Closed shop frozen by War Board

Washington, D. C.—The National War Labor Board has adopted the position that for the duration of the war a company cannot abandon a union shop or close shop already established by a prior contract reached through bona fide collective bargaining.

The board's policy on continuance of a union or close shop clause was set forth in an opinion written for the board majority by Dr. Frank P. Graham, public member and president of the University of North Carolina.

"The National War Labor Board by the provision for the maintenance of membership, seeks to stabilize the unions in an area of struggle," Dr. Graham wrote. "By provision for the continuance of the established union shop, the board seeks to keep stabilized the unions in an area already stabilized. For unions in open shop industries to fight out to the bitter end the battle for the union shop would be most unwise, and devastating for war production. Likewise to push union shops back into open shops would unbalance, for war production, the unions of the millions of American workers who have pledged themselves not to strike.

"The National War Labor Board, in its basic policies, holds that the government will not compel a worker to join a union in order to get a job, and that the government will not use its sanctions during this war to establish or disestablish the union shop.

"By this decision, notice is now given to both workers and management, beyond future misunderstanding or appeal, that no company can take advantage of the board's standard provision for union security to reduce the provision for the union shop to the provision for maintenance of membership, hereafter also for the so-called interim employees; and that no company can take advantage of the no-strike agreement to throw out a union shop previously established by agreement between the parties. This policy is not intended to interfere with lawfully established bargaining rights."

Here's one man who paid—have you paid yet?

Received a letter from Brother Glenn J. Gately who is now in the Navy. The letter was as follows:

Dear Sirs:
I have received a letter from you requesting a day's pay for Army and Navy Relief. I have been where it was impossible to send the money sooner.
A day's pay at this rate isn't much, but I am sending it now. Enclosed was $1.00. . . . How many of you Brothers have overlooked this!

AFL urges war workers to stay on job regularly

Miami, Fla.—American war workers were urged to stay on the job unless incapacitated in a statement issued by the AFL Executive Council to discourage absenteeism. The statement follows:

"It is clearly evident, as a result of a survey made and considered by the Executive Council, that the workers of our nation are giving full and complete support to the war effort. The constructive genius, skill and ability of the workers are reflected in the construction of ships, airplanes, tanks and war material of all kinds."

"The Executive Council expresses its deep appreciation of the record which labor is making during the existing national emergency. The facts show that workers are deeply conscious of their obligation to work longer hours, to make sacrifices, to buy War Bonds, and to contribute in every possible way to the war effort."

"The Executive Council appeals to the workers of the nation to reach new heights and to set new standards in production. This appeal is based upon the existing war needs and is made in response to the request of the President that production be doubled."

"In order to achieve this purpose every worker must report for work each day unless prevented from doing so by illness, incapacity or circumstances over which he may have no control."

(Continued on page 2)

Presenting first issue of Local 3's newspaper—for members' approval

For some time it has been the ambition of Local Union No. 3 to publish some kind of monthly news letter which would meet the needs of all. This issue is the first to be printed and mailed to all members. We hope it shall be of interest and meet with the approval of the entire membership.

As you know, Local Union No. 3 covers a very large territory. It requires a large number of Business Agents to cover it properly. It has been my aim to see that as much as possible of our entire territory is covered. Although it is becoming more and more difficult to travel, we aim to continue to cover all jobs possible for the present time in an opinion.

Should any brother feel that his job is not properly taken care of, I am requesting you to contact the Business Agent in your territory. If you find that you can not get service for some reason or other, contact me by phone, or letter. I shall be glad to co-operate as best I can with your Business Agent and try to assist you.

By reading the reports from the various localities, you will find work has slackened up considerably—particularly on construction. It is true that weather conditions have something to do with this. However, in shipyards, work has been and is good. The wages are, as you perhaps know, not as high but it is steady work six days per week, time and one-half on the sixth.

