



WHITE

("The Office Worker"—Official Publication



COLLAR

of the Office Employees International Union)



NLRB Ruling Beats OEIU in GE Election Disregard of Workers' Wishes Hit

As a result of a National Labor Relations Board clarification order handed down just prior to the recent NLRB election at General Electric in Lynn, Mass., the OEIU suffered a set-back. A clarification of the original decision which in effect excluded all salaried and hourly clerical employees who worked in the production area, was the deciding factor which nullified OEIU chances of winning this election.

Of an original unit of approximately 3,300 clerical workers, the Board found that only 1,470 employees were eligible to vote in a clerical unit.

In effect, the Board held that in view of the fact that a prior collective bargaining history existed which combined plant clericals with plant production workers, these clerical employees were permanent captives of a production workers' unit, regardless of their desires for a union of their own.

The entire OEIU organizing committee, including local leadership, as a result of this Board deci-

sion, was deprived of the right to vote in the clerical unit election. Instead they were forced to vote in the production unit election. A storm of protest resulted.

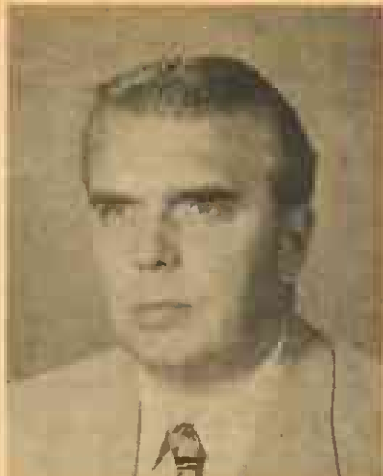
Hundreds of clerical employees counter-signed telegrams to the National Labor Relations Board urging that the Board change its decision. This protest had no effect whatsoever on the position taken by the National Labor Relations Board.

Contrary to the statements made by the national administration, the National Labor Relations Board has thus deprived clerical employees of their right to be represented by a union of their choice.

Organizers Appointed



William J. Mosca



Alastair F. MacArthur

President Coughlin announced the appointment of Alastair F. MacArthur and William J. Mosca as Organizational Conference organizers.

Mr. MacArthur, who will work with the Canadian Conference, has been the Canadian representative of another International Union. He is president of the Ontario Provincial Federation of Labor. He was recommended to our organization by numerous Canadian and U. S. labor officials including Harry O'Reilly, AFL director of organization and Russell Harvey, Canadian AFL regional director. Mr. MacArthur's services will be of great benefit to our local unions in the Canadian Conference.

Mr. William J. Mosca, who has been appointed to the Eastern Organizational Conference was formerly a representative of another International Union in the Baltimore area. He was recommended highly by many labor leaders in the Baltimore area. Since his appointment he has already organized one company and is now awaiting the setting of an NLRB election to be certified as the bargaining agent. Organizer Mosca's addition to the organizing staff will be of great help to the office employees in the Eastern Organizational Conference.

In a recent case involving the Penn-Dixon Cement Corporation, the NLRB held by majority decision that clerical employees be included in a production and maintenance unit. In a separate dissenting opinion Board Member Abe Murdock states that he cannot concur in this disposition made by majority decision without regard to the wishes of the clerical employees involved.

Murdock says: "***** Unless my colleagues wish, without comment or specific statement, to overrule a considerable body of precedent, there is no question but that the plant clerical and storeroom employees here comprise a residual group of unrepresented employees such as this Board has long held may constitute an appropriate unit.

"These employees are thus entirely eligible to select a representative of their own choosing and a substantial number of them have supported the application of the petitioning International for an election to determine whether or not that union shall be their certified bargaining agent. My colleagues further agree that the International Union is, in every sense, clearly eligible to become that representative. *****

"Moreover, Section 9(c) of the Act which concerns the Board's authority to hold representation elections, directs that this agency, should provide such referenda where 'an employe or group of

employes or any individual or labor organization acting in their behalf,' files a petition to the effect that they desire collective bargaining and that their employer 'declines to recognize their representative.'

"It is obvious that the restricted election directed among plant clericals and storeroom employes by the majority decision does not meet these requirements for these employes do not seek this production local as their representative and the production local makes no claim to that status.

"Accordingly, as the majority decision does not resolve the question concerning representation which has arisen herein but instead achieves an artificial and ill-advised result ignoring the facts, the law, the existing collective bargaining contract, and the wishes of both parties and the employes, I cannot join in that decision.

"Rather, I would direct an election among the plant clerical and storeroom employes to determine whether or not they desire the petitioning international union as their representative for collective bargaining."

Report on TVA Proves System Is Self Supporting

A picture of vast industrial growth during the last 20 years in the seven states served by the Tennessee Valley Authority was drawn by the TVA's annual report to President Eisenhower and Congress. It cited that in the fiscal year ending last June 30, residents of the area paid 6.2 per cent of the nation's taxes contrasted to 3.4 per cent in 1933, when TVA was launched.

