

THE OFFICE WORKER

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

No. 87

WASHINGTON, D. C., MARCH, 1952

INSURANCE AGENTS WIN WAGE INCREASE

Washington—Ratifying their new contract by an almost 2 to 1 vote, the Prudential Insurance agents returned to work, thus ending the longest and largest white-collar strike in the nation's history.

In announcing the terms of the settlement, George L. Russ, president of the Insurance Agents International Union (AFL), said the agents will get a wage increase of \$5.36 a week, plus a \$150 lump sum reimbursement of 1951 contributions to their pension plan, which is non-taxable.

In addition, the company has agreed to arbitration of grievances and many other important changes in working conditions.

Although the settlement falls short of union goals in the strike, both as to wages and the union shop, Mr. Russ said the new agreement is "as good a contract as exists in the insurance field."

The strike which lasted 78 days was the largest and longest involving white-collar workers in the nation. The American Federation of Labor and many of its national and international unions rallied to the support of the strikers, as did large numbers of policy holders.

There was one outstanding "sour" note during the strike. Although there are dozens of insurance companies which offer welfare and pension plans on an almost identical cost basis, Harry Bridges' International Longshoremen's Union (formerly with the CIO) signed, during the strike, a welfare plan agreement to be administered by the then strike-bound company. Such an action was nothing more or less than simple scabbing on the insurance strikers.

The idea that every white-collar worker should keep his mouth shut and be content with low pay has been defeated.

It was defeated by the 10,000 members of the AFL Insurance Agents International Union who struck the Prudential Company for 78 days.

The agents not only won a pay increase and company agreement to arbitrate grievances. They also sounded a warning to the anti-labor crowd who counts on white-collar workers and the so-called middle class to fight against social security, minimum wages, and fair labor laws.

They served notice that white-collar workers can stick together in a tough fight.

WESTERN UNION

W. P. MARSHALL, PRESIDENT

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PAUL R HUTCHINGS, PRESIDENT

OFFICE EMPLOYEES INT'L UNION 625 BOND BLDG WASHDC

NEGOTIATIONS CITIES SERVICE UPTOWN OFFICE NEAR COMPLETION. WAGE DEMANDS MET. \$32.50 AVERAGE MONTHLY INCREASE GRANTED. INDIVIDUAL ADJUSTMENTS UP TO \$110 MONTHLY. TOP WAGE RATE \$575 MONTHLY. CONTRACT WILL BE SIGNED TOMORROW. COPIES WILL BE FORWARDED.

J D SPEARS, BUSINESS REP

OFFICE EMPLOYEES INT'L UNION LOCAL 87.

301P

THE COMPANY HAS APPROVED THE SUGGESTIONS OF ITS EMPLOYEES CONCERNING THE AGREEMENT.

Lake Charles, La.—The negotiations were difficult but successfully completed as evidenced by the above telegram which in a few words tells of the principal salary gains made for office and clerical employees in the first OEIU agreement in an oil refinery administrative office.

Labor Scores Victory in Railroad Union Shop Fight

Washington—Labor won a major victory when a Presidential Emergency Board recommended that the railroads enter into a national agreement with 17 nonoperating unions providing for the union shop and check-off.

The proposed union shop contract would cover all but an exempted few of the 1,100,000 shopcraft, track and office employees. The check-off of dues would have to be voluntarily authorized by the workers themselves.

If the railroads accept the recommendation, similar union shop contracts probably will be negotiated for the 250,000 "operating" employees by their unions.

The unions testified at the hearings before the Presidential Board that 85 per cent of the nonoperating employees already are union members.

The others, if the union shop is put into effect, would have to join the union of their craft within 60

(Continued on page 4)

17,000 Wage Cases are Mired Under WSB Backlog

Washington—More than 17,000 cases remain to be acted on by the Wage Stabilization Board. Board members see no relief in sight as more cases are submitted for study.

Industry members of WSB reported that businessmen are complaining that they are unable to put pay raises into effect because the board has not had a chance to consider them.

Executive Director Harry Weiss of WSB suggested four ways to cut down the backlog, aside from getting more money from Congress.