During the last week our Gen. Pres. Wm. Maloney, our Gen. Sec.-Treas. F. A. Fitzgerald, and C. W. Carter, Fifth Gen. Vice-Pres., spent a few days in San Francisco. Their time was very limited owing to the enormous amount of work which they are called upon to do these times. All of us appreciated their visit even if it was only short.

Local Union No. 3 now owns its own home in Stockton, Calif. By the time our next news letter is out, our office in Oakland will have been moved to 23rd and Webster Streets. That building was bought by Local Union No. 3 at our last meeting, and all that is required now is a remodeling job. We will then own our own home in Oakland with which all will be satisfactory to all members in the East Bay district.—Victor S. Swanson.

went away happy!

The membership of Local No. 3 is invited to inspect the new building at any time.
Union Paving to start highway job near Reno

John DeLaGrange and Leo Collett, Business Representatives working out of the Reno Office report:

Reno—The Union Paving Co. was the successful bidder on 73½ miles of highway from the Reno Airport to the State Line, at $205,853.43. The contract has already been awarded. Work to start around the first of March.

Morrison & Knudsen has a cost plus repair contract for the Southern Pacific Co. from Sparks to Lovelock, Nevada. We have a few dozen men working at the present time.

Nothing new on the extension at Lometa Valley. The second extension on the Minden Airport will start about the 1st of March. To date the Army has not awarded contracts on C.A.A. Airports at Lovelock and Winnemucca. The bids were opened last November.

We have definite information on the Pyramid Lake Naval Training Station. I have been told that McDonald Engineering Co. of Chicago has negotiated a contract with the Navy. I do not know when they will receive a work order on this job, if any.

I was in Mr. Allen's office, State Highway Chairman, Feb. 16th. He informed me that they had new highway work anticipated for this year, provided the government would release money for military roads.

Honey Lake California job is about through for the time being and we can get no information on new work coming up in the future, with official credence.

However, we request all engineers in this district to keep this office posted of new opportunities so we can get in touch with them, as we need them.

AFL says war job vital duty

(Continued from page 1)

"Workers employed in industry are truly soldiers of production. It is the firm conviction of the Executive Council that absenteeism should be avoided. Failure to report for work regularly may cause hardship or death to soldiers enlisted in the armed forces who must serve under the field of battle. Among these armed forces are the relatives of production workers who are serving in the workshops, production plants, factories and on the transportation lines of the country, producing the goods and supplies needed by the armed forces in order to win the war.

"Let each worker report to his post of duty each and every day and be on the job regularly and continuously in the industrial plants of the nation, serving in that capacity as faithfully as the soldier serves on the battlefield."

Financial Secretary asks members to keep dues paid

I believe this would be an opportune time to notify the members through the Monthly News Letter to give a lot of attention to their dues standing in the Union. It appears to me that this would apply particularly to the men following construction work. That branch of the craft seems to be doing less work at the present time than the production workmen.

The time is not far distant when you will be receiving your new dues books and any member not having his dues paid up to date will not be entitled to his book. I believe the easiest way to explain that is to quote the Constitution which we are compelled to follow.

SUBDIVISION 7

Good Standing Defined with Relation to Dues.

Section C. No member shall be in good standing unless he shall have affixed to his dues book stamps showing payment for all current dues and receipts for other indebtedness to his Local Union.

Penalties for Members in Arrears to Local Union.

Section D. Members thirty (30) days in arrear in payment of current dues, assessments or fines may upon vote of the Local Union be denied voice and vote thereon.

Members sixty (60) days in arrear in payment of dues, assessments or fines may upon vote of the Local Union be barred from meetings or removed from committees or both.

Members ninety (90) days in arrear in payment of dues, assessments or fines may be expelled from membership, removed from employment where agreements between the Local Union and employers permit.

I believe that if the brothers would give the above quotation their attention, they will find this information very helpful to them.