The agency's report said that industrialization had been "somewhat more rapid in the Tennessee Valley than in the rest of the South, which has made great strides in recent years." The report covered TVA activities in Alabama, Georgia, Kentucky, Mississippi, North Carolina, Tennessee and Virginia.

It said there had been an increase of about 1,600 industrial plants in the TVA area since 1929 and the number of jobs in the seven-state area between 1929 and 1950 increased by 72 per cent. This compared with a national average of 41 per cent.

The 171-page report said the TVA power system was "self-supporting and self-liquidating." It estimated total investment at the end of fiscal 1953 at \$804 million, with net revenue during the year at \$19.3 million.

During the year, it said, TVA paid about \$10 million into the Federal Treasury and retired \$5 million in bonds. It said TVA was ahead of schedule on repayments.

Organizes Co-op Power; Donovan Co.

Local 12 of Minneapolis, Minn., recently organized and negotiated its first contract with the Elk River Rural Cooperative Power Association. Donald Hilliker, Local 12 organizer, conducted a joint campaign with the IBEW.

The new agreement resulted in increases of 11 cents to 19 cents per hour, eight paid holidays, insurance, a health and welfare program, jury pay, a strong promotional and seniority program, and other benefits.

Donovan, Inc., second largest operator at Twin Cities Arsenal, manufacturers of 155 millimeter shells, was organized this summer. The union was certified as collective bargaining representative on July 14. The union and the company are presently holding confer-

ences with the Federal Mediation Service.

Also, Local 12 is presently campaigning among the employes of retail stores and transportation in Minneapolis.

Shun D. C. on Marriage, Counsellor Tells Girls

Don't come to Washington these days if you want to get married, Ray H. Everett, Washington marriage counsellor, advised the nation's young ladies.

First of all, he said, there just aren't enough Washington bachelors to go around.

Moreover, many of them are currently worried about being fired from their government jobs and about the high cost of living in the nation's capital.

1953 Ranks As One of Best Years for Corporations

American business prospered in the first nine months of last year. Industrial profits showed a 14 per cent increase over the corresponding period of 1952. As a result, 1953 will rank as one of the best years in corporate history.

Consolidated net income of 502 companies in the nine months increased to \$4.5 billion from \$3.9 billion for the similar period of last year.

Of 356 companies surveyed by the New York Times, 71 per cent turned in larger earnings. The balance of 146, or only 29 per cent, showed declines, so that actually, two out of three companies fared better.

Another impressive showing was made in the breakdown of the 60 different industrial groups in which these companies are divided. Gains were registered by 50 of the categories, or 83 per cent of the total, while only 10, or 17 per cent, fell behind a year earlier.

The improved income reflected the nation's general economic health. Production, employment, personal income and savings, all reached new peaks during the year.

Manufacturers operated at higher rates and sales volumes expanded. Elimination of controls over prices, materials and consumer credit was an added stimulant.

The long steel strike last year, which hampered operations in a wide variety of fields, exaggerated the improvement in results this year.

On the other hand, notable advances were made despite such obstacles as staggering tax loads, mounting payrolls, high material costs, shrinking exports and price-cost problems in more competitive markets.

Reviewing the effects of the record peacetime production during the nine months, the most prominent earnings gains over the 1952 period were achieved by the steel, motor, petroleum, aircraft, non-ferrous metal products, radio-TV, record, chemical and distilling industries. Among the less fortunate were the farm machinery, coal and coke, metal mining, lumber and home appliance divisions. Weakness of some of the soft goods lines, particularly wool, also was in evidence.

Union Security Clauses Are Paramount in Contracts

Despite the fact that union security is one of the areas of collective bargaining which the Taft-Hartley Act regulates closely—subject to even tighter curbs by some state laws—unions and management are doing a rushing business at the same old stand.

The Bureau of National Affairs, a nonpartisan research service studied 400 labor-management contracts and reported that the percentage of contracts with union security clauses remains today at its 1950 level of 70 per cent. When checkoff provisions are also taken into account—only seven contracts out of 100 fail to include one or the other type of clause.

Outnumbers All Others

More generally, BNA's latest study of agreements shows union-shop clauses outnumbering all other types combined, as they did in 1950. The rise in checkoff provisions, and in the "modified" union shop; a corresponding decline in maintenance of membership; and continuing shrinkage in closed-shop contracts are the principal features of this year's union-security landscape.

In a full union shop the company is free to hire its labor supply from whatever source it likes, but all employees must join the union within some agreed-upon time limit and must remain members. This type of clause accounts for better than 60 per cent of all union-security provisions and is up three percentage points from its 1950 frequency of 40 per cent of contracts. The full union shop occurs in 44 per cent of manufacturing and 40 per cent of nonmanufacturing agreements.

Mentioned in one-tenth of 1950 agreements, the "modified" union shop has registered a growth of 50 per cent to reach its present figure of one-seventh of agreements. Although the modification takes various forms, clauses of two principal kinds account for the bulk of these contracts.

