

# THE OFFICE WORKER

Official Organ of the International Council of Office Employees Unions of the A. F. of L.

Vol. 1, No. 7

WASHINGTON, D. C., SEPTEMBER, 1943

## Jacksonville Sweeps Election At St. Johns River Shipyard

Jacksonville, Fla., Sept. 7.—Rolling up an impressive 87 percent affirmative vote at an election held today among office and clerical employees of the St. Johns River Shipbuilding Co., officers of Local No. 23133 immediately began preparation of an agreement to be submitted to the company management for negotiation.

The election held today by the National Labor Relations Board culminated a campaign begun several months ago to gain bargaining rights for members of our craft employed by the company.

Management of the company had previously refused to recognize the union as the representative of the workers despite the high showing it was able to make and as a result a formal NLRB hearing was held on July 22, following which today's election was ordered.

At the hearing held before an NLRB trial examiner company representatives vigorously contended that such workers as: file clerks, messengers, stenographers, telephone operators, typists and time-keeping department employees should not be included in an appropriate bargaining unit. However, union representatives strongly argued

against exclusion of these workers at the time and subsequently requested our International Council officers to present a brief to NLRB in support of their contentions. It is felt locally that the supporting brief filed by Council officers played a prominent part in gaining the inclusion of these workers in the bargaining unit.

While strong resentment was felt toward NLRB for barring such employees as expeditors, senior material billers, production dispatchers, unit heads in the various offices, receptionists, senior progress clerks, accountants, auditors, statisticians, and workers in the personnel and labor relations departments, officers of the local union were nonetheless undaunted in the intensity of the campaign they

(Continued on Page 2)

## British Isles Office Workers Very Active

Washington, D. C., Aug. 9.—Office, clerical and administrative workers in the British Isles are no less interested in unionization than their fellow workers in Canada and the United States, judging from information being received at International Council headquarters from the Clerical and Administrative Workers Union, an affiliate of the Trades Union Congress of Great Britain.

B. Anne Godwin, assistant general secretary of the British union, has advised Council officers that her organization has as members clerical and administrative workers employed principally in engineering, shipbuilding, coal mining, public utilities, cooperatives and other commercial and industrial undertakings.

## Increase Won Dairy Employes

Pittsburgh, Pa., Aug. 27.—Local No. 20969 of this city has received an award of \$15 per month increase for members of the local employed by the Rieck McJunkin Dairy. This increase and other provisions of the recently negotiated agreement are retroactive to April 15, 1943.

### Gains Won In Department Stores

President and business representative Helen M. Griffiths of the local has reached an understanding with the management of Kaufman's Department Store whereby members of the union employed by the company will receive a \$6 per month increase in salary, retroactive to November 1, 1942. It is anticipated that no trouble will be faced in gaining approval of this increase and the retroactive pay from WLB.

The 1942-43 agreement between the union and local department stores is anticipated to be signed within the next few days. This agreement previously gained wage adjustments for office and clerical workers employed in this industry and in addition assures the union of a union security clause and a reduction of peak employment weeks from 8 to 6.

### Dairy Recognition Forced

Although holding bargaining rights from a substantial majority of office

(Continued on Page 2)

## Oil Equipment Negotiations Begin

Titusville, Pa., Aug. 31.—Negotiations were under way today between AFL Organizer R. A. Warner and the management of the Struthers-Wells Corporation, manufacturers of oil well drilling equipment and heavy machinery, on an agreement to apply to office and clerical workers employed by the company.

The negotiations are the climax of Organizer Warner's desire to make this company 100 percent union throughout, and their successful completion is expected to open a large field for organization of similar workers in western, central Pennsylvania.

Organized at the same time as the office workers were the technical engineers, architects and draftsmen who are, likewise, having the assistance of Organizer Warner in the drafting and negotiation of their agreement.

## Agreement Signed With Title Company

Cleveland, Ohio, Aug. 23.—Bringing union recognition and many improvements in working conditions to the office and clerical workers employed by the Land Title Guarantee & Trust Co. of this city, an agreement was signed today by officers of Local No. 19366 and officials of the company.

The signing of this agreement marked the successful conclusion of the campaign begun two months ago to organize members of our craft employed by this company.