1. Handle more cases orally in regional boards.
2. Eliminate the unanimous-vote requirement on cases involving pay increases to get rid of interplant inequities.
3. Give more power to the executive director to decide cases.
4. Work out policies on pensions, productivity increases and commission earnings.

PACT WITH GROCERY CHAIN HIKES WAGES

Buffalo, N. Y.—The office and clerical employees of Loblaw, Inc., a large grocery chain, are now receiving the benefits and protections of their initial collective bargaining agreement which was negotiated for them by our Local 212 of this city with the assistance of International Vice President George P. Firth.

Agreement was reached during the last few hours before a strike deadline that had been voted by these employees and approved by the local union and the International Union. A representative of the mediation service assisted the parties in working out the final disputed issues in the short time remaining before the strike was due to be called.

Principal Gains

Principal gains made were a general increase of 10 cents per hour (4½ cents of which is subject to WSB approval) with some employees receiving as much as \$9 per week increase as a result of a new schedule of job classifications and rate ranges (ranges providing automatic increases to the midpoint and merit from there to maximum), sick leave with pay increasing to 30 days after 6 years of service (no sick leave with pay had been granted previous to this agreement), and 3 days paid leave for death in immediate family.

Other Provisions

Other important provisions in the agreement include two daily 15-minute rest periods, vacations of 1 week after 4 months, 2 weeks after a year and 3 weeks after 15 years, seniority subject to ability to satisfactorily perform the job, time and one-half after 8 hours per day and 40 hours per week, double time on Sundays and Holidays, paid lunch period for after hours late evening work, job posting, termination notice required, leaves without pay of up to 1 year for illness, 2 years as union representative, 10 days for union conventions limited to two employees, five-step grievance procedure including arbitration, standard maintenance of membership clause, 30-day probationary period for new employees, voluntary irrevocable check-off for dues and initiation fees, etc.

Our fast-growing Buffalo Local 212 is to be congratulated on the many improvements in working conditions won for these employees.



Absentee Membership

What about "absentee membership" in labor unions? Certainly if an employee is to carry a union card and benefit from the endeavors of a union, he bears the same moral responsibility for the union's actions and welfare as does every other member. He can meet those obligations only by attending meetings of his local union and playing an active role in its affairs, by helping to make important union decisions, and by conscientiously supporting the union's programs.

Initial Gesture Only

A person does not become a good union member merely by paying his dues. That is only the first step, the initial gesture.

Although a strong financial structure is the backbone of any organization, a union cannot accomplish its purposes with dues payments alone. The backbone is no good if there are no muscles to move the body, and a vigorous, informed membership must supply those muscles.

Manpower Lost

Members who consistently neglect attending local union meetings cannot be informed on the urgent issues which concern their union; they cannot contribute the full benefit of their energy and ideas.

If we could attain a perfect attendance at local meetings and get every member pulling full strength for the welfare of workers of our trade, this International would have a dynamo of human energy which could not be stopped.

Part-Time Members

A member who does not attend meetings regularly is only a part-time member, in reality, and a "part-time" member is not fully aware of the tremendous importance of supporting our union label and the labels of other AFL organizations. Nor can he be duly cognizant of the need for pressing labor's fight for the election of government officials who will give working men and women an even break.

