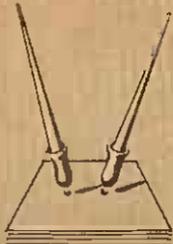




WHITE

Official Publication of the



COLLAR

Office Employees International Union



OEIU Loses Close Vote in Cincinnati *Intervention of Printing Pressmen's Union at Polk Co. Prevents Victory*

Portland Teamsters Found Guilty

The National Labor Relations Board has finally acted on the case between OEIU Local 11 and the Portland Teamsters. The Board agrees with its Trial Examiner that the Teamsters and its five Portland affiliates committed every unfair employer practice prohibited by the Taft-Hartley Act. The Board has ordered the Teamsters to end the illegal practices and to reinstate with back pay five women found to be illegally fired because of their activities on behalf of the OEIU. This case is the result of the now famous Supreme Court decision which held that a union is an employer within the meaning of the Act.

When charges were first held against the Portland Teamsters the Trial Examiner's findings were reversed and the Board held that the Teamsters were not employers within the meaning of the Taft-Hartley Act. Local 11 and the OEIU then appealed this decision and the Court of Appeals ruled that the NLRB had the right to determine its own jurisdiction. Since the law specifically states that a union,

when acting as an employer of its own employees, shall be considered an employer under the Act, the OEIU through its General Counsel Joseph Finley, appealed this decision to the U. S. Supreme Court. Finally, the Supreme Court agreed with our position and ordered the Board to take jurisdiction. This latest decision is the Board's action on the original complaint and the Trial Examiner's recommendation as a result of the Supreme Court ordering the Board to exercise jurisdiction.

This decision is considered to be one of the most important decisions to all of the labor movement since it establishes the fact that the NLRB does not have complete control over concerns coming within their jurisdiction.

Grand Rapids, Mich. — OEIU Local 353, in addition to a \$5 general wage increase, secured an increase in severance pay, a \$2,000 paid insurance policy, an extra paid holiday and also a 30-hour work week for the employes of the UWA Locals 1231 and 19.



Pretty as a Picture

Local 23 members Pat Hughes, Betty Montgomery and Edith Hancock looked pretty as a picture in the show of fall fashions at the local's October membership meeting. (Story, page 2)

THE employes of the R. L. Polk Co. were prevented from gaining the benefits of collective bargaining because of the intervention and obstructive tactics of the Printing Specialties and Paper Products Union, Local 624, affiliated with the International Printing Pressmen and Assistants' Union of North America. In an NLRB-conducted election held on Tuesday, October 22nd, the employes of the R. L. Polk Co. voted: No-union 458, OEIU 380 and Printing Specialties and Paper Products Union, Local 624, 40.

Campaign Year Old

A campaign in the R. L. Polk Co. at Cincinnati was initiated almost a year ago. Due to the fact that there was not another union in the picture, organizer Crawford received a great deal of assistance from AFL-CIO Director Bill Kircher. After a long drawn-out campaign in which over 800 of the 1100 eligible employes signed authorization cards, a petition for an election was presented to the National Labor Relations Board. The petition was filed May 17, 1957. A week after the filing of the petition on May 17, 1957, the Industrial Relations Director of the company visited the Cincinnati plant. He talked with the employes on company time, called captive audience meetings and went all-out to dissuade the employes from unionizing. His efforts fell on deaf ears. He left approximately a week later after having failed to convince the employes of the futility of collective bargaining.

Thereafter, a hearing was set by the National Labor Relations Board on the OEIU petition for June 17, 1957. A week prior to the date of the hearing the Industrial Relations Director of the company returned to the Cincinnati plant. He told a number of the workers that if they were determined to have a union they should look into the possibilities of other unions.

Immediately thereafter the Printing Specialties and Paper Products
(Continued on page 4)



Canadian Organizational Conference Re-elects Officers

At a two-day organizational conference meeting held on October 18 and 19 at the Royal York Hotel in Toronto, Canada, the conference unanimously re-elected Lloyd Chapman of Gatineau and Marcel Roy of Beaupre, Quebec, as president and secretary-treasurer, respectively. Brothers Chapman and Roy were commended for the fine work accomplished by them during their previous terms. Due to the fact that the Cana-

dian Labor Congress was holding a white collar conference on October 19 and 20, it was necessary to have certain delegates and International Union organizers attend that conference on the second day.