The union has filed with the War Labor Board the wage scales negotiated with company management and which, when approved, will mark a substantial advance in the earning power of these new members.

## CONVENTION HIGHLIGHTS

### Executive Officers Returned Unanimously; St. Louis Selected For 1944 Meet

Detroit, Mich., Aug. 19.—The 1943 convention of our International Council concluded here today, marked an epochal milestone for office and clerical workers in the United States and Canada. Every area was represented by delegates in attendance from New England, the Southland, the Midwest and the Pacific Coast. Canadian locals were also in the forefront.

All delegates and observers attending the convention were loud in their praise of the good which they had derived from the meeting and were especially pleased at the opportunities afforded for the exchange of information with representatives of locals from distant regions, which should be

of considerable assistance to all local unions.

The convention was opened by Eunice Callis, a member of Local No. 16812 of Detroit. She in turn introduced Hazel Kopacz, president of the local union who served an honorary chairman and extended a most cordial invitation to the delegates in behalf of her local, expressing the belief that the convention would prove successful, and the firm conviction that much good would come from the meeting. President Kopacz then introduced President J. Howard Hicks of our International Council, and the convention was officially declared in session.

The Reverend Irwin C. Johnson, rector, St. Johns Episcopal church, Detroit, gave the invocation. Regional Director J. N. Cunningham of the American Federation of Labor extended felicitations to the delegates and assured them of the cooperation and assistance of his office during their stay in the city.

### Watt Principle Speaker

The principal speaker at the convention was Robert J. Watt, international representative of the American Federation of Labor, who brought to the meeting the greetings of President William Green, who was unable to attend because of the A. F. of L. Executive Council meeting currently being held in Chicago.

Prefacing his remarks, Watt dwelt upon the past problems of the unionization of office and clerical workers, declaring that the past opposition amongst members of our craft to organization "was partly broken down in the thirties, when the depression destroyed the imagined security of the salaried employe and made the white collar workers and factory workers companions on the bricks."

Declaring that the differences be-

(Continued on Page 3)

## Prominent At Detroit Convention



Front row, left to right: Hazel Kopacz, president, Local No. 16812, Detroit; Council officers: Vice President Ethyl M. Williams, Columbus, Ohio; President J. Howard Hicks, Portland, Oreg.; Vice Presidents Alice Holz, Milwaukee, Wis.; Mildred Erickson, Seattle, Wash.; Mollie Levitas, Chicago, Ill. Top row: Vice President Howard J. Coughlin, New York City; Secretary-Treasurer Paul R. Hutchings, Washington, D. C.; Vice Presidents E. Houston Fritts, Hwassee Dam, N. C.; Lawrence G. Nygren, Minneapolis, Minn.; George P. Firth, Tacoma, Wash. Vice President Carl F. Nelson, Oakland, Calif., is not shown in the picture.

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Official organ of the  
INTERNATIONAL COUNCIL OF  
OFFICE EMPLOYEES UNIONS



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## The Coming Year

The conclusion of the first year in the functioning of our International Council can be looked upon by all of us as the point at which we embark upon a more active program, and, in effect, begin to take greatly increasing forward steps which will be lengthened into the giant strides which are to follow in the future. Our Council and its affiliated unions are in a vastly strengthened position over that of a year ago and we are now ready to launch a truly determined program of organization looking toward the economic betterment of thousands more of our trade throughout the United States and Canada. Our Council itself is in a better position to render assistance to its local unions and this assistance will be increased during the coming year and will continue to mount from year to year thereafter.

The endeavor to organize additional thousands of our fellow workers employed in peacetime industries into the American Federation of Labor, our Council and its affiliated unions and thus attain for these workers the economic adjustment and stabilization of wages which they desire along with improved working conditions should possibly occupy the major attention of local union and Council officers henceforth. Our Council and its officers are in an increasingly effective position to assist in such a move, although it is not to be denied that the major portion of such effort must come from local unions working in conjunction with each other and with their International Council.

Increased gains should be sought on every side for those who are already members of our unions. We should strengthen our position on the present level so we can be more effective in bringing the fruits of unionization to the additional thousands who are looking to us for leadership in economic, political and social fields.