The most popular provision, allowing old employees who are nonmembers to stay out of the union if they choose, requires those already members to remain so, while all new employees are obliged to join the union and maintain membership. More than two-thirds of modified union-shop clauses are of this kind.

Escape Periods

The principal variation, which shows up in about a quarter of the cases, provides escape periods for various groups of workers during the life of the contract. In some agreements these come at yearly intervals; in others, just before the end of the contract term; and some establish one escape period for new hires, usually within the first 30 days of employment, and another one for all employees, coming as a rule at or near the end of the contract term.

The modified union shop is nearly twice as frequent in manufacturing, with 17 per cent, as it is in nonmanufacturing, where it's found in 9 per cent of contracts.

No employee is required to become a union member under a maintenance of membership contract. However, all employees belonging to the union on a given date and all who voluntarily join it thereafter must keep up their membership for the life of the contract or lose their jobs. Before the passage of the Taft-Hartley Act in 1947, this provision appeared in more than two-fifths of contracts. By 1950 the proportion had fallen to 15 per cent; and since then it's shrunk by another third to its 1953 figure of one in every ten.

In a closed shop, management can hire none but people who are union members at the time of hiring—at least so long as qualified union members are available. Such contracts are down 3 per cent from 1950, but persist in a little better than 2 per cent of agreements. Severely limited as to the areas in which they can legally be negotiated, most of these clauses are found in service or construction contracts. There are very few in manufacturing industries.

Agency Shop Newer

A relatively new development, the agency shop, which requires nonmembers to pay an equivalent of union dues, occurs in about 1 per cent of agreements. No data exist as to the frequency of agency shops in 1950.

Union-shop clauses occur in better than 60 per cent of contracts in apparel, leather, fabricated metals, retail and wholesale. They are least common in finance, mining, petroleum, lumber, printing and publishing, and primary metals, appearing in 20 per cent or fewer of contracts in these fields.

Modified union-shop provisions are more frequent than the full union shop in primary metals, non-electrical machinery, electrical products, printing and publishing, and finance. U. S. Steel, General Motors, and Chrysler are among pattern-setters whose agreements feature the modified union shop, while Ford has the full provision.

A little over one-tenth of agreements contain provisions designed to give union members some degree of preference in securing jobs. Some four per cent of contracts (about two-thirds of them in service and construction) make definite provision that union members will be given the edge over nonmembers in hiring. Hiring halls, or a union role in furnishing job applicants, are mentioned in three per cent; mostly in service, maritime, and longshoring. Taft-Hartley Act restrictions on the maritime hiring hall are sometimes answered by opening the halls to nonmembers. In the remaining three per cent of cases, the union is simply informed of job openings so that it has the opportunity to send members around to apply for them.

Laws which ban or restrict union

An Editorial

FOR the first time since the inception of the Wagner Act, the National Labor Relations Board has gone whole hog in so far as free speech is concerned. The Board has now determined that an employer can force his employees to listen to his anti-union statements on the employer's premises, during the employer's time without recourse whatsoever.

Since 1936, the National Labor Relations Board has always recognized the dangers involved in a "captive audience." Until the passage of the Taft-Hartley Act a "captive audience" was declared to be illegal and opposed to all principles of American democracy. As a result of the passage of the Taft-Hartley Act, the Board revised its precedent and determined that a "captive audience" would be legal only if the union was granted equal time and equal opportunity.

Since the advent of the new administration, with the subsequent appointment of Guy Farmer and Philip Ray Rodgers as chairman and member of the Board, respectively, this policy has now been changed to the extent that it has gone the whole way in the interests of the employer. The Board now says that an employer can address a "captive audience" and it does not have to grant the same rights to the union.

Mr. Farmer and Mr. Rodgers, in announcing this new Board policy, stated "An employer's premises are the natural forum for him, just as a union hall is the forum for a union to assemble and address employees."

It is difficult to understand how Mr. Farmer and

Mr. Rodgers can contrast an employer's premises with a union hall. In all cases of union organization there is no compulsion on the part of prospective members to visit a union hall and listen to a union organizer. Under this new policy, however, employees must, at the company's command, sit or stand and listen to arguments against the union. These arguments can take any form whatsoever and the employer need not worry that the union will have an equal opportunity for rebuttal. This type of "captive audience" is repugnant to all right-thinking and fair-minded persons.

Mr. Abe Murdock, Board member, dissented vigorously in opposition to this new Board policy. In his dissent he stated: "I cannot believe that the majority's action in holding that an employer may lawfully monopolize the most effective form for persuading employees is consistent with the declared congressional policy, which is not that of neutrality but of encouraging the practice and procedure of collective bargaining. Practically every employer's speech on company time and property is designed to perpetuate individual bargaining and to discourage collective bargaining."

The present national administration has swung very far to the right, and is continuing in the same direction. It is apparent to all that big business is presently in control of National Labor Relations Board policy. It is just as apparent that we must make our voices heard in the legislative halls of our country.

security are taken into account by a provision, in four per cent of contracts, that whatever form of union security the agreement provides for doesn't become effective till legal requirements are met.