The Canadian Organizational Conference meeting was addressed by Russell Harvey of the Canadian Labor Congress. Brother Harvey's accomplishments on behalf of the OEIU in past years is well known to our Canadian delegates.

The first day of the meeting was devoted to reports of the full-time organizing staff and local union delegates. OEIU President Howard Coughlin also presented a report on behalf of the International Union. He outlined the activities of the International Union throughout the United States and Canada. He called attention to many of the problems facing the OEIU.

Brothers Bill Lowe, Romeo Corbeil and Alastair MacArthur led

a number of discussion groups. During the second day, much time was given to the subject of contract negotiations. This phase of the program was led by President Coughlin. A great deal of interest was displayed by the delegates in attendance. Many questions were raised relative to the various phases of a collective bargaining agreement, including the point system of job evaluation.

(Continued on page 2)

WHITE COLLAR

Official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
Affiliated with the AFL-CIO

HOWARD COUGHLIN
President

J. HOWARD HICKS,
Secretary-Treasurer



Room 1101
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Union Destruction

As we feared, Senators Knowland, Curtis and Butler have announced plans for a major assault on the security and freedoms of labor. Mr. Knowland's program includes a Right to Work Law for the state of California. Senator Curtis openly advocates application of the anti-trust laws to unions. Senator Butler feels the same way. Senator McClelland, who is Chairman of the Senate Select Committee, is sponsoring a measure to abolish the union shop in the forty-eight states.

It has been recently disclosed by Senator Kennedy that the Investigating Committee has neither investigated nor received complaints about more than one-hundred of 1% of the leadership of the organized labor movement. It would seem, therefore, that Senators Knowland, Curtis, Butler and McClelland intend to punish all of the organized workers of the United States for the sins of a few. Certainly, some of these investigators have used the current investigations for purposes of a plan to limit, if not destroy, the collective bargaining processes.

Right to Work States Versus Income

The national average income was \$1,940 per person in 1956. With the exception of the State of Nevada, every state which has passed Right to Work laws for purposes of abolishing the union shop and restricting labor union activities has considerably less per capita income than the national average. For example, the state of Mississippi had a per capita income in 1956 of \$964. The majority of the states have also lagged behind the other states in rate of increase in per capita income. If it were not for the inclusion of the low incomes of these backward Right to Work states, the national average would be considerably higher.

It is amazing to note that the wealthy oil state of Texas had a per capita income in 1956 of \$1,686 which is \$254 less than the national average. When labor is shackled it will be reflected in the wages of workers.

The Gallup Poll

In accordance with an article published by News and Views of the CIO Council, a poll was recently conducted by George Gallup in which he asked people across the country what they regarded as the chief problems confronting the United States today. He found that Americans are chiefly concerned about being able to avoid a war, the same main worry of most citizens ten years ago. He found that inflation is regarded as the No. 2 problem. The following is a breakdown of the poll's results:

- Avoiding war 34%
- Living costs 22%
- Integration 10%
- Atomic control 6%
- Juvenile delinquency 4%
- Foreign aid 3%
- Need of religion 2%
- Labor unions and labor corruption 2%

It is revealing that the poll indicates that people placed the problem of corruption in labor unions at the bottom of the list. It would be advantageous to members of Congress if Mr. Gallup would forward the results of this poll to each senator and representative. We are sure that it would give many of the anti-union legislators an insight into the real problems of the day.

Canadian Meeting

(Continued from page 1)

Local 343 of Toronto was the host local during this two-day session. A number of the officers and active members headed by

Margaret Lazarus, secretary-treasurer of the local, did a splendid job in making the delegates most comfortable. Local 343 provided refreshments on both days of the meeting.

The meeting closed on Saturday afternoon.

Erie Organizational Conference Meeting



At the recent meeting of the Erie Organizational Conference Robert Corrigan of Local 42, and International Vice President George Firth were reelected as President and secretary-treasurer, respectively. Seated at the table above are, left to right, Brother Dunlap, Retail Clerks Representative, Brother McNulty, Executive Secretary of the Cleveland Federation of Labor, Jesse Gallagher, AFL-CIO Regional Director, President Robert Corrigan, Secretary-Treasurer George Firth, Director of Organization Douglas and OEIU General Counsel Joseph Finley. Brothers Dunlap, McNulty and Gallagher addressed the meeting and assured the OEIU of their cooperation in our organizational efforts. General Counsel Finley gave a talk on the legal problems faced by our local unions and then held a very informative question and answer period. Director of organization Douglas reported on the activities of the OEIU throughout the United States and Canada. Local 49, the host local, provided a buffet dinner to all delegates present, following the close of the afternoon session. The delegates reported that it was one of the most informative conference meetings they had ever attended.