T. M. Bynon, Financial Secretary.

THINGS QUIET IN SAN JOSE—MOST CONSTRUCTION NEARS END

M. G. ("Mickey") Murphy, and Wm. A. Specy, Business Representatives, working out of the San Jose Office, report:

San Jose—Things are quiet here and most of the construction is nearing an end. However, we contemplate having a couple of road jobs of good size in the near future, one out of San Jose, over the hill; and another near Watsonville. (Certain Federal regulations will not permit me to name in detail.) I assume Granite Construction Company of Watsonville will bid pretty close on it as it will be in their back yard.

Casson and Ball will soon put a period on the excavation of their job at Monterey and then come the surfacing. Mr. Krull, Superintendent, and Jack Salter, Assistant Superintendent, compounded with the untiring efforts of our men to do a good job will soon have that community in a position to take care of itself in the clutches against any intruder.

Johnson, Drake, and Piper are going along quite well on their job at Hollister, but the rains in the past few days have retarded the progress somewhat, but I'm sure it won't rain forever, and they expect to resume their operations in the near future. Carl Jessen is one of our good Brothers and has plenty to say on the whole works.

We may have something on the same order for San Jose in the near future. This locality, but I previously stated we are not sure as yet.

The Alviso Ship Fabricating plant is still down but we are expecting it to resume operation in the near future, where we had room for about twelve of our good deck workers.

Pittsburg De Moines Steel slowed up on their wind turbine and Bill Selden is taking it quite easy.

Heiple is still on his hanger job in Moffett, and is still just as anxious to cooperate with Labor as ever, or maybe more.

Santa Cruz is very quiet with the exception of the E. T. Haas job, Davenport Cement Plant. Henry Pacheco, the old shovel runner, is still there, in an office and with the program.

Watsonville is still waiting for the weather to permit Fredrickson & Westbrooke to move back to town, and complete their big job there, which has been shut down for the last two months over the extreme generosity of Jupiter Pluvius.

We are going to open a small office near Permanente for the convenience of our Brothers in the plant, and Brother Specy will have hours something like 8:00 A.M. to 10:00 A.M., for the graveyard shift coming off work and from 3:00 P.M. to 5:00 P.M. That will care for all three shifts. We have a pretty nice bunch of young fellows out there and they are an asset to the organization. Not an ache.

We wish to report the loss of our Brothers, Cliff Pike, February 15th; William Kemp, February 17th; Brother Salter and Royce, February 19th; Brother Specy's death resulted from injuries received in an auto collision, Brother Siebert, and Royce from colli.

(Continued on page 3)
Clancy reports Belair expects two shifts soon

President PAT CLANCY, Business Representative working out of San Francisco Office reports:

San Mateo—Work in San Mateo County for the county by members of our organization has been and will be slack due to non-sufficient funds by the county. There have been a few members of Local 3 going into is one working now on full shipbuilding construction of operating engineers. Most members know these ships are built of concrete. Here's hoping they finish!

Macco construction job at Half Moon Bay is about completed. The Superintendent, Cecil Moore, has been transferred to Southern California. The work is being supervised by one of the foremen. Harms Brothers just below Half Moon Bay will continue operation when the weather permits.

We have had a number of our members employed at the Metropolitan Housing Project which is going ahead as per schedule.

The Pacific Bridge Company job is proceeding about the same.

The few dry and sunny days that we have had bloomed out a number of small contractors that work in San Mateo County on small roadway construction, driveways and various excavating work. There is also planned a low cost housing project to be started in the near future. The work is being supervised by one of the foremen. Harms Brothers just below Half Moon Bay will continue operation when the weather permits.

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FACING the FACTS
With PHILIP PEARL

It pains us to light into a hero, but Capt. Edward V. Rickenbacker is fast becoming a hero only to the National Association of Manufacturers. Ever since his return from his miraculous rescue in the Pacific, Capt. Rickenbacker has devoted his time to a barnstorming tour of the country attacking labor unions and sneering at the record of America's soldiers of production.