Checkoff Grows

In response to Taft-Hartley Act prohibition of the involuntary or automatic dues checkoff, and its regulation of permissible agreements in this area, checkoff practices have changed along with other union-security techniques. Their growth, however, has been rapid.

Seventy-six per cent of contracts provide for voluntary checkoff authorizations, with manufacturing agreements showing 83 per cent and nonmanufacturing 55 per cent. For 1950, the corresponding figures were only 65 per cent, 75 per cent, and 35 per cent. A provision of much importance to unions allows the deduction of items other than dues. Such clauses occur in better than two-fifths of contracts. About 60 per cent of checkoff clauses allow payroll deduction of the initiation fee, and nearly one-fourth permit the checkoff of union assessments.

About a seventh of contracts with the checkoff allow the employe to revoke the authorization at will, or

upon short notice. But more than two-fifths make it irrevocable for the term of the contract or for one year, whichever is the shorter—the maximum duration of irrevocability permitted by the Taft-Hartley Act. Seven-tenths of contracts with the irrevocable authorization provide also for automatic renewal. The employe may revoke at the end of the year or of the contract term; but if he doesn't take advantage of the escape period, the authorization is self-renewing.

Industry patterns for the checkoff show that in some areas it serves as a substitute for union security provisions. This seems to apply in finance, petroleum, and textiles, where practically all contracts include the checkoff, while union-security provisions are quite infrequent.

There are six industries—automobiles and transportation equipment, lumber, rubber, petroleum, finance, and mining—in which 95 per cent of contracts, or more, have checkoff clauses. Of the remaining industrial groups, there are only four (maritime and longshoring, construction, retail and wholesale, and apparel) in which the checkoff isn't found at least in 40 per cent of contracts.

Union Member

The new Chief Justice of the U. S. Supreme Court, Earl Warren, is a member of the Musicians Union Local 263 in Bakersfield, Calif.

Charles H. Kennedy, president of Musicians Local 6, in San Francisco, said that the Chief Justice is also an honorary member of the San Francisco local.

U.S. Workers Hurt By Foreign Movies

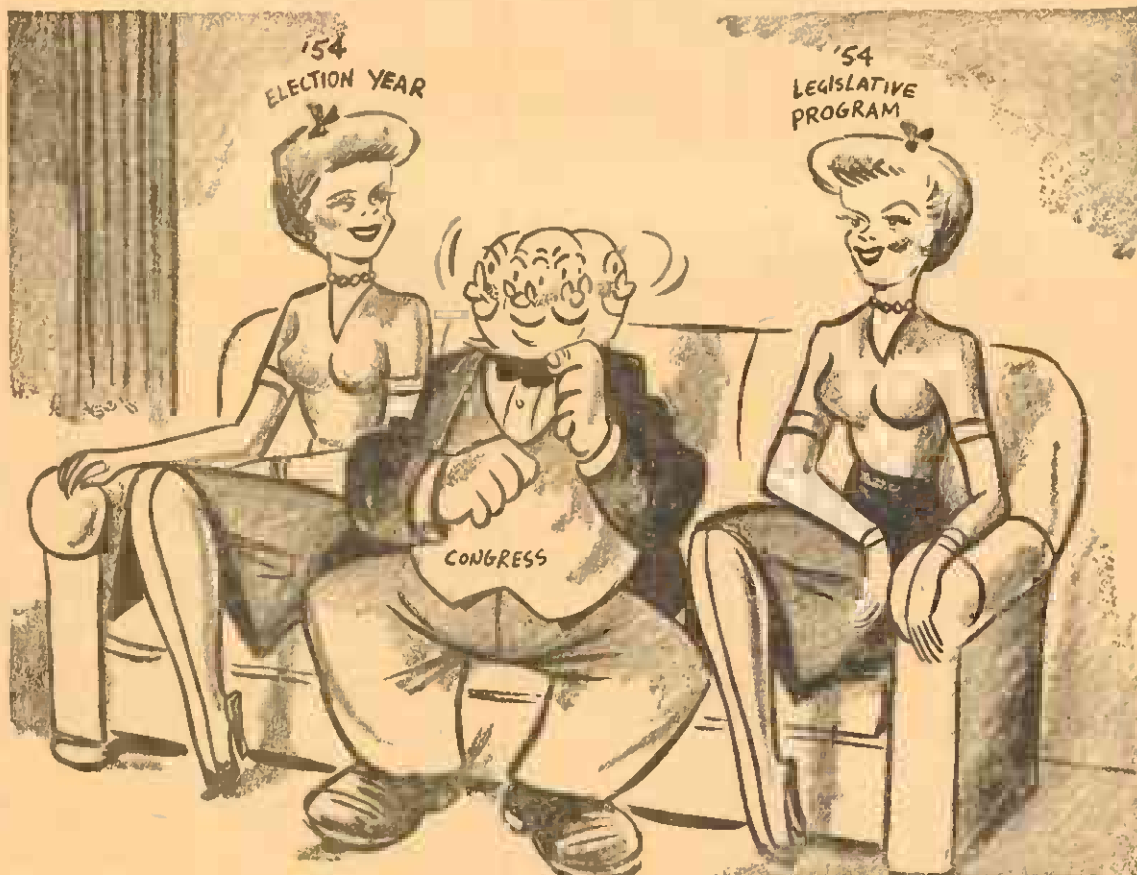
Craft workers in Hollywood motion picture studios lost at least 900 days of work this year because of films made in foreign countries by American producers.