Bank Employes Vote for OEIU

The office employes of the Park State Bank in Milwaukee, Wis., have started what we believe to be evidence of the awakening of bank employes in Wisconsin.

As the result of an organizational campaign conducted by Local 9, the employes voted almost two to one for the OEIU as their collective bargaining agent.

Although the employes of the two largest banks in Wisconsin are in an independent (company) union, we feel sure that this election result is an indication that bank em-

ployes now recognize that they need to be a part of the family of labor to strengthen their bargaining position.

The representatives of Local 9 feel sure that as a result of the improved conditions which will be provided for in the contract with Park State, other bank employes in Wisconsin will soon be joining the ranks of the OEIU.

Milwaukee, Wis. — An NLRB Trial Examiner has recommended a Board order directing the Plankington Packing Company to bargain with OEIU Local 9. The company has refused to bargain since March 16, when the local

union was certified as the bargaining agent, on the grounds that the bargaining unit was an inappropriate one.

Installation

Local 265, Trois Rivieres, Quebec, Canada, installed the following officers on October 7. President, Robert Hennessey; vice presidents, Robert Allen, (CIPCO); Catherine Peever, (St. Regis); Robert Brousseau, Consolidated Paper (Belgo); secretary-treasurer, Jean Chartray; recording secretary, Jean Toutant; ex. members, Fernand Duchaine, Jean Gauthier; trustees, Edouard Hameline, Laurent Hamelin, Gaston Sylvestre.

Charter Presentation to Local 350



Canadian Conference organizer, Romeo Corbeil, on behalf of Secretary-Treasurer Howard Hicks, presented Local 350, Dolbeau, Que., with their charter. The local represents the office employes of St. Lawrence Corporation Limited, at Dolbeau, Que., mill, woodlands and camp clerks employes. The camp clerks group was certified only after prolonged representation of the Union to the Labor Relations Board, as they were the first camp clerks ever to be certified in the Province of Quebec. The negotiations are now concluded and 11 per cent average increase in wages was obtained for the camp clerks. First row, left to right: Benoit Potvin, sergeant at arms, Gerard Fleury, recording secretary, Romuald Veilleux, President, receiving the Charter from organizer Romeo Corbeil, Denis Lussier, financial secretary, Raphael Saulnier. Second row: Florian Leveille, Trustee, Louis Rene Roberge, Vice President, Eliodore Lavole, President of Local 85, Pulp & Sulphite, and Yvon Dessureault, President of the Paper Makers Local. A reception followed the presentation of the charter, to their local union.

Election

At the Annual Meeting of Local 241, Quebec City, Canada, held October 14, 1957, the following officers were elected to our Union:

President, Fred Kovalchuk; vice president, Jean Marois; secretary-treasurer, Mrs. Bessie Smith; recording secretary, Albert Maheux; trustees, Allan Hardy, Robert Carrick, Jean Charles Hurens.

Canadian organizer ROMEO CORBEIL, reported certification has been granted for the employes of CONTINENTAL CAN, Head Office, in Montreal. A first decision of the Quebec Labour Relations Board refused granting certification but a revision of the decision was requested by the Union and Local 57 was finally certified.

Big Turnout for Fashion Show

(Picture, page 1)

An overflow crowd of Local 23 members turned out to see the latest in the advanced new look in fall fashions at Local 23's October membership meeting. The Tacoma Bon Marche, an Allied Stores Corporation unit, put on display coats, suits, dresses and sportswear for every type budget. All office workers at the Bon Marche are members of Local 23.

In addition to professional models Edith Hancock and Betty Radonich, Local 23 members Judy Barger (Rhodes Department Store), Pat Carr (Pierce County Medical Bureau), Beryl Hart (Medosweet Dairy), Pat Hughes (Bon Marche),

Ann Kuljis (Sears Roebuck), Rhoda Miller (Retail Clerks Union), Betty Montgomery (Nailley's Foods), and Shirley Porter (Flett Dairy) modeled the beautiful clothes. Mrs. Bernie Brotman, also a Local 23 member, was commentator for the show.

