stabilization Chairman Killingsworth's release of the same date. All locals have also been supplied with a copy of the memo of A. F. of L. Executive Assistant George W. Christensen of the Wage Stabilization Board, issued under date of February 10, answering various questions which might arise with respect to the suspension of wage controls.

In transmitting this material to our local unions, we have pointed out that, in general, the effect of this order was to suspend wage controls as of February 6, and all regulations and orders issued pursuant to the Defense Production Act dealing with the stabilization of wages, salaries and other compensation proposed in petitions pending before Wage and Salary Control Agencies on that date, can now be placed in effect without approval of such agencies—the President's Executive Order constitutes such approval except in cases of violation committed prior to its issuance.

All local unions should carefully study these materials and particularly if they had a WSB petition turned down or modified upon

Climax of Convair Negotiations



Fort Worth, Tex.—Signing of amendment to OEIU Local 277's agreement with Consolidated Vultee Aircraft Corporation means substantial salary gains for 1,300 office and clerical employes—see story elsewhere in this issue. Shown at signing, seated, left to right: Doris H. Cates, local committee member; Paul R. Hutchings, OEIU president; Fred Chambers, manager of industrial relations of Convair. Standing, same order: R. J. Carpenter, local business representative; E. W. Evans, local committee member; W. O. Ware, local president; A. L. Blevins, local committee member; and Mr. Moore of Mr. Chambers staff.

Further Boost In Wages at Convair

(Continued from page 1)

277's negotiating committee headed by Local President W. O. Ware and Business Representative R. J. Carpenter. International President Paul R. Hutchings assisted the committee. Mr. Fred Chambers, Manager of Industrial Relations headed the company's negotiating committee.

In accordance with established requirements, the settlement was, of course, made subject to approval by the Wage Stabilization Board and by the Air Force contracting officer. A unique feature inserted by the union in view of the then pending suspension of wage stabilization controls was a clause providing that if the WSB had not approved the items contained in the negotiated amendment prior to the removal of wage controls and the parties were free to affect such items, they would become effective on the Monday following the removal of wage controls.

Old Living Cost Index Is Revived

Washington—Following the advice of the American Federation of Labor, President Eisenhower directed the Bureau of Labor Statistics of the Department of Labor to revive its old cost-of-living index and publish it until June 30 along with the revised index.

George Meany, AFL president, suggested in a letter to Martin Durkin, Secretary of Labor, that the old index be continued for a time because "conversion to the revised index will present very difficult problems which may take many months to work out." It was the AFL position that continuance of the old index for awhile would make it easier to adjust wage contracts which are directly or indirectly tied to the BLS index.

The revised index will be the official government one from now on. The White House decided to continue the old index for 6 months so that unions and business concerns would have time to work out comparative data between the old and new statistics.

575% Increase In Salaried Workers

Washington—According to the U. S. Census of Manufactures, the number of salaried employes in manufacturing industries has increased from 348,000 in 1899 to 2,349,999 in 1947, an increase of 575 per cent; while the number of production employes has only increased 173 per cent, from 4,340,000 to 11,839,000.

As can be seen from the above the ratio of salaried employes to production employes in manufacturing industries in 1899 was about 1 to 12½, while in 1947 the ratio was approximately 1 to 5.

Although the term "salaried employes" includes a high percentage of office and clerical employes, it also refers to and includes other groups of employes such as professional, technical, executive and administrative personnel.



California—San Francisco Local 36 has won three NLRB elections conducted recently among the office and clerical employes of the Construction Device Co. and the Berkshire Knitting Mills, and among traffic superintendents and agents of the Yellow Cab Company. A substantial majority of the office and clerical employes of Morton Salt Company have designated this local as their representative and the union is moving forward to secure bargaining rights.

Most of the approximately 18 employes of R. N. Laine (credit opticians) have designated Oakland Local 29 as their representative and the union is attempting to secure voluntary recognition from the company.

Indiana—Gary Local 138, which has recently organized the office and clerical employes of the Credit Bureau of nearby Hammond, is attempting to secure recognition from this firm.

Massachusetts—Boston Local 6

which no appeal was pending at the time of suspension, or upon which appeal had been denied. They should then reexamine the provisions of the specific agreement clause involved, which will govern as to whether such mutually agreed to items can now be put into effect or whether it will be necessary for the local union to reach agreement with the company after February 6, to reinstate the original benefits contained in such modified or denied case.

has been designated as their bargaining representative by the employes of the Navy Yard Credit Union in nearby Charleston.

New Jersey—The office and clerical employes of the Newark branch of Associated Transport, Inc., are now represented by our Local 20 of that city.

New York—Recent successful organization by New York City Local 153 includes Hotels Madison, Adams and Walton.

Oregon—Recent successful organization by Portland Local 11 includes office and clerical employes of the Walter Pearson Insurance Co., the Silver Wheel Motor Freight, Inc. and the Hudson House at The Dalles. This local has also filed jointly with our Local 68 in Vancouver, Wash., a representation petition on behalf of office and clerical employes of Tumpane & Company with offices in both of these cities. Local 11's attempts to bring the benefits of collective bargaining to the office and clerical employes of Eugene & Roseburg is also getting a good reception.

Washington—Pasco Local 100 has been recognized by Kaiser Engineers as the bargaining representative of its approximately 500 office and clerical employes and storekeepers. This firm is a construction contractor on the huge atomic energy project in nearby Hanford.

You owe it to yourself, your family, and other A. F. of L. members to be UNION and buy LABEL.