Thirty-four feature pictures, wholly or partially financed by U. S. interests, were produced abroad in 1953. Eight additional pictures were made partly in foreign locals.

Thomas M. Pryor, who made the estimate for the *New York Times*, said no fewer than 1,000 craft workers were affected, not including performers in the bit roles and extra categories. Electricians, carpenters, painters, grips, make-up artists, wardrobe attendants, camera men and other production personnel are affected.

American motion pictures are earning in many cases, Pryor said, as much as 60 per cent of their revenue in the foreign market. Making pictures abroad is sometimes used to absorb frozen earnings.

Double Trouble



White Collar—THE OFFICE WORKER

Official organ of
OFFICE EMPLOYEES
INTERNATIONAL UNION



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Canadian Organizational Conference Formed



In December, 1953, the Canadian Organizational Conference was held at Niagara Falls, Ontario. President Coughlin, Director of Organization Douglas, AFL Canadian Representative Harvey and Alastair F. MacArthur, president of the Ontario Provincial Federation of Labor, attended this Conference.

After detailed explanation of the purposes and aims of a Canadian Organizational Conference by President Coughlin and an outline of the mechanics of such a conference by Director of Organization Douglas, along with favorable remarks from Representative Harvey, the local unions in Canada voted to establish the Canadian Organizational Conference. By action of the delegates at the meeting, Harold Ogden of Local 236, Port Arthur, Ontario, was elected President and Marcel Roy of Local 191, Beaupre, Quebec, was elected Secretary of the Conference. Further action taken by the meeting was to make contributions to the Council



Harold Ogden of Local 236, at the left, was elected president and Marcel Roy, secretary-treasurer, of the Canadian Organizational Conference enthusiastically formed at a meeting of representatives of OEIU Canadian locals in Niagara Falls, Ont. The organizational plan was presented by OEIU President Howard Coughlin and Organization Director H. B. Douglas.

of 25 cents per member per month to begin February 1, based on the January per capita tax of the local unions. These contributions will be augmented by the International Union in the amount necessary to finance two full time organizers for office employes in Canada. The

Canadian Organizational Conference will meet annually as the result of a motion by Delegate Burton of Local 151. It was also agreed that the annual meeting should be held in mid-month in order to make it easier for the delegates to attend because of the normal heavy work load prevailing at the beginning and end of each month.

The delegates at this organizational conference expressed their belief that the conference method is the most practical and the speediest method by which the Canadian office employes will become members of the Office Employees International Union. A great many of the local unions have already notified Secretary Roy and the International office that their local unions have taken action to affiliate and make contributions to this organizational conference.

Important Year

What's the most important thing you'll do in 1954? Seems to us that anyone has a big advantage who knows in advance what the most important event of the year will be for him. At least, he won't get caught napping.

A lot of important events are going to happen to most of us. Some of us will get married. Some of us will have tragedies. Some of us will have children. Maybe we'll buy a new car or a home. The union will help us get another raise.

All of these events will be important. But, in our opinion, none of them will be as important as another event that is going to happen to all of us. And this event is going to affect every one of us and, in some measure, it is going to determine what happens all over the world.

This is an election year. And voting in that election is going to be the most important event in our lives this year.

Are we trying to say that voting in an election is more important than getting married? More important than having a baby? Or buying a home?

Look at it this way. We can get married, have children, buy a home or a car, get a new job. Each of these events is important. But, if our country isn't being run right, our homes, our families, our sav-

Pittsburgh Needs Financial Help

Approximately 1,100 of our members have been on strike against the major department stores in the city of Pittsburgh since November 30, 1953.

These stores have banded together and insist that a new contract provide a prohibition against seniority, an open shop in place of the present union security clause, compulsory overtime and a five-year contract without wage reopening. These proposals are part of a plan to destroy all of the unions involved in the department store industry. Some 15 unions, including our own, are participating in this lengthy strike.

Our membership is in need of financial help. They are without any form of income in view of a prohibition against unemployment insurance in strike situations. Our International Union has forwarded a contribution.

We are earnestly requesting all local unions to make contributions to these striking office employes as soon as possible. Please make your checks payable to Miss Maye Weinheimer, secretary-treasurer of Office Employees International Union, Local 33, whose address is 305-306 Granite Building, Sixth Avenue and Wood Street, Pittsburgh, Pa., and forward a copy of your letter to the International office.

The employer attitude in Pittsburgh is indicative of the thinking of most employers today in view of the anti-labor national administration. It is imperative that this important fight be won so that similar struggles in other parts of the country can be avoided.