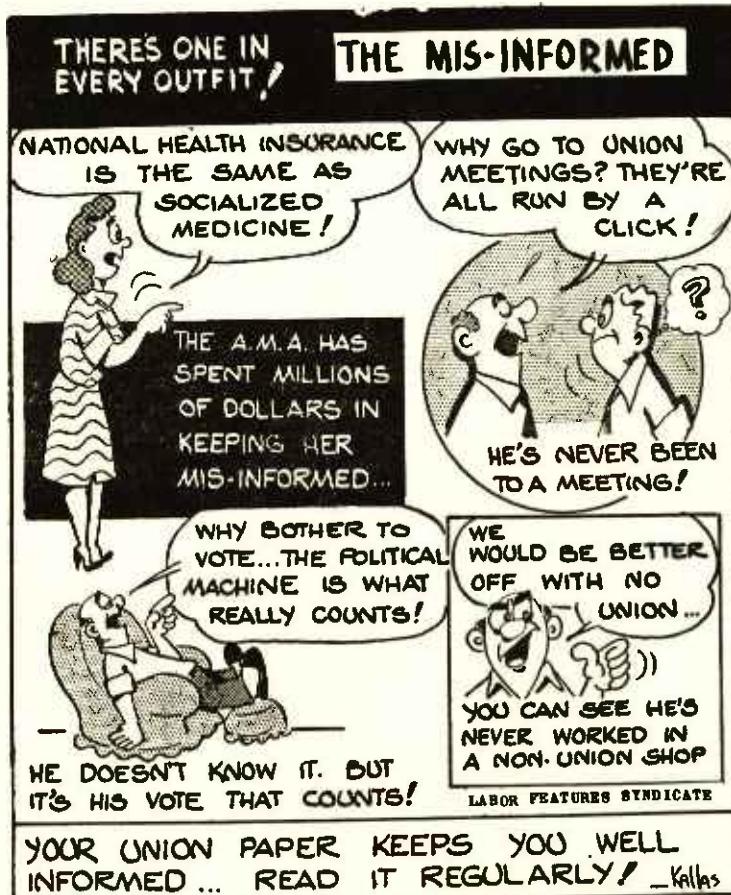
Share Responsibility

When local union attendance lags, responsibility must be shared by the local officers and the individual members. Often the cause for such a condition can be traced to failure of the officers to build sufficient interest to attract attention. Even in such cases, however, members should attend meetings and demand hard-hitting programs, the kind on which any progressive organization thrives.

But since local officers occupy roles of leadership, they must bear the greater burden of responsibility for maintaining a high degree of interest and attendance at local union meetings.

Strength of the Union

The strength of any union does not lie in the local leadership or



in the International leadership—it rests with the membership. An army in which only the officers do the fighting would soon get chased off the battlefield. The same principle applies to a union.

Let's take a look at a local which is being threatened by lethargy and ineffectiveness. Maybe the officers have just negotiated a good contract, and the membership approves the contract unanimously. Every body is happy.

Then look what happens. The officers relax their minds. The members shove aside the notice of the monthly local meeting, thinking, "There's not much use going, the contract is signed, and everything is hunky-dory."

Well, there aren't many members at that meeting—not much action either. A little more talk about the contract, a few committee reports, and the session is adjourned.

Is that a picture of a vigorous trade union? No, indeed, that is a portrait of a local union headed fast for ineffectiveness and despair. When the time comes for bargaining

NAMED TO NLRB

Washington—President Truman has nominated Ivar H. Peterson, administrative assistant to Senator Wayne Morse (Rep., Oreg.) to be a member of the National Labor Relations Board.

Peterson was named to succeed James J. Reynolds, Jr., who resigned. Peterson would serve Reynolds' unexpired term of five years dating from August 27, 1951.

ing over a new contract, will that local have gained an ounce of strength?

Union Activity

Union activity does not end with paying dues and neither does it end with settling a contract. As a matter of cold, economic fact, union activity just doesn't end.

The more constructive projects a union institutes, the more strength it is going to gain. Common sense should tell us that as soon as an agreement is signed, we should get down to business on programs of organizing, union label promoting, voter registration, etc.

Projects and endeavors in trade unionism are inexhaustable. There always are worthy things that are waiting to be accomplished, programs that will inspire interest and enthusiasm and, in so doing, make this a stronger union.

Concerns All of Us

The job of keeping our union vibrantly alive and energetic is a task which concerns all of us. We can succeed only by keeping unionism what its founders meant it to be: A fascinating force drawing its power from men and women who work with their hands and minds.

Fight These Symptoms

Every "part-time" member—a man or woman who does not attend local meetings regularly—is a sign of weakness, a sort of sickness threatening the very heart of unionism.

When we see local union meetings sagging in attendance, we ought to be afraid. It is a symptom of an ailment.

And, if we ignore the symptoms, we're inviting self-destruction.—Rewritten from *The Bakers' & Confectioners' Journal*, AFL.

DEMAND ACTION ON MEDICAL CARE

Washington—An angry demand for action to satisfy America's medical care needs at reasonable prices was voiced unanimously at a recent conference of Southern Catholic leaders. Many conferees denounced the "lying propaganda" put out by the American Medical Association.