If this is supposed to be "moral building" or helpful to the war effort, Capt. Rickenbacker is being grievously misled. In fact, the War Department has felt it necessary to divorce itself of any responsibility for Capt. Rickenbacker's utterances. Under Secretary of War Patterson issued a public statement declaring that the former World War ace was speaking as an individual and not as an Army officer in his lecture tour.

The Voice of the Big Business

The fact is that Capt. Rickenbacker, in private life, is a business man—a big business man. He is President of Eastern Air Lines. In this capacity he has had extensive dealings with two labor unions which hold contracts with his company—the Airline Pilots Association and the International Association of Machinists, both affiliated with the American Federation of Labor. When questioned by newspaper reporters, Capt. Rickenbacker was forced to admit that his relations with these unions have been friendly and constructive.

Thus, when Capt. Rickenbacker assails labor unions in general for not cooperating sufficiently in the war effort he is not speaking from personal experience—quite the contrary—but from hearsay.

We would like to know who has led Capt. Rickenbacker the boxcar which he is spouting so energetically.

Furthermore, when Capt. Rickenbacker criticizes conditions in American war factories, he is not speaking from personal observation. He has not made any extensive inspection of such war plants. Those who have, repudiate his uninformed conclusions.

Among these is an entirely unbiased war correspondent, Quentin Reynolds. In an address to Detroit businessmen recently, Reynolds said he had visited thirty American war factories and hundreds in Russia and England, and "I say that nowhere in the world is labor digging in and working so hard as it is right here in America."

Out of His Own Mouth

A report in the New York Times on Capt. Rickenbacker's address last week in Philadelphia confirms our suspicion that his public statements are shaped by his personal political and economic views rather than based on facts.

In the speech referred to Capt. Rickenbacker harshly denounced the payment of extra compensation for slaving at the war factories and hundreds in Russia and England, saying that nowhere in the world is labor digging in and working so hard as it is right here in America. The Airline Pilots Association and the International Association of Machinists, both affiliated with the American Federation of Labor, have never repudiated his views.

Because your officers are individuals and not representative, individually and collectively, of the membership, it is the duty of each to see that these requests are properly acted upon. It is the duty of each to maintain the dignity of the company so that we may laugh at the snipes of the trade journals and the detractors of our profession.

Your responsibility to your union

Because the union is you and your fellow workers, it is more important to you than the employer's plant is to him.

Your interest and devotion to your union will tell how much interest and thought you give to the welfare of your fellow workers.

Because your union is you, not individually but collectively, individual gain is often set aside for the greater benefit of the majority.

It should be your satisfaction to know that you have helped better the conditions and the right of your fellow workers to earn and enjoy a better living.

You or we as individuals cannot afford to shirk that responsibility of treasurering and being proud of an organization that we ourselves maintain and own. Your union is the only medium for the working man to be on the same level as his employer economically.

Cease and desist in your attacks upon the union. Cease and desist in the propaganda that you have been conducting against its growth.

RICHARD A. WHITE
Treasurer
International Association of Machinists
Sacramento, Calif.

March 12, 1943

MONTHLY NEWS LETTER
FACING the FACTS
with PHILIP PEARL

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From the shipyards

At the Richmond Shipyards there has been an average daily turnover of about twelve members, which is the lowest in history.

Many shipyard employees said they were not sure if they had to work or not.

The Navy Department has taken over Pacific Bridge Company's Maritime Commission Yard at Alameda, making one yard instead of two.

Moore's Navy Yard, Commission Yard at Alameda, making one yard instead of two.

Pacific Bridge Company's Maritime

In view of the fact that we have to work, there has been a very low percentage of absenteeism.

There have been a number of brothers who have been notified that they have been put on a two-week's notice.

The MACO job at Winehaven has approximately ninety members of Local 3 and 3-A working on the job.

They are very busy at this time.