Help is needed now! This is an urgent situation!

ings, our possessions, our jobs may be placed in jeopardy.

On the other hand, good government protects everything else we do.

That's why we say that no matter what other important events take place in our lives this year, casting our ballot in the elections is the most important thing we can do.

We aren't electing a President this year. But we are electing mayors in most cities, state officials in most states, and a new national Congress.

We all want good government for our cities, for our states and in Washington. We can agree on that. Can we agree on what makes government good? In our opinion, that's not as hard as it seems. Good government isn't necessarily a Big Business government or a liberal government. It isn't government by a particular political party.

Good government is a government that meets with the approval of the majority of the people it seeks to govern.

Under the American system, a majority can give its consent, try out a party or an Administration and then withdraw that consent. We can try out one party, watch the results and, if the majority of us decide so, we can change our minds. *The Machinist.*

The Freedoms We Defend

"The Freedoms We Defend" is a declaration of the American Federation of Labor convention held in St. Louis in September, 1953. In adopting it, the convention said:

"We ask that this affirmation of our faith in the fundamental freedoms on which our republic was founded be widely proclaimed, not only as a statement of our belief, but also as a rallying call to all Americans not to falter in the defense of their rights as free men."

The right to dissent, to object, and to protest, the right to speak freely, to worship in accordance with one's wish and conscience, and to have freedom of assembly, are among the fundamental rights of man that have gone into the making of the American way of life since the day of independence. Insistence on these rights and freedoms through the years has shaped our institutions, our government and our laws. On their exercise and devotion to them the American labor movement was built.

These rights and freedoms are denied those forced to live under the Communist rule or other totalitarian dictatorship. In the unrestrained exercise of these rights under our flag lies this country's strength. It is easier for us to cherish these gifts of freedom in the days of calm and ease than it is to preserve them in the days of storm and stress in which we now live.

Today our country, our institutions and our very lives have been threatened by the insidious and pervasive world conspiracy of Communism. In-

filtration, subversion, falsehood, and provocation are among the common methods of Communist penetration. The American Federation of Labor has been alive to the menace of Communism from the day Communists seized power in Russia. It is largely due to our alert and far-sighted policies that our movement has remained free from Communist capture and infiltration. Our outspoken and unrelenting warnings have helped the American people to recognize the Communist menace for what it is.

Clearly, Communism is a conspiracy subversive to our way of life and our institutions. A free society, such as ours, must devise new methods to protect itself against such a conspiratorial threat. We must find ways and means to deal with it far more effectively than in the past. But our means of doing so must be carefully designed and soberly used. Orderly, competent and judicious procedures must replace the too often capricious and haphazard roving of the spotlights of competing Congressional investigations. Internal security of the United States must not become a weapon serving partisan political ends. Appropriate investigative agencies in the executive branch of our Federal government must be strengthened. Exposure and the determination of guilt must be made both speedy and conclusive, but only with full observance of the due process of law.

We cannot tolerate the wrecking of lives of innocent citizens by the mere

casting of a suspicion or allegation. Nor can we relinquish the tenets which safeguard the dignity of the individual in a free society, such as the sanctity of a man's home and his person against search, seizure or arrest without a warrant, or the presumption of innocence until guilt is proven.

Above all else, we must safeguard the freedom of the mind. Free access to information, free inquiry, free press, free argument and debate are the sources of all progress.

Democracy is not so weak, our faith in it is not so faltering, and our fight for it is not so dubious that we should seek refuge in censorship and the suppression of ideas. Books must not burn in America.

We stress these essentials of our freedom, because without them freedom is meaningless. The real meaning of man's freedom is made up of the specific rights of citizenship in a free society. This is the meaning of freedom that divides the world in the present conflict. This is the meaning of freedom Americans have defended and are prepared to defend with their lives.

Our federation will work and strive not only to defend this freedom, but also to enlarge and enrich its meaning and to bring it within reach of all who are denied it today.—From the booklet, "The Freedoms We Defend," just published by the American Federation of Labor. Available by writing to the AFL, 901 Mass. Ave. N. W., Washington 1, D. C.

Union-Won Health Program Cuts Death Rate

The American Medical Association this week pointed with pride to the city of Richland, Wash., which has a death rate of 2.2 per 1,000 population—just half of the national average. The AMA suggested that Richland offers "the answer to socialized medicine."

What the story in the *AMA Journal* did not reveal, however, is that the residents of Richland are covered by a comprehensive health

program won as the result of union negotiations.

Richland is an "atomic energy town" built by the government to house workers at an atomic installation. The plant is operated by a private company and most of the workers are represented in bargaining by the AFL Hanford Atomic Metal Trades Council.

That explains why three Richland physicians who wrote the

AMA Journal article could report that about 90 per cent of the residents of the town are covered by prepaid hospital and medical-surgical insurance.

The workers also are protected by an unusually thorough industrial health program because of the constant danger of possible contamination from atomic radiation.