In an article published by *America*, a national Catholic weekly magazine, Stephen P. Ryan reported the conference reached its most complete agreement in an "angry demand that medical men take some action or let the Government take it for them."

The conference was under the sponsorship of the Louisiana State Council of the Knights of Columbus.

"Surprisingly enough," wrote Mr. Ryan, "those who had been most active in decrying the dangers of the welfare state . . . those who had cried 'socialism' the loudest . . . joined with the majority in condemning the stand taken by the medical profession and the AMA."

Mr. Ryan reported complete agreement at the conference that "medical fees . . . are too high, and there were many references to the failure of physicians to provide adequate medical care at a reasonable cost for the middle-class population of the United States."

Read Your Union Paper

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

SAMUEL GOMPERS.

Founder and First President, American Federation of Labor.

THE OFFICE WORKER

Official organ of the
OFFICE EMPLOYES
INTERNATIONAL UNION



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**"Time-Motion" Studies**

In Indianapolis, union wives who have to listen to their husbands denounce "time-motion" studies when they come home each night almost blew their tops when they were advised by home economics experts at Purdue University that "time-motion" studies made in their own kitchens would cut their work 26 to 46 per cent.

Work Experience of Women

Of the women in the United States in early 1951, more than 40 per cent had worked in 1950 according to the U. S. Department of Commerce, Bureau of the Census. Of these women workers three-fourths had full-time jobs. About half of those who were aged 20 to 64 had worked 40 weeks or more at full-time jobs in 1950.

Of the women 18 to 64 years of age, 80 per cent of the single, 58 per cent of the widowed and separated, and 37 per cent of the married had worked in 1950. Of those with children under 6 years of age, only 25 per cent had worked.

Considerably larger proportions of the unmarried than of the married women were in professional and clerical occupations and in household service. The largest groups of married women workers, whether with or without small children, were operatives, farm laborers, and clerical workers, which together accounted for 56 per cent of the total. Part-time jobs were held by a considerably larger proportion of the married women workers than of those in other marital groups. Almost 40 per cent of the women workers with young children had part-time jobs.

Higher Minimum Wage

The long, historic struggle for better wages, hours, and working conditions for women and minors continues.

In California it hit a new climax when the AFL's California State Federation of Labor presented a comprehensive brief at the public hearings called on pertinent state regulations by the California Industrial Welfare Commission.

In asking for a minimum wage of \$1.25 per hour, the Federation brief observed: (1) That the Commission budget for a single working woman supported such a figure; (2) That such a minimum would benefit both labor and management; (3) That the same minimum should prevail for every covered industry.

The present minimum in California is \$.65 per hour and was established by the Commission in 1947.

Bumper Crop

About 3.9 million babies were born in 1951 in the U. S. There is a definite trend toward larger families. Already the rate for the second child is 31.8 per 1,000 mothers as compared to 18.6 in 1940, and third and fourth children are being born at about the same rate

How's That Again?

Washington—The National Association of Manufacturers and most newspaper publishers are jumping on the Presidential Emergency Board for recommending the union shop for nonoperating railroad unions.

They say the Board puts the government in the position of urging the union shop. That, they say, is bad. The government, they say, should keep its nose out of such business.

But where were the NAM and the publishers when the Taft-Hartley Act was being debated in Congress? Taft-Hartley forbids a closed shop whereby no one can be hired unless he's a union member.

You didn't hear the NAM and the publishers complain that Taft-Hartley puts the government in the position of barring a trade union from signing a closed shop agreement with a willing employer. On the contrary, they pressed for this provision.

It's terrible, you see, for a Presidential Emergency Board to suggest that workers be granted a union shop. That's "government interference."

But it's OK for the government to bar the closed shop. That's "government regulations."

UNION LEADER



Springfield, Mo.—Mrs. Pauline Musgrave has been reelected secretary-treasurer of the Central Labor Union of this city. Mrs. Musgrave has proven a very capable and efficient officer and has won the admiration of all the delegates who attend the CLU. She is secretary-treasurer of OEIU Local 185 and also was recently reelected president of the Women's Union Label League of this city.