The officers and membership of our local unions should accelerate their participation in the line of political endeavor in conjunction with the balance of the labor movement in their cities and states. Efforts in this direction should be directed to conform with those being pursued by trade unions of other workers. No single group of workers progresses by itself. A step forward, or backward, is a similar step for all. The ballots cast by workers are an important factor in determining the future ebb and flow of political action. The action of all workers at the polls should be as one and we should reject partisan politics in the selection of candidates to public office. We should be interested only in electing the candidate who is an ally

## Vice President Attends State Meet

Columbus, Ohio, Aug. 25.—While representing her own union, Local No. 21427 of this city, at the convention of the Ohio State Federation of Labor, Vice President Ethyl M. Williams also represented our International Council. Highlight of the convention was an address by President William Green of the American Federation of Labor.

President Green, a native of Ohio formerly a member of the State Senate, scored the SmithConnally bill, labeling it as reflecting "the principles of Hitler's slave labor policies." He flayed congressmen who voted for passage of the bill thus, "Any congressmen who voted for that bill is on my blacklist and I'm against him. If the supporters of the measure think labor is going to stand by and say 'amen' to their decision they are badly mistaken."

Monument to the sojourn of President Green in the Ohio Senate is the Ohio workmen's compensation law, which is looked upon today as a model for such legislation. In speaking of the time he spent in the state legislature he says, "I believe that law is the greatest thing in my career."

Many delegates attending the convention recalled the present head of the AFL as an outspoken champion of the rights of the working people, when at the age of 16 he began his career as a coal miner in eastern Ohio. Many were the times in those early days when Green urged the miners to stand together, collectively, as the only means of redress against their intolerable working conditions and niggardly pay.

As a youth, and while working as a miner, Green began studying for the ministry but while engrossed in these studies he became even more keenly aware of the need for a better way of living for the working people of our nation. Turning from his studies he made the rostrum of many a union meeting his pulpit and few will argue but that in the time since the latter part of the last century no man has contributed more to the recognition, welfare and economic betterment of the working classes. He is truly a great man, kindly and always soft-spoken.

of the working people and not those who would sell us short when an extra sack of flour is thrown on the scales.

Members of our local unions should materially increase their interest in the labor movement within their cities and states for they can make a valuable contribution in the guiding of these bodies. Our knowledge, experience and the weight of those we represent is sought by leaders in organized labor. We should not shirk this duty and this opportunity to serve to the utmost for the betterment of all working people.

None of our unions are fettered by individuals motivated by lust and the desire to control through manipulation. This is a healthy sign and we will be wise to be on the alert to guard against any such encroachment on the democratic rights of free workers.

There are barriers to be surmounted but we are able, intelligent and filled with the desire to forge ahead. We have confidence in our own ability to scale the heights which confront us and to hold high the white light of leadership for the many thousands who look toward us for succor. By our own determination we will not and cannot fail.

## NEW AGREEMENT BEING NEGOTIATED

Phoenix, Ariz., Aug. 19.—Local 22627 of this city is beginning negotiations for members of our craft employed by contractors in this city and the Southwest, according to Catherine G. Weedon, president of the union.

Our International Council has supplied information to the local union which will be helpful in the conduct of the negotiations which are being carried on with Associated General Contractors of Arizona, an association representing general contracting firms in this state.

## OAKLAND HAS NEW PREXY

Oakland, Calif., Aug. 20.—At a membership meeting held earlier this week Frank F. Randall, business representative of Local No. 20744, was elected president of the union, according to an announcement made today in the closing hours of our International Council convention being held in Detroit by President J. Howard Hicks of the Council.

Randall has made an outstanding record as a business representative of his local, and it is believed that his elevation to the presidency will prove a wise step on the part of the membership. He is a graduate of the University of California, where he studied economics and labor relations and had held union affiliation prior to his becoming a member of Local No. 20744. He attended this convention of our International Council as an observer from his union.

## Jacksonville

(Continued from Page 1)

waged to see that all workers voted at the election. The large percentage of workers eligible to vote, who exercised this right, and the smashing victory they scored gave ample evidence of their desire for union representation and alleviation from the wages and working conditions which they have been laboring under since the company began construction of liberty ships some time ago.