Local 23 Secretary-Treasurer Cal Winslow, who arranged the show, commented that 1958 wage negotiations were going to be rough, because the members said that they were going to need a lot more money to buy the clothes they saw at the show.

Because of the enthusiastic reception of the fashion show by the members, Local 23 plans to make it a yearly event.

Woodland, Me.—As a result of recent negotiations, Local 295 has amended its contract with the St. Croix Paper Company to provide for a general increase of 5 per cent across the board with a minimum of 9c per hour, four weeks vacation after 24 years, and any employe working on a holiday will be paid double time, plus straight time normally allowed for a holiday when not worked. The hospitalization insurance was improved to provide additional benefits, and better notices will be posted regarding promotions, changes in jobs, etc.

The committee consisting of Louise White, President Norman Sprague, Ethel Humphrey and Daniel Woodward, was assisted by Vice President Leo Wallace in these negotiations.

New Haven, Conn.—Conference Organizer Bud Manning reports that as a result of recent negotiations between Local 123 and the State Building Trades Welfare Fund Trusteeship, the employes obtained a \$5 weekly increase effective May 1, 1957. In addition to the wage increase, the new contract provides for a 35-hour workweek, three weeks vacation after five years, and nine paid holidays.

As a result of further negotiations with Local 123, the Connecticut branch of the Easterns out-of-town division of the ILGWU agreed to increase the wages of their employes 10c per hour and include in the contract provision for three weeks vacation after five years, 12 paid holidays, and a 35-hour workweek. This agreement was made retroactive to February, 1957.

Who's Going To Be Miss Union Secretary?

Entries which poured into the "Miss Union Secretary" Contest proved that secretaries employed by labor unions can be a bevy of beauties. The 20 young ladies shown here are among the hundreds of entrants who are awaiting the judges' decision as to who will win \$1,000 and a trip to Atlantic City in Remington Rand's contest to find the nation's outstanding secretary in a union office.



Beverly J. Falk
Local No. 28



Lois De Angelo
Local No. 344



Dartha Maelin
Local No. 179



Myrna Goldstein
Local No. 344



Kathryn Knight
Local No. 33



Elsie F. Naegele
Local No. 32



Katherine Gathergood
Local No. 339



Kathryn Racine
Local No. 10



Maryann Benson
Local No. 250



Clara Ballerín
Local No. 30



Eleanor Blanch
Local No. 2



Camilla Mae Smith
Local No. 95



Kathleen Kinnick
Local No. 3



Minnette Fitzgerald
Local No. 29



Norma Polkinghorn
Local No. 30



Genevieve Antoinette
Local No. 153



Eleanor Bortel
Local No. 30



Clara Reece
Local No. 67



Jean Behrens
Local No. 344



Ruth Lukowski
Local No. 10

★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

from the desk
of the

PRESIDENT

HOWARD COUGHLIN



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A Case in Point

THE recent disclosures by the Senate Select Committee of the activities of the firm of Labor Relations Associates of Chicago, Inc., headed by Nathan W. Shefferman in Sears Roebuck at Boston and Cambridge, brings to mind the activities of this same firm against a local of our International Union at Dallas, Tex.

This firm, operating as a Labor Relations Consultant, has on numerous occasions been employed by a number of firms for the prime purpose of discouraging unionization. One employe of this firm, James E. Neilson, acknowledged using five or six different names in his fourteen years of employment. Mr. Neilson's testimony before the Senate Select Committee on Improper Activities in the Labor Management field dealt with the methods used for the purpose of persuading employes to vote against a union.

Mr. Robert Kennedy, counsel for the Committee, stated that Mr. Neilson's activities were in violation of the Taft-Hartley Act. One of the employes who was receiving the advice of Mr. Neilson testified that he had permitted his car to be damaged so that suspicion would fall on the Retail Clerks Union. In this case, the tires of his car were punctured and a brick smashed through the windshield. It was further brought out in the testimony that Sears Roebuck paid for the damage to the car. It appears also from the testimony that Mr. Neilson had some difficulty with the law himself in years gone by, and had previously been a lawyer.