Richland physicians said the remarkably low death rate was

achieved as the result of coordination of public, industrial and private health facilities to provide all residents with complete medical services.

That may be "the answer to socialized medicine," but it sounds a lot more like what organized labor and other liberal groups are fighting for in the National Health Insurance program which the AMA brands as "socialized medicine."

Pact Renewed With Boost In Wages

The employees of the Philip Carey Manufacturing Company received a general increase of 10 cents per hour as a result of recent renewal negotiations by OEIU Local 32 in Newark, N. J. Additional holidays and complete medical and hospitalization coverage paid for by the employer under the New Jersey Blue Cross Plan, were also achieved.

Nicholas Juliano, OEIU vice president and business representative of Local 32, announced these gains.

840 Kiewit Employees Affected

\$125,000 Back Pay Won by OEIU

Peter Kiewit office employees of the Pike County Atomic Energy Plant at Portsmouth, Ohio, are \$125,000 richer today as the result of an agreement won by the OEIU after long drawn out negotiations resulting in a hearing before the Atomic Energy Labor-Management Relations Panel in Washington.

George Firth, OEIU International vice president, Charles Elder, AFL organizer and Mary Teager, secretary-treasurer of our newly

Jobs Handicap School-Agers

Hundreds of thousands of American children are being handicapped by their employment, the National Child Labor Committee said in its annual report.

"Only if we think of the individual child who enters into any given 'statistics,' is the child labor picture revealed," the report stated. "We can recall the eight and 10-year-olds in the cotton mills in the early days of the century, and the boys only slightly older who stood before the glory holes of the glass factories or sorted coal by hand as it came up from the mines. And the statistics tell us that this cruelty is a thing of the past.

"More than a million school-age children are working today. Some of them are employed under good conditions and are gaining useful work experience. But hundreds of thousands are being handicapped, not benefited, by their early employment."

The committee said that the four major areas of concern are agriculture employment, part-time employment, early school leavers and enforcement of child labor laws.

It said that "vast numbers" of rural children—especially migrants—remain out of school to stay at work, thousands of school children carry a load of work "that is bound to interfere with their education," and that a child labor law is a "dead letter" without good enforcement.

The committee noted that only 36 per cent of 16- and 17-year-old workers out of school live in rural areas. It also pointed out that more than 360,000 16- and 17-year-old workers had not completed even one year of high school, and nearly 65,000 had only four years of schooling or less.

"That excessive hours of work by young children are by no means a thing of the past," it said, "is illustrated by a recent federal court case in Detroit. A firm manufacturing bags and baskets for farmers was fined \$1,500 and ordered to pay back wages of \$3,000 to 10 children whom it had employed last July. The children, whose ages ranged from 13 to 15 years, worked an average of 55 to 60 hours a week."

Gains Won In New Gale Products Pact

Frank Collins, Jr., president of OEIU Local 221, announced the following gains made in a new contract with the Gale Products Company at Galesburg, Ill.:

Wage increase of \$17 per month; 3 weeks vacation after 10 years; increased welfare benefits; holiday pay if a holiday falls on Saturday.

President Collins expressly thanks the International Union for the services of International Vice President John T. Finnerty. Collins stated that Finnerty played a large part in these successful negotiations.

chartered Local 308 at Portsmouth, Ohio, along with Joseph Finley, OEIU attorney, proved to the satisfaction of the Atomic Energy Labor-Management Relations Panel that the Peter Kiewit Sons Company's proposals were less than adequate.

For many months OEIU has sought an acceptable agreement. As a result of the overwhelming sentiment for strike action at this very important atomic energy project, the Atomic Energy Commis-

sion took jurisdiction over the dispute and ordered all parties concerned to Washington for hearings. Joseph Finley, OEIU attorney, along with Firth, Elder and Teager, presented compelling arguments to the Atomic Energy Panel composed of Peter J. Manno, chairman, Thomas Holland and John Dietz. The hearings were conducted in Washington, D. C. on December 17 and 18.

As a result of the Panel's findings, an agreement was consum-

mated which called for an average increase of 26½ cents per hour retroactive to September 15, 1953. In addition, these members of our union gained a 7½ per cent night shift differential, time and one-half after 8 hours per day instead of a prior system of weekly overtime; job security and a strong seniority clause which fully protects the lengthy service of our older members in contract to the employer discretionary practices existing heretofore.

It appears likely that 200 additional employees of the Grinnell Corporation working on the same project will receive similar benefits as a result of this OEIU victory.

The International Union wishes to express its sincere thanks to Charles Elder, AFL organizer, for his hard work and productive efforts on behalf of the Kiewit employees and our International Union.

Improvements Won In Abitibi Pact

Representative MacArthur reports that negotiations with the Abitibi Paper Company, Ltd., were completed at Niagara Falls, Ontario during December. He reports that many conditions covered by the contract were improved as a result of these negotiations.

The members of the Office Employees International Union employed by Abitibi are as a result of these negotiations enjoying better seniority protection, definition of vacations due upon separation from the company, guaranteed increases on promotions, protection of rate in demotions and automatic progression for wages within the rate ranges.