Southern Representative George L. Googe of the AFL assisted Lorraine Rhodes, president of the local, at the NLRB hearings and it is anticipated that he will likewise give his able assistance in the negotiation of the agreement in the near future. The agreement to be presented the company management is being drafted by a committee comprised of workers within the company offices and they are being assisted by officers of the union. Agreements covering similar workers employed in Gulf and Pacific Coast shipyards are being utilized in the formulation of the agreement as is other material supplied by our international Council.

## Dairy Employees

(Continued from page 1)

and clerical workers employed by Meadow Gold Dairies, Inc., Local No. 20959 had been unable to gain recognition from the management of this concern until they called upon the State Mediation Department. The company was reluctant, even in the presence of the mediator, to grant recognition but when assured that the union was prepared to take more drastic action agreed to the recognition. Negotiations are expected to begin

## Gulf Zone Meet Reconvenes

New Orleans, La., Aug. 26.—The meeting of the Shipbuilding Stabilization Committee of the War Production Board, which began in this city on August 9, has recessed and is scheduled to reconvene Sept. 20. Indications are that the meeting in this city, at which problems of shipyard workers, management and government were to be discussed, was recessed due to the prolonged hearings and negotiations taking place before the committee in San Francisco where similar matters in connection with Pacific Coast shipyards are under discussion.

Preliminary meetings prior to the calling of the recess indicated that serious consideration would be given matters pertaining to the functioning of local unions affiliated with our International Council in Gulf shipyards. The major interest of all delegates from unions of our trade is that of gaining an increase in wage rates more fairly in line with hourly wages paid other workers in the industry. Other problems hoped to be solved are the inclusion of additional job classifications not presently carried in Gulf agreements and the standardization of these classifications as well as the rates of pay.

Premium pay, which is a major issue on the Pacific Coast, is of secondary concern at this meeting inasmuch as a large number of the organized office and clerical workers in this zone are receiving the premium pay allowed workers in Gulf shipyards. Representatives of our craft along the southern seaboard have, however, expressed interest in the wage rates prevailing on the Pacific Coast and are vitally interested in the outcome of the San Francisco meetings in this connection. They have indicated that they may endeavor to utilize the job classifications worked out by representatives of affiliated locals at the Pacific Coast meeting.

### Locals Well Represented

Local unions and their representatives attending the New Orleans meetings are: J. O. Bloodworth, Jr., Local No. 22222, Tampa, Florida; Horace R. Perez, Jr., Local No. 23383, New Orleans, La.; and J. F. Bryant of Houston, Texas. Bloodworth has been selected as a member of the working committee representing labor and Perez is serving as his alternate. Cooperation from other labor representatives in attendance at the meeting has been most excellent and it is believed that this will prove a prime factor in any gains made at the meeting.

### Pacific Coast Meeting Progresses

Information received to date on the actions of the San Francisco meeting would indicate that there is a strong possibility of organized office and clerical workers employed in shipyards on that seaboard receiving the premium pay as provided other AFL workers in the industry. Informed sources are not overly optimistic over the possibility of increases in the hourly wage rate because of the policy of the government to curtail such tendencies in line with its wage stabilization program, however, there is concerted action among representatives of lower paid workers for increases for those they represent.

immediately on an agreement for the members of the union employed by the company.

# Delegates Herald Detroit Convention As Precedent Making; Much Progress Noted



Taken at Convention: (1) Robert J. Watt, International Representative of the American Federation of Labor, and Secretary-Treasurer Paul R. Hutchings, of the International Council, as Watt addresses the Convention; (2) Council President J. Howard Hicks, Honorary Chairman Hazel Kovarz, President of Local No. 16812 of Detroit, and Eunice Callis of the same local, who opened the convention. Taken at dinner dance: (3) Anna Mae Kaye, Detroit, and Frank F. Randall, Oakland, Calif.; (4) Esther Cahill, Boston; Louese Headrick, Kansas City; Rose Gilson, New York City; Mrs. E. H. Fritts, Hiwassee Dam, N. C.; Irving Euna, Portland, Oreg.; and Lene Pettus, Tacoma, Wash.; (5) in background: Vice President Mildred Erickson, Seattle; foreground: Vice President Alice Holz, Milwaukee; (6) Ethel Hurst and Viola Gardner, both of Detroit, and Margaret Schroedel, Washington, D. C.