At Dallas Blue Cross, the Office Employees International Union, Local 45, petitioned the National Labor Relations Board for an election after having secured signed cards from an overwhelming majority of the employes concerned. Thereafter, the firm of Labor Relations Associates of Chicago, Inc., headed by Nathan Shefferman, was hired by Dallas Blue Cross, known as Group Hospital Services, Inc. Immediately thereafter the tactics used at Sears Roebuck in Boston became operative. Employes of the company were formed into a group called "The Blues" and were given open support and assistance by management. Shelton Shefferman, son of Nathan Shefferman, counseled and led "The Blues." Mr. Shefferman's firm was retained by Group Hospital Services, Inc., whose Executive Secretary is Mr. W. R. McBee. Mr. McBee admitted that he hired the firm of Labor Relations Associates of Chicago, Inc., which has been exposed in the present Senate probe as a union-busting organization.

During the campaign "The Blues" were allowed to campaign on company time and premises prior to and during the election. No such advantage was given to the OEIU. Mr. McBee made a captive audience speech on company time and property two days before the election to the employes involved, in which he indicated a promise of benefits conditioned upon a majority of the employes voting "no" in the election. He also indicated that the nature of this benefit program would be affected by the outcome of the election. As a result of the activities of the Shefferman firm and the captive audience speech of Director McBee, our union was defeated despite its overwhelming majority prior to the intervention of this firm.

The labor movement in Dallas bitterly protested the activities of the Shefferman firm, and Mr. McBee himself, without results. We believe that a tremendous amount of this activity has been and is now being carried on by the Shefferman firm and other agencies interested in destroying the possibility of unionization of all unorganized workers, including the white collar class. In view of the fact that it has been exposed on numerous occasions where this firm and others have been guilty of flagrant violations of the Taft-Hartley Act, it would be to the advantage of all concerned if these violations were punished in accordance with the law. The Labor-Management Relations Act of 1947 is intended to foster and encourage collective bargaining. Collective bargaining would be the order of the day today for all workers if it were not for the activities of union-busting agencies and firms.

Mutual Respect Sparks A Fine Achievement

By Sam Elkins, President
Tennessee Valley Salary Employee Council

WITH many adverse opinions being passed around concerning automation, insofar as the labor movement is concerned, it is refreshing to work toward the installation of an electronic computer in an atmosphere of close cooperation with management. Training programs and absorption of personnel affected by the computer are the Council's primary concern. The Cooperative Conference program which features participation of management and labor at separate locations throughout the Tennessee Valley has done much to sponsor cooperative thinking at all levels of our operation. The conference program which permits local union people to meet as peers with their supervisors at the conference table to discuss non-negotiable items gives every rank and file member a sense of belonging.

Through joint cooperative committees, organized throughout the Valley, management and labor put heads together to do the job better, to save time and money, to promote health and safety, to improve morale, and to help employes understand the full program of TVA. The spirit of this great movement is never more indicative than when delegates from over 50 such conferences meet at the Valley-Wide Conference each year. A tremendous carry-over value is reflected activity-wise even in the remotest areas of the Valley throughout the remainder of the year. The elec-



Sam Elkins

tronic computer program is a good example of management and labor tuning in to each other's problems in an effort to resolve them in the most satisfactory way.

The Tennessee Valley Salary Policy Council, AFL-CIO, which serves as the bargaining agent for three distinct labor organizations, is being kept fully informed of all management developments in the computer field. In many cases the Salary Policy Council is asked to contribute its recommendations in accordance with the selection and training of personnel into this stimulating new field. To date, over 300 people in TVA have been conditioned to training classes conducted by IBM involving computer programming, numerical analysis,

Close Vote Lost in Cincinnati

(Continued from page 1)

Union, Local 624, forwarded a letter to the home addresses of all of the approximately eleven hundred employes of the R. L. Polk Co. This letter invited the employes of R. L. Polk to join the Printing Specialties union despite the fact that our petition had been filed with the NLRB two weeks prior to this letter. This letter, while confusing the employes somewhat, met with little or no response. Thereafter, at Conferences arranged by the NLRB, representatives of the Printing Specialties and Paper Products Union, Local 624, asked for the inclusion of home workers—this, despite the fact that the organized labor movement is unalterably opposed to home work as such.