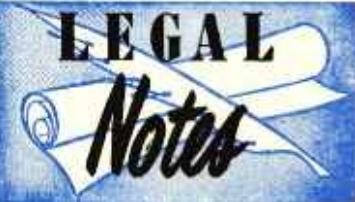
per 1,000 women.

Poses Problems

If this trend continues, it poses additional problems of adequate schools—already overburdened; larger family homes; restyling of automobiles. Individual families have also hit a record pace. There has been a 25 per cent increase in separate households since 1940—a total of 44.5 million plus—and another million will probably be established in 1952.

Rent Advisory Boards

Women in labor organizations are more and more bearing the load of problems confronting local rent advisory boards in the United States. The boards—made up of community leaders representing both tenant and landlords—serve in communities covered by the federal rent stabilization program, and as standby boards in many other communities.



"Grace" Period—Recently the NLRB eliminated a lot of confusion about the T-H Act's 30-day "grace" period for union security clauses by ruling that this period did not apply to employees who were already members of the union. The Act says that a union-security clause, to be legal, can "require" membership only on or after the 30th day following the beginning of employment or the signing of the contract, whichever is later.

Now the Board adds the logical second part of this rule: A maintenance-of-membership contract, which doesn't "require" anyone to become a member against his will, doesn't need any 30-day "escape" or "grace" period.—(Allied Chemical & Dye Corp.)

Court Review—The T-H Act gives parties 20 days to file objections with the NLRB after a trial examiner issues his Intermediate Report. If you don't object, the examiner's findings are adopted "automatically."

Now, it appears that courts will "automatically" enforce such orders of NLRB. The objecting party can't, for example, go to the court and say: "We don't think we had a fair hearing," or, "The examiner's report is not supported by the evidence." The place to raise these objections is before NLRB, during the 20 days allowed by the Act. The court won't listen to such arguments unless you produce a good reason for failing to object when you had a chance to do so.—(NLRB v. Auburn Curtain CO.).

Dept. Store Organizing—The NLRB has previously ruled that department stores can ban union solicitation in selling areas but not in non-selling areas. Now, the Board specifically lists the parts of a store to which the non-solicitation rule may be applied.

Selling areas, the Board says, include aisles, corridors, stairways, escalators, and elevators. But bans on union activity are not legal, according to NLRB, if they apply also to other public areas such as rest rooms, waiting rooms, and restaurants. In these areas, the Board rules, management may regulate union activity but not prohibit it.

As for non-public areas, NLRB lays down these rules: Union organizers who are also employees must be allowed to solicit employees who are not on duty in all such areas. But outside organizers may be denied access to such places as stock rooms, work rooms, cloak rooms, locker rooms, and the employee library. Under the particular facts in this case, the Board found that the company's rule barring outside organizers from its employee restaurants and cafeterias constituted an unreasonable impediment to the employees' rights to self-organization, and ordered the company to cease prohibiting reasonable numbers of outside organizers from having access to such places for the solicitation of off-duty employees.—(Marshall Field & Co. and Retail Clerks, AFL).



Restaurants—Affiliated Restaurateurs (representing a number of cafeterias), Local 153, New York City, \$3 to \$3.60 per week.

Tip Toe Inn and C. & L. Restaurant, Local 153, New York City, \$3 to \$5 per week.

Newspapers—St. Paul Dispatch-Pioneer Press, Local 16, St. Paul, Minn., 16 cents per hour.

Utilities—Portland Gas and Coke Co., Local 11, Portland, Oreg., \$16.28 per month.

Periodicals—North Shore News Co., Local 6, Boston, Mass., \$2 to \$4 per week.

J. O. Stoll Co., Local 28, Chicago, Ill., \$3 per week retroactive to October and \$1 per week in May.

Trucking—Denver-Chicago Trucking Co., Inc., Local 5, Denver, Colo., 6 cents per hour.

Chemicals—Mathieson Chemical Corp., Local 87, Lake Charles, La., 10 per cent (plus individual adjustments to new minimum when approved by WSB).

Foundry—Hunt-Spiller Mfg. Co., Local 6, Boston, Mass., \$3 to \$6 per week.