Along with the general increase in wages and an increase in the wage brackets. The members affected by these contract changes have expressed a satisfaction with the negotiations by ratifying the agreement.

Actress Opens Hosiery Sale

Georgia Landeau is shown wearing stockings of the type she wore in Columbia's "Miss Sadie Thompson," while Jo Mazur, educational director of Local 22, Hosiery Workers' Union, is examining hosiery of the more conventional type. The point is that the stockings are union made and call attention to the fact that American Federation of Hosiery Workers, AFL, is fighting for its existence against the vicious attacks of antiunion management.

Firth and Elder Click Again

The office employees of the George Koch Company, working at the Pike County Atomic Energy Project, Portsmouth, Ohio, voted overwhelmingly for OEIU representation. The NLRB election of these 50 office employees followed closely on the heels of victorious elections covering 840 employees of the Peter Kiewit Sons Company and 200 Grinnell workers at the same project.

George Firth, OEIU vice president and Charles Elder, AFL organizer, make a strong organizational combination.

It is anticipated that the agreement recently signed covering the employees of the Peter Kiewit Sons Company will be the guide for negotiations with the George Koch Company.

Canada Iron Foundries Agreement Renewed

AFL Representative Lucien Tremblay reports the conclusion of negotiations with Canada Iron Foundries in Three Rivers, Que., P.Q. and OEIU Local 283.

The new contract includes salary increases up to \$25 a month; an additional paid holiday, arrangements for plant employees to wash up on company time; improvement in the seniority and job promotion

Teachers Chalk Up Wage Victories

Carl Megel, president of the American Federation of Teachers, called the Garfield, N. J., teachers' strike for pay increases and a single salary schedule a "victory for the teachers."

The teachers, mostly members of AFT Local 1046, of which Mrs. Anne Bernstein is president, went out December 11 after being refused a previously authorized pay increase for this school year.

"After being out three school days," Megel said, "the teachers were back at their desks after being granted the \$150 to \$400 which had been previously authorized but not paid, as well as the single salary schedule."

The increase will be generally retroactive for this school year.

and transfer clauses; payment by the employer for a group hospitalization plan; also the establishment of an extensive educational program to be paid for in its entirety by the company.

Brother Tremblay also reports that as a result of the new agreement, the office employees of this company will no longer punch time clocks.

Making Ends Meet**Don't Overlook Fish Dishes For Winter Budget Meals**

Don't overlook fish dishes when planning winter budget meals. Varieties listed as bargains in different sections of the country include snapper, seatrout and shrimp in southern markets, frozen ocean perch and whiting in the Midwest, scallops in western states, and haddock and flounder fillets in the Northeast.

One trick to making fish a popular dish with your family is not to overcook it. The delicate tissues of fish are much like the white of an egg, and similarly become tough and leathery if cooked too long. Just cook the flesh until it loses its transparency and turns white. If you buy a large piece of fish it's wise to cut it up into separate serving pieces before cooking, about three to the pound, so that the outside won't be overcooked before the inside flesh is done.

Cooking Hint

Cold winter days are naturals for rich thick soups and stews. Here's a tip to help you serve them up in record time, complete with that full-bodied flavor which otherwise must come from long, slow preparation. Every time you boil vegetables or meats, pour the leftover liquid into a glass jar. That way, you'll have a continuing and increasing supply of rich stock handy in the refrigerator to serve as a base for your favorite soup or stew recipe.

Dress Sense

When buying dresses, do you base your selection on certain obvious marks of quality in addition

to materials and style? Often simple construction details are your best clue to whether the dress selling in a basement clearance is as good quality as the one selling for twice the price in a fashionable shop.

Seams are a good indication of quality. They should be at least three-eighths of an inch wide, finished off to avoid unraveling. Stitching should look the same on both sides of the dress. In these days of changing fashion a two-

inch hem is necessary to provide adjustment. Dresses which have to be dry-cleaned should have binding at the edges; wash dresses should be stitched and hemstitched. Look around pockets and under buttons to be sure they're reinforced. Trimming of contracting colors should be detachable for cleaning.

Union Label

Quality counts. You can be sure of a full measure of quality in goods and services you're buying if you always look for the union label.

CIP Negotiations Successfully Concluded

Representative MacArthur and Vice President Cosgrove report that the Canadian International Paper negotiations held in December effected many advantageous changes in the expiring agreement with CIP. Many changes were made in the agreement which result in better conditions for the office workers employed by this company.

There shall be, as a result of these negotiations, a 37½-hour workweek with no reduction in pay, improved holiday clause, additional coverage to include more people in the bargaining unit,

clarification of the vacation clause, along with a general wage increase and a reopening clause for the purpose of negotiating an increase in the wage rate brackets.

Vice President Cosgrove and Representative MacArthur state that the members employed by CIP are very happy with the gains accomplished in these negotiations as well as the agreement by the company to hold meetings in the various areas to further familiarize everyone with the job evaluation program now in effect in this company.