## Canadian Local Represented

Detroit, Mich., Aug. 19.—All delegates in attendance at the 1943 convention of our International Council, which ended today, enjoyed the opportunity to meet observers sent to Detroit from Local No. 23302 of Fort William, Ontario, Canada.

Robert M. Walker, president, and R. E. Haverty, vice president, represented this local and made a most favorable impression and won many friends for their union among the delegates in attendance. Both addressed the convention and expressed sincere pleasure at the opportunity to be in Detroit, and noted with pleasure the progress and aggressiveness of our International Council, its officers and delegates at the 1943 convention.

While not generally known but to a few of the delegates, Walker was but recently released from British and Canadian hospitals after recovering from injuries received in the bombing of London in 1941.

The membership of Local No. 23302 is employed for the main part by the Canadian Car & Foundry Co., at present manufacturing aircraft

## Detroit Entertains Convention Delegates

Detroit, Mich., Aug. 19.—As a climax to the successful convention of our International Council, Local No. 16812, host to the convention, this evening tendered a dinner dance in the Detroit Labor Temple to all delegates, guests and invited members of the local union. Unionists prominent in Detroit labor circles also were present.

Both the dinner and dance were held in the ballroom of Detroit's new and beautiful Labor Temple, and all out-of-town delegates and guests observed the excellence of the dinner and thoroughly enjoyed the dancing and refreshments provided during the evening.

On the first evening of the convention Local No. 16812 entertained its

parts used in the construction of planes for the Allied Nations.

Both Walker and Haverty discussed problems directly associated with the functioning of their union and the betterment of wages and working conditions sought for their membership with officers of our International Council and with those delegates attending the convention who had the benefit of prior experience in this field.

out-of-town guests with a boat ride on the Detroit river to Bob-Lo Island, one of Detroit's amusement parks on the Canadian side of the river, an hour and a half from the center of the city by excursion steamer.

While the trip to and from Bob-Lo by boat was the highlight of the evening, all delegates to the convention relaxed and enjoyed themselves immensely through the facilities available at the amusement park.

Prior to leaving Detroit and the hospitality which was so graciously extended, all delegates were of the firm conviction that future conventions would be most successful if they measure up to the 1943 Detroit convention.

## PITTSBURGH HAS NEW PRESIDENT

Pittsburgh, Pa., Aug. 27.—Succeeding Louise M. Wieseckle, who recently resigned the position, Helen M. Griffiths has been elected president of Local No. 20959, according to an announcement made today.

President-elect Griffiths has had long years of experience in the Pittsburgh labor movement, and her selection for this position by the mem-

## Highlights

(Continued from Page 1)

tween members of our craft and other workers were "exaggerated," Watt pointed out that the yardstick in measuring the productivity of office and clerical workers was just as "impersonal—and often as inaccurate—as those used to measure the production worker. Whenever business slows down, the axe swings upon the office employes as vigorously and as ruthlessly as upon the lumpers in the warehouse."

Watt praised the aggressive stand taken by AFL Office Employee Unions in ridding their locals of undesirable political elements. He said, referring to these elements, "They use the union as an auxiliary to some ideology or political party, and the 'fife and drum' corps for some particular 'ism.'"

Scoring those who seek to deface and defile the achievements of labor, Watt was especially scornful, stat-

(Continued on Page 4)

bership of her union is expected to bring increased prestige and cooperation to the local. Among her past union activities was that of secretary of the education committee of the Pittsburgh Central Labor Union, where she performed in an outstanding manner.

## Highlights

(Continued from Page 3)

ing: "Those who smear American workers are sabotaging domestic unity. They are helping Hitler and Fascism. Most of them are the kind who argued against labor's demand for action against Fascism and are now criticizing those who are really carrying the fight on the home front against the Axis." Declaring that labor-management cooperation had reached a point in the United States which has never been even closely equaled by similar action in other countries, Watt declared: "One of the finest developments of this was in the growth of labor-management in war industry plants."

Speaking of postwar days and the rehabilitation of members of the armed forces, as well as those employed in war industries, Watt declared: "A far higher proportion of the unit price of any product should go to the workers who create it, not merely as a reward for their labor, but in order to enable them to purchase their needs. That is the only way we can maintain the activity of economic circulation which will be necessary to sustain an estimated needed production volume of \$150,000,000,000 when the war ends. Collective bargaining and good labor-management relations will be as necessary for the welfare of decent business after the war as it is for labor."