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Airport project picks up, then rain slows it

Frank Lawrence, Business Representative working out of the Sacramento Office, reports:

SACRAMENTO-MARYSVILLE. — The work picture in the Sacramento-Marysville District is about the same as last month. There is still a small job going on at Mathis Field, McClellan Field, McCarthy Housing, Camp Kohler, etc., with only a few members on each job.

Work at the Fairfield-Suisun Airport seemed to pick up a little for a week or two but was stopped again by rain and wet ground. The Pacific Pipe Line Construction Company have completed as much of their pipe line job as is possible until spring. The McGilivray & Teichert Hotel project and Pitsa keep a few men employed. About seven members are still working at Camp Beale and Hemstreet & Bell keep a few men working.

New jobs have started at Arbuckle and Woodland—Migratory Labor Camps to be built by the Lindley Construction Company. Hemstreet & Bell have the street and road work and Pacific Pipe Line the sewer work. There is also a Migratory Labor Camp being built by Barrett & Hilp on Ryer Island. The Holender Construction Company will do the utilities at the Winters Airport and will do paving and trenching work.

Proposed new jobs are: The Government Hospital at Auburn, four major warehouses at McClellan Field, and two additional runways at Municipal Airport.

Brother Roy Thomas, Sr., member of Local No. 3-A, is in the Stower Hospital as a result of a severe foot injury. Brother James Thomas Jackson passed away suddenly February 18, at his home in Elk Grove from a heart attack. Burial was in Sacramento Saturday, February 20, at 11 o’clock. Brother James Jackson is now at home convalescing after his recent automobile accident.

We are hearing back-pay checks from Polk's & McEwan in the Sacramento Office for the following members: Charles Shannon, Allen Aner, Elvis Dill, Louis J. Little, Doyle H. Colson, George Clements, James Clark and J. E. Somers. For some time we have also been holding a check from A. Sada & Son for V. S. Nunis.

Workers fly planes from flood area

WASHINGTON, D.C.—The War Production Board's Press Service revealed that one hundred army and navy planes were washed away in a flood in Lock Haven, Pa., by members of the International Association of Machinists at the risk of their own lives.

Because the 10 pilots employed by the Piper Aircraft Co. were unable to handle all the planes, 35 unionists, who had learned to fly on their own, formed assembly lines to fly the planes to higher ground.

Jobs in San Rafael area keep going as long as weather permits, business representative reports

"HEINE" FOSS, Business Representative working out of the San Rafael Office, reports:

San Rafael. — The Marinship "Housing Project" is rapidly nearing completion. Small contractors in the vicinity of San Rafael keep several members steadily employed. Hutchinson Company has recently taken over by Forrest Brown, and has several contracts for grading and paving in the vicinity of San Rafael and Hamilton Field.

The Greenbrae Quarry has three steam rigs running as steadily as the weather will permit. They are getting out material for local use. Brother Ralph Foy does all of the Company's barge work.

Contractor Leo Epp will use several of our members near Hamilton Field, as he has the work for foundations and street work in connection with the Housing Contract.

Fred Shively and Watson have a big job in Hamilton Field. They have three shovels on the job and expect to double-shift as soon as the weather permits. Several of the United States Engineers District are approved, this will probably be the largest earth moving job in the Valley.

Johnson, Drake and Piger have a large job near Santa Rosa. They are using four shovels on double shifts. Also have several "C" contracts as well as a complete mixing plant. Superintendent Fred Pillard is in charge of the excavation and grading while Superintendent Hoff is in charge of the cement operators. Approximately all of the shovels on this job are members of this organization, and it will probably continue for some time.

Basalt Quarries are busy getting out gravel requirements for the job at Geyerville. Their plant at Healdsburg is running at normal production with Superintendent immediately. This plant employs several of our members.

The Macco Construction Company has completed all contracts in the vicinity of Napa and Sonoma. A number of small jobs going on in the vicinity of Clearlake and the counties of Lake and Mendocino. This is a result of the Army and Navy, who will let several contracts which should employ many of our members. The same applies to the vicinity of Napa, California.