Outboard Motors—Gale Products, Local 221, Galesburg, Ill., \$7 per month.

Sawmills—Pacific Mfg. Co., Local 94, San Jose, Calif., \$19 to \$25 per month.

Concrete Plants & Forms—Butler Bin Co., Local 9, Milwaukee, Wis., 10 to 25 cents per hour.

Automobile Frames—Midland Steel Products Co., Local 42, Detroit, Mich., 10 cents per hour plus cost of living escalator clause presently providing 11 cents per hour.

Hydraulic Tools—Oilgear Co., Local 9, Milwaukee, Wis., 3.9%.

Turbines & Valves—S. Morgan Smith Co., Local 157, York, Pa., 2 per cent retroactive to August.

Grocery Chain—Loblaw, Inc., Local 212, Buffalo, N. Y., 5½ cents per hour retroactive to December 3rd, plus 4½ cents per hour subject to WSB approval.

WOMEN TAKE JOBS TO MAKE A LIVING

Washington—That the working women who help produce goods in our factories and serve the public in many capacities are also carrying financial responsibilities of major importance to family and community life, is indicated by the findings of a study made by the Women's Bureau of the U. S. Department of Labor.

An analysis of replies from 8,300 women workers in 100 trade union locals indicates that most women who take jobs outside their homes do so for the same reason that men seek employment—to make a living.

This was the answer given by 80 out of every 100 of the union women when asked to give their chief reason for working, and practically all (98 per cent) of those without husbands gave this reply.

Six out of 10 reporting said they not only supported themselves, but had others depending upon them. One out of every seven reported herself as the sole support of her family, and while the majority of these families had only one other member, some of the union women were the only wage earners in families of four or more.

Inquiries into how they used their earnings brought out the fact that more than half of these working women must spend all of every dollar of their wages to meet living expenses from day to day. Three out of four of those reporting said that daily living took 75 cents or more from each dollar they earned.

Practically all (98 per cent) of those living in family groups, whether married or single, put part of their earnings regularly into household expenses. One out of every four listed as not living with her family said she supported or helped to support at least one relative.

A detailed report of this study is soon to be published in bulletin form.

INDEX CHANGE

Washington—The U. S. Department of Labor has announced that sometime early in 1953 it will revise its Consumer Price Index (cost of living index).

At that time it will discontinue publication of both the "old" index (unrevised), and the "adjusted" index (based on an interim revision—published along with the "old" index since 1951). However, both the "old" and the "adjusted" index will continue to be published through the end of 1952.

The Labor Department has made this announcement long in advance in order to give unions and management sufficient time to plan on a shift over to the new index.

The change-over will be of particular concern to unions with escalator clauses in their collective bargaining agreements.



California—The Coshell Laundry has signed Oakland Local 29's laundry industry agreement, its office and clerical employees having recently been organized by that union.

Business Representative Anne Sweet's annual report to her Local 30 in Los Angeles for 1951 indicates an increase during the year of eight in the number of industry contracts which now total 45, an increase of 14 trade union office agreements for a total of 111, and over \$7,500 recovered in cases of unpaid wages due. This local expects to start negotiations soon with the City of Hope Sanatorium for its office and clerical employees.

Connecticut—Newly chartered Local 287 in New Haven is awaiting an NLRB decision on the representation petition it filed on behalf of the office and clerical employees at Wilson H. Lee Printing Co., a formal hearing having been held last month.

Florida—Tampa Local 46 now represents the approximately 75 employees of Tamiami Trail Tours in that city as a result of winning an NLRB representation election by an over 85 per cent favorable vote. This local has also secured a substantial sign-up among the office and clerical employees of the Central Truck Lines.

Idaho—A substantial number of the approximately 78 office and clerical employees of Garrett Freight Lines, Inc. have designated our newly chartered Local 288 in Pocatello as their bargaining representative. Because of discharges by this employer, it has also been necessary to file NLRB unfair labor practice charges against the firm.

Illinois—Chicago Local 28, as a result of an NLRB election, is now the representative of the office and clerical employees of a second branch of the RCA Service Co., Inc. in that city.