Watt scored the enemies of organized labor for their exaggerated assertions about absenteeism and hours lost through labor disputes, saying: "Recent available figures show that they amount to three-hundredths of 1 percent of man days." He acknowledged that absenteeism is still something to be coped with, but pointed out that "illness and accidents and bad housing and transportation difficulties" are the principal causes for absenteeism as it exists today.

Answering the conservative element in our country, Watt stressed the fact that now is the time to begin national planning on such matters as employment and job insurance, and that means should be provided to assure all workers and their families of health insurance and he stated: "Labor fights today against the evil consequences of yesterday's neglect. Let us win the peace this time by insuring freedom from want at home. Only by domestic security can we have confidence in our ability to help contribute to the establishment of economic security among the people of other nations."

Watt's remarks were enthusiastically received by all present at the convention and he proved extremely capable and helpful in answering questions from the delegates during an "off the record" period following his address. The hope was expressed that he would be able to address future conventions of our International Council and also that the keen interest in the economic progress of office and clerical workers which he has shown during past years will continue.

### Other Speakers Heard

Others who addressed the convention included George Dean, president and John Reid, secretary-treasurer of the Michigan State Federation of Labor; E. E. Milliman, president and A. Shoemaker, secretary-treasurer of the Brotherhood of Maintenance of Way Employees, international headquarters of which are located in Detroit; Irvan J. Cary, president of the United Automobile Workers, AFL., and Organizer Charles West of the American Federation of Labor, presently serving as a representative of the Treas-

## UNION MEMBER LAUNCHES LIBERTY SHIP

Oakland, Calif., Aug. 8.—Mary Beth O'Neill, a member of Local No. 20744 of this city, today cracked the traditional bottle of champagne against the bow of the liberty ship William Keith, named for a colonial governor, and sent the ship sliding into the waters of San Francisco Bay and on its journey of carrying supplies to the fighting forces of the Allied Nations.

Attractive Mary Beth is employed at Richmond Shipyard Number 2 of the Kaiser Co., Inc., and won the priv-

ilege of christening the ship as the result of a drawing held among all employes of the yard. The William Keith was built by American Federation of Labor workers at the same shipyard.

Local No. 20744, which holds bargaining rights for a majority of office and clerical workers employed in shipyards in the East Bay area, is justly proud of the opportunity won by one of its newer members and hopes the William Keith will have many successful voyages.

## Dry Dock Company Being Organized

Galveston, Tex., Aug. 25.—Local No. 20590, of this city, is busily engaged in organizing members of our craft employed by the Galveston-Todd Dry Dock Co., according to Anna L. Kelly, recording secretary of the union.

The campaign is progressing more rapidly than officers of the local had hoped and steps are already under way for the drafting of an agreement to be patterned after shipbuilding and ship-repair agreements presently held by local unions affiliated with our International Council.

ury Department in the promotion of war bond purchases.

Delegates found keen pleasure in the address of H. A. Bradley, president, International Council of Chemical and Allied Industries Unions, who gave a most interesting talk on the progress and problems which his international council has had to surmount during recent years since its inception.

### Thatcher Addresses Convention

Herbert S. Thatcher, attorney from the office of the general counsel of the American Federation of Labor and who attended the 1942 meeting of our International Council, gave the convention a most interesting address on current legislative and legal problems confronting labor throughout the country as a whole.

Other speakers included Dr. Edward Witte, regional director of the War Labor Board, who gave a most interesting address on the functions of this agency, and he was able to enlighten many of the delegates on problems which confronted them from time to time in their contact with the W.L.B. The convention was also addressed by John R. Jennings, a representative of the Conciliation Service of the U. S. Department of Labor, who gave an interesting summary of the activities of this agency and told of recent successes which the Conciliation Service has had in settling labor disputes.