The famous Conn Valley Dam is expected to be late this spring and will be a job of large proportions. It will mean a lot of earth filling.

Heasly-Moore have a portion of the Vallejo-Napa highway realignment and we hope to see them get the balance of the job. Their Superintendent, Jim Guepin, is holding his organization intact for a "spring offensive."

The Tipton, Sherrill & Fisher new bridge job over the Napa River is slowed up on account of material shortage.

There are several small jobs going on in this jurisdiction. M. Syar has several jobs running in the Vallejo territory. Barrett & Hilp and Kaiser are working small crews on Mare Island. Harmert & Utz and several other smaller contractors are being kept busy in this vicinity.
Fresno reports work not too abundant there

Vice-President H. T. PETERSEN, Business Representative working out of the Fresno Office reports:

Fresno.—Although the aggregate total of construction work in this territory is in the mill,ion dollars, it is practically all building construction and of course in this type of work we do not have too many men in it at present.

On the Hammer Field job the Meyers Construction Company have submitted the grading of building sites to the J. E. Haddock Construction Company and they have 3 rigs in operation on this job. The underground work was submitted to the Pacific Pipe Line Constructors, who have 2 trenching machines making work.

On the Basic Center, Jack Shields Company have the streets and sidewalks and are operating 3 rigs on this job. The company has recently been awarded a small railroad siding job at Hammer Field, which will start in the near future.

E. T. Haas Company are doing the underground work on the Basic Training center and this job is progressing with 2 trenching machines and 1 dozer. The N. P. Van Valkenburgh Company of Los Angeles were low bidders for the underground work they are just beginning operation and will probably have about 5 engineers on this job.

Piazza & Hunley still have about a month's work at the Porterville Airport consisting mainly of black stuff, however, this job has been shut down for 10 days and most likely not start for sometime yet because of weather conditions.

George France & Railing Co. job at Stratford is progressing as well as the weather will permit. There are 2 shovel crews 1 and 1 skimmer employed there at the present time.

While I am in this part of the country I wish to point out that Tulare Lake District No. 749 has flooded and if they are successful in pumping this drain dry they should have a considerable amount of work here in the late Spring.

Guerin Bros. have completed the contract at the Merced Municipal Airport and at the present time there is no work in this area except some patching on Bideon Road being done by the Jack Shields Company.

Outside of routine operations of Grant Pacific Rock Company and Stewart & Nuss, I believe this covers the situation in this area for the present.

However, there is a lot of agitation for the completion of the Kern and Modera Canals and if the government gives an ok to these projects this should become one of the bright spots in our jurisdiction.

F. T. Shipman, Business Representative of the Eureka Building Trades Council, reports on the Eureka District:

The construction work in this district is about all finished with the exception of Crescent City Airport. This airport has cut down to one shift with only about twelve rigs working. Just a taxi-way and some of the shoulders to complete.

The access road to the Eureka Section Base has not started as yet and probably will not until the weather is settled. There is about eleven miles of this road but all practically on a level grade through sand most of the way.

Still adding an Operator now and they had a few oilers to the Dry Dock job. They are now placing an oiler with every rig.

The Chicago Bridge and Iron Co. have promoted Win. (Bill) Goetz to the grade of Superintendent and he is very busy at present lining things up and is doing a swell job.

The Mercers, Fraser Co. keep their Operators and Oiler busy as they are still doing some work at the Seaplane Base as well as the Dry Docks.

Weather conditions hit jobs in Utah

C. L. (“Spice”) Carseholl, Business Representative working out of the Salt Lake Office, reports:

The work in the State of Utah is not very good at the present time. However, this is primarily due to weather conditions and we expect to see a 20% increase in the number of employees now on. However, we do have some work for “skilled” crane operators who can set steel. If there are any members of this type available please contact the Salt Lake Office.