Louisiana—Employees of The Fair, Inc. have, in an NLRB election, chosen Lake Charles Local 87 as their bargaining representative.

Michigan—In a recent NLRB election, the office and clerical employees of a second branch of RCA Service Co., Inc. in Detroit have chosen Local 10 as their bargaining representative.

The office and clerical employees of the Kropp Forge Ordnance Company by better than a two-thirds favorable majority have chosen Detroit Local 42 as their bargaining representative in an NLRB election.

Negotiations by Detroit Local 42 with the Midland Steel Products Company and approval by the Wage Stabilization Board have resulted in an increase for that firm's office and clerical employees of 10

cents per hour in the base rate, a five-year contract with a 4 cents per hour improvement factor, a cost of living escalator clause presently providing 11 cents per hour, additional week's vacation after 15 years, life insurance coverage increased from \$2,500 to \$3,600, sick and accident benefits increased from \$28 to \$32 weekly, company has assumed larger portion of insurance cost and a pension program.

New York—In an NLRB election a second group of salaried employees of The DeLaval Separator Company in Poughkeepsie have selected Local 112 of that city as their bargaining representative.

Pennsylvania—An NLRB election has resulted in the selection of Pittsburgh Local 33 as the bargaining representative of the office and clerical employees of Motor Express, Inc.

Tennessee—A unit of salaried employees of the Florence Stove Company at Lewisburg, in an NLRB election have chosen the OEU as their bargaining representative.

Wisconsin—Milwaukee Local 9 has filed an NLRB representation petition on behalf of the last major group of unorganized salaried employees at the Milwaukee Works of the International Harvester Company.

Union Label Show In Boston May 17-25

Washington—The AFL Union Industries Show, graphic example of labor-management cooperation, will open its 1952 exposition at the Mechanics Building in Boston, May 17, continuing for 8 days.

Patience a Virtue?

Washington—Here's proof that speed isn't a virtue of the NLRB in settling cases before it.

The longest case in the history of the Board required 13½ years of litigation before the company—a cement firm—finally gave up and paid \$185,000 in back pay to 108 members of the union involved.

This is just another reason why it is essential that this governmental agency charged with the responsibility of administering the U. S. Labor Relations Law should receive sufficient appropriations from the Congress so as to allow it to do a good job.

HOSPITAL PLAN UNDER S. S. URGED

Washington—Congress will be asked this year to provide hospital care for retired people.

The Federal Security Agency (FSA) has worked out a plan that would give up to 60 days of hospital care a year to persons over 65 who are entitled to social security pensions.

This program which would cost \$200 million in its first year, would be financed out of the social security fund. Workers would not have any additional deductions taken out of their pay.

If Congress approved such a plan, it probably would be operated through such voluntary hospital care plans as the Blue Cross.

No Substitute

This proposed hospitalization plan is not being put forward as a substitute for national health insurance.

Rather, it is an important problem that needs quick attention.

Old people can't get hospital insurance through the voluntary plans like Blue Cross. Those people who got hospitalization policies when they were younger overburden the voluntary systems when they're over 65.

Opposed by AMA

The American Medical Association (AMA) opposed the new hospital plan for old folks when it was first announced last June.

If legislation for the plan is pressed in Congress this year, the AMA is expected to carry on a big campaign against the proposal.

Scores Victory In Union Shop Fight

(Continued from page 1)

days. New job applicants would not have to be union members to get work, but would be required to join the union within 60 days after they are hired.

The unanimous decision of the Emergency Board represented virtually a complete victory for the nonoperating unions in their long fight for union security.

Legislation Passed

Thirteen months ago the unions succeeded in obtaining the passage of legislation by Congress permitting the union shop on railroads. Since then, some of the organizations succeeded in negotiating union shop contracts with some carriers through collective bargaining but the adamant refusal of others precipitated the dispute which caused President Truman to name the Emergency Board.

Among the findings of the Presidential Board were:

1. The union shop is not contrary to public policy.
2. The unions have given firm assurances that any remaining traces of racial discrimination in union laws will be wiped out at forthcoming conventions, so that minority rights will be fully safeguarded under the union shop.

3. The union shop has been substantially accepted by American industry and the trend is still in that direction.