A large number of resolutions were presented to the convention and favorable action was taken on all but a few. The convention affirmed past desires to adhere to the legislative policies and programs as established from time to time by the American Federation of Labor and several resolutions were vigorous in the criticism of the OPA, the WPB and the WMC. Unanimous support was gained on a resolution condemning the Smith-Connally bill and those Congressmen voting in favor of this legislation. A resolution concurred in by the convention called upon the National War Labor Board to increase the 15 percent ceiling presently in effect in the determining adjustment of wages for our trade. A resolution was also passed endorsing the program of the AFL on post-

## Conciliation Service Effective

Buffalo, N. Y.—Dr. John R. Steelman, director of the United States Conciliation Service, said that 14,549 labor disputes had been settled by the service's 275 commissioners in the months following Pearl Harbor, an average of 28 a day.

"The spirit of cooperation and unity in industrial America accounts in large measure for the tremendous advances in production," Dr. Steelman asserted. "We have all worked together; we have sacrificed together; we have resolved differences around the council table."

The Conciliation Service, he said, had been operating in peace as well as in war "without compulsion or force—without orders or recommendations."

"Our settlements have come, as we have encouraged the parties to find a common ground of mutual interest and respect; and when a more friendly atmosphere has been built we have attempted to help the parties find their own solution to their problems," Dr. Steelman declared.

He said that he believed in "the power of effective conciliation to heal the wounds of conflict," and added:

"I know that peace in industry is more necessary now than at any other time in our history. When our workers have a dispute, they can sit down and settle it by conciliation, while they continue to work with the energy and will of free men. It is because of this free will that American workers have achieved our present record of production."

war social security legislation before Congress.

The Executive Officers of the International Council for the coming year were instructed to work closely with the Bureau of Labor Statistics of the U. S. Department of Labor, and to do all possible in encouraging the Bureau to include office and clerical workers in its industrial surveys on wages and hours.

Other resolutions adopted at the convention included one opposing the issuance of more than one charter in any city unless "the issuance of such dual charter is necessary and essential." Executive officers were instructed to establish a uniform label to be used by all locals affiliated with our International Council. Other resolutions encouraged all locals not now using the name "Office Employees Union" to adopt the use of such name so as to conform with the name of our International Council and the majority of its affiliated unions.

### Convention will Prove Major Milestone

There can be no question but that this convention of our International Council will prove to be one of the most important of its time, because of

## Council Officers On Wage Panel

Washington, D. C., Sept. 10.—With the Wage and Hour Division of the U. S. Department of Labor scheduled to hold hearings in New York City on October 14 calculated to increase the minimum wage of office and clerical workers employed in stock exchange and bond brokerage houses our International Council has been requested to name two members of the panel which will hear and decide the issue, it was learned here today.

Vice President Lawrence G. Nygren and Secretary-Treasurer Paul R. Hutchings of our Council were named to represent the American Federation of Labor, it was announced today by Council President J. Howard Hicks, who made the selection.

It is anticipated that representatives of New York City locals affiliated with our International Council and Vice President Howard J. Coughlin will present factual data to the panel to assist it in reaching a decision.

## Explain S. S. Act To New Members

Washington, D. C.—Due to the extremely rapid growth of membership in numerous trade unions, it is quite possible that many of the new members are not acquainted with their rights and duties under the Social Security Act. For this reason the Social Security Board is eager to send its representatives to any union seeking additional clarification of the act.

There is a Social Security Board in practically every community and it should be contacted for any information regarding the act. Such matters as old age and survivors insurance claims, unemployment benefits, qualifications for the same as well as the payments to be made, and why it is important to keep only one social security card indicate the scope of the knowledge every worker should have on this subject.

A very attractive booklet has recently been issued by the Social Security Board answering all of these and other questions. Our International Council urges all of the unions to ask for copies of this leaflet for distribution to those of its members in need of the information.

the policies and procedures which were adopted, and it will prove especially noteworthy because of its desire to adhere to the principles and policies of the AFL.

Appreciation and acknowledgment of past favorable consideration extended to local unions affiliated with the council from all sources were evidenced on every side. Organizers working under the direction of Director of Organization Frank P. Fenton were expressly lauded for their efforts in behalf of our local unions and for the valuable service they have rendered during the past year in the organization of additional members of our craft. Acknowledgment was made of the efforts extended by officers of State Federations and City Central bodies in behalf of our trade.

While Minneapolis made a strong bid for the 1944 convention, the vote of the delegates showed that the majority preferred that the next convention be held in St. Louis. Authoritative sources anticipate that the St. Louis convention will prove larger in actual numbers of delegates than did the convention just concluded in Detroit.