Brother T. D. Bryson, Business Representative working out of the Salt Lake Office, has been hospitalized, and we have been handling his vicinity through this office. However, he is now back on the job, and will probably have a report for the next news letter.

Activities slow at Marysville, Doransays

(Continued from Page 6)

Eureka reports work in district almost finished

Treasurer P. E. VANDERWALK, Business Representative working out of the San Francisco Office, reports:

San Francisco.—In spite of the winter weather conditions, work here is progressing smoothly. Although a number of men are registered as unemployed, more men are constantly being put to work.

Some 1600 members are now working here, including the three shipyards. There are only four major construction projects in operation at present, namely, Hunters Point, Mareys Supply Base, S. F. War Housing jobs and Submarine Base. Construction on the whole is not very promising at present but with a little good “old California sunshine” it will improve.

Considerable trouble has been experienced by Stewards on jobs in this area due to the lack of cooperation on the part of our members, which could easily be overcome by the members if they would report to the Steward all their “beefs” and also make known to him that they are on the job.

After all, the Steward has to put in his time operating the rigs the same as any other member and therefore hasn’t the time to canvass the job. According to our working rules, it is the duty of every member on the job to report to the Steward. Therefore, Brothers, your cooperation would be appreciated.

There is almost a constant demand for oilers in the shipyards in this area, mostly caused by our members being drafted into the military service. And for the information of those who might desire to come into this area, to work as an oiler, the pay is $1.08 per hour for day shift, plus 10% for swing shift and 15% for graveyard and also they are working six days a week. And for the information of those who might go to work in the shipyards and for those who are already working there, the following Migration plan as agreed to by the Unions and Management is submitted:

This agreement covers all employees in all shipyards. A uniform clearance shall be used by all shipyards. No shipbuilder in this area shall employ any person previously employed by any other shipyard, in this area, unless said person presents such a clearance card.

A clearance card shall be issued immediately when and if employee leave employment to another Armed Service. Such clearance shall state:

A clearance shall be issued immediately “Cleared for Military Service Only” to any employee who is liable for the lack of work. Such clearance shall state, “Cleared for Re-employment.”

A clearance shall be issued immediately to any employee who is discharged for cause. Such clearance card shall state, “Cleared for Re-employment”. Such clearance card shall also state therein the reason for discharge. Oliveshipyards in the area are under no obligation to accept for employment an applicant with such a clearance. However such employee shall have the right to appeal to the Appeal Board and to submit facts surrounding such discharge.

A clearance shall be granted for “good and sufficient reason”. A “good and sufficient reason” is defined as one not in violation of the terms of this agreement, and which is acceptable as such to an Appeal Board and to the personal office of the shipyard from which clearance is sought.

Without limiting the right to grant clearances for other “good and sufficient reasons” and for the guidance of both shipyards and labor, and the Appeal Board, the following special rules are laid down:

1. A journeyman mechanic shall be entitled to a clearance permitting acceptance of up-graded supervisory employment in another shipyard, but only if such employee, on his or her own initiative, has first obtained a written offer of such employment.

2. In the discretion of the Appeal Board, transportation and housing may be taken into consideration in granting or refusing an individual clearance, but only if employee presents to Appeal Board upon the official stationery of his Local Union and signed by an official of his Union.

At Western Pipe and Steel, last after nine months of almost constant arguing and meetings, the scale of wages has been equalized so that now all men operating rigs, whether they be Gantry or Truck cranes, will receive $1.33 per hour plus shift differentials.

A better condition of employment should now exist in the yard, thanks to the concerted help of all our members employed there and also for staying on the job while this condition existed.

At Bethlehem shipyard some trouble is still being experienced, in obtaining repair work for those employed under swing shifts, but the hope is still being held that this rate may be obtained for those doing that type of work.