In addition, it is a well known fact that much of the home work is accomplished by wives and relatives of executives and supervisory employes of the company. This union also took the position that the petition of the OEIU should be dismissed and that an election should not be held. When the position of the Printing Specialties and Paper Products Union, Local 624, became apparent to the office and clerical workers of the R. L. Polk Co. it was determined that this union was in the picture solely for the purpose of preventing an election and eventual collective bargaining.

As the result of the tactics of this organization we were delayed five months, during which the NLRB sifted the positions of the unions involved. Several weeks ago the Board agreed with the position of the OEIU and ordered an election to be conducted within 30 days.

During this five-month waiting period the Printing Specialties and Paper Products Union, Local 624, was completely inactive. We had felt, therefore, that in view of their failure to gain any real interest that they would drop out of the picture. However, such was not

the case. They not only demanded a place on the ballot but subsequently proceeded to direct their campaign against the OEIU. Fifteen representatives of the Printing Pressmen and Assistant's Union of North America were assigned to this campaign. They proceeded to deliberately confuse the Office Employees International Union with the former Communist-dominated union United Office and Professional Workers Union which was expelled from the organized labor movement because of its Communist domination. Practically all of the leaflet material used in the campaign by this organization was directed against the OEIU and its organizer, Sunny Crawford.

Because of the intervention of this union we were denied the assistance of the AFL-CIO staff. As a result of this method of campaigning the employes of R. L. Polk were completely confused by the intervention and actions of a second AFL-CIO union which does not have jurisdiction in the clerical field. Despite the fact that more than 800 of these employes had previously joined the OEIU, a bare majority chose to vote for neither union. Less than 4% of the eligible employes voted for the intervening Printing Specialties and Paper Products Union, Local 624. This indicated beyond a shadow of a doubt that this union did not have any interest to begin with and sought only to prevent the OEIU from representing approximately 1100 eligible employes of the R. L. Polk Co. During the course of the intervention and the campaign our international union complained to the AFL-CIO. Copies of our complaints were forwarded to the Printing Pressmen and Assistant's Union of North America without result.

It is difficult to understand why a union would seek to prevent the unionization of workers.

data processing, and "fortran," or formula translation.

Contrary to the attitude many labor organizations take, employes of TVA are not alarmed by the introduction of an automation system. Rather, their faith in the cooperative effort reflects a mutual trust that labor and management have in each other.

While the induction of the IBM 704 electronic computer into the TVA scheme of operation is the hottest item at present, it by no means captures the entire attention of delegates to local conferences throughout the valley. Recently a Work Improvement Manual was introduced to all conferences. This enables a conference even in the most remote area of the Authority to receive and process ideas locally and then submit them to the Work Improvement Manual for possible use in many other areas of the Valley. This system of cooperative conferences is not just a glorified suggestion system. Suggestion systems which eliminate the use of maintenance ideas and screen carefully the intangible ideas submitted would be too imposing upon the liberal policy of the cooperative conference as it exists in TVA today. Agenda items in some instances call for discussions asking for additional management cooperation in specific areas.

The most significant example of whether the cooperative spirit is actually working in TVA as opposed to being just a lip service function is readily seen when a review of the formal grievances covering an annual period is made. The intent to resolve problems satisfactorily is so keenly demonstrated by labor and management in TVA that only two or three formal grievances a year are ever processed. If there is any thought that this give-and-take attitude on the part of both parties in any way weakens the responsibility that each has to its own cause, a great injustice will have been done.

There is a deep sense of pride felt by the employes of TVA since its successful harnessing of the Tennessee River and its tributaries. With its system of multiple-purpose dams, floods have been regulated, a new waterway opened to commerce, water supplies for cities and industries improved, recreation opportunities afforded, fishing and wildlife conservation advanced, and health conditions improved by the virtual elimination of malaria. Electric power has been generated economically in both hydro and fuel plants. It has been distributed widely and at low cost and used for the "fuller and better balanced development of the resources of the region." Needless to say, its contribution to national defense has greatly aided the overall program. The uninitiated are not aware of the huge chemical research and development program featuring the production of fertilizers for use in widespread agricultural programs. This has provided a basis for improved farm management and land use in the nation as well as the valley region.

TVA has been the people's project. Trades and labor organizations coupled with the white collar groups have kept the employes' wages and fringe benefit programs consistent with progress.