Still dealing with the shipyards only in another manner, the serious problem of absenteeism definitely has become a very serious matter for the Engineers. First because of nature of the work and of the important positions being held by our members within the shipyards, any absence from work is far more noticeable and has a more delaying effect upon the work than any other craft in the yards.

Secondly, because of the fact that there isn’t always someone to take your place upon the cranes. So, Brothers, if you are not sick and haven’t too much of a Monday morning headache, please be on the job.

Poor Father!

Daughter: “Oh, papa, what is your birthstone?”

Father of Seven: “My dear, I’m not sure; but I think it’s a garnetstone.”

Tie Up The Wolf!

She (in Barrister’s shop): “Have you any passion poppy?”

Old Salesman: “Have I? Just wait till I put down these roses!”
Provo representative reports job conditions

UNFINISHED BUSINESS

Brother Vandewark stated that the Executive Officers, Local Union No. 3, desire to fulfill their obligation to their organization to lend every effort towards the war effort, and

WHEREAS, there are sufficient funds in the Union’s account with the Defense Bonds, without jeopardizing the Union’s financial position.

THEREFORE, BE IT RESOLVED, that the Executive Officers be authorized to purchase the names of Operating EngineersLocal Union No. 3, of the International Union of Operating Engineers, to purchase in the name of Operating Engineers, Local Union No. 3, of the International Union of Operating Engineers, and

WHEREAS, the time is ripe for the Executive Officers to move forward in furtherance of the terms of the resolution. One Nay vote.

Brother C. R. Hale recorded as present: E. T. Johnson, resigning; John T. Jackson, present; Lyle McCann, Executive Board, present: Victor S. Swanson, Local Union Manager, present.

The next regular meeting will be held April 3, 1943, in the Building Trades Temple, 14th and Guerrero Sts., San Francisco, at 8:00 p.m.

REPORT OF OFFICERS

Brother Vandewark gave his report as Treasurer. A copy of this report was not available for the recording secretary.

A motion was made and seconded that the declarations for candidacy for office be dispensed with and that the names of the candidates and the office they filed for be dispensed with.

Pat Clancy, President, present: H. O. Foss, Vice-President, present: R. A. Meehan, Treasurer, present: H. O. Foss, Secretary, present: T. M. Bryan, Financial Secretary, present: P. E. Vanden, Business Manager, present: Lyle McCann, Treasurer, present: Otto Never, Business Manager.

An application against Charles Pont was filed by Sam D’Amato at the time of this meeting. Both principals being present, President Clancy ordered the complaint read, after which Brother Pont pleaded not guilty. President Clancy set the next regular meeting, April 3, 1943, to begin at 9:00 p.m. The Recording Secretary asked for more specific charges and information, if possible, before the resolution was passed. The resolution was passed without a vote.

The offices of the President, Vice-President, Secretary, and Treasurer, being still vacant, it was moved and seconded that the usual number of officers be elected at the next regular meeting, April 3, 1943, and the resolution was passed without a vote.

At the present time about 8,000 men are employed on the job and because of lack of plans, materials, etc., this will probably be the peak, although it was originally thought that about 11,000 men would be used. Recently there has been a few engineers laid off because of the above reasons or because of the cold weather.

The work the Building Trades Council encourages is that this job will start; however, the project will be delayed a few weeks due to the lack of materials. The usual troubles were had, of course over manpower, compressors, pumps, etc., and occasionally some foreman would try to use some other craft on engineers’ work, but these matters have been easily resolved.

On the whole the all companies involved have showed a willingness to cooperate and routine police work has been all that was necessary to keep the job straight.

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The office finds itself with a considerable unemployment list, so if you are figuring on coming this way, inquire of this office before you come, as you might find yourself at the tail end of a long list. We do not expect a change in this situation if at all, until May.

In addition to this work considerable housing is starting or is projected. Our understanding is that most of this work will be union; however, there will be little for the engineers on this type of jobs. Some road work is anticipated as soon as the weather warms.