

\$15 Boost Won For 'New England' Men; 5 Cent Off-line Work Increase

Climaxing a full year of struggle with the New England Steamship Company, shipowner stooges and phoney War Labor Board Referees, the union won this week a monthly boost of \$15 for all ratings on the New England ships, and an increase in off line service work of 5 cents per hour. This victory was established on September 10 when the Boston Regional WLB handed down a confirmation of a maritime panel report containing these gains. Not only will the \$15 increase go far toward eliminating the wage differential between New England jobs and similar work along the coast, but the union won a retroactive clause which

HERE ARE HIGHLIGHTS OF NEW ENGLAND BEEF AS PRINTED IN THE LOG OVER THE PAST FEW MONTHS. THE TWELVE MONTH OLD FIGHT WAS FINALLY WON THIS WEEK WITH PAY BOOSTS FOR ALL.



New England Men Get Raw Deal From Phoney Referee ← MARCH 5

District WLB Upholds Phoney Decision On New England ← MAY 14

SHIPOWNER FRAMES-UP 'NEW ENGLAND' SEAMEN ← JULY 30

War Labor Board Set Straight On 'New England' Provocations ← AUG 6

means that every man will receive the increase as of December 9, 1942. This means well over \$100 in the pocket of every New England man at once. Any man who either quit or was discharged since the retroactive date, shall receive the amount of the increase up to the time he left the employ of the Company. These men must mail their written application for retroactive pay to the Company within 60 days.

The Regional War Labor Board failed to grant the men all that was asked by the union, but under the circumstances the decision is acceptable.

The history of this case is long and stormy, with the shipowner and his allies using every legal and illegal dodge in the books in order to escape paying the men a living wage. It was in the fall of 1942 that the union first attempted to negotiate an increase

directly with the owner. Although New England wages were patently "sub-standard," the shipowner hid behind the "Little Steel Formula" and refused to make any concessions.

On December 9, 1942, the case was certified to the War Labor Board and a new series of runarounds began. WLB Referee Coit heard the union case, and ruled against us on every point. His ruling was then upheld by the Boston Regional Board. Coit's ruling, and his logic, so outraged the facts presented by the union, the case was immediately appealed to the National War Labor Board in Washington. Full proof that the Referee handed down a phoney decision was the fact that the National War Labor Board directed the Boston Regional Board to reconsider the case.

It was on July 23 that the Union appeared before a maritime panel appointed by the Regional Board, and once again submitted briefs which contained overwhelming evidence of the substandard nature of the New England wage scales. No sooner had this panel hearing adjourned than shipowner stooges went to work on the New England boats and within 24 hours had fomented a strike. This was done to jeopardize the SIU case before the panel.

Prompt action by the union got the ships sailing and placed the blame for the stoppage directly where it belonged—on the shipowner. On August 2 the Panel decision was handed down, and on Sept. 10 this decision was confirmed by the Regional Board.

We reprint the panel's full report and recommendations, all of which become binding (unless appealed by the shipowner) within 14 days.

**NATIONAL
WAR LABOR BOARD
REGION I**

August 2, 1943

In the Matter of:
New England Steamship Co.
and
Seafarers International
Union of North America, AFL

Case No. 3946-CS-D

**PANEL REPORT AND
RECOMMENDATIONS
THE COMPANY**

The New England Steamship Company is a subsidiary of the New York, New Haven and Hartford Railroad Company. It is en-

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Screws Tightened On Labor Control

Federal agencies this week turned the screws tighter on control of manpower, ordering a system of "rationing" of labor for the entire West Coast.

James F. Brynes, director of the Office of War Mobilization, announced the plan and revealed it goes further than any of the "employment stabilization" programs now in effect in industrial areas.

Under the setup, labor will have less freedom to pick and choose jobs, and will be under pressure to go where directed by manpower officials.

Also, West Coast industries will be given priority ratings. Those with top priority will get "first crack" at available workers. Those at the bottom of the list will get little or none.

CART BEFORE HORSE

Propaganda campaigns will be started to attract more workers to the Coast, and if not enough are obtained contracts to some war plants will be cancelled and the work shifted elsewhere. Workers left behind will be induced to go into other war factories.

A. F. of L. leaders contended (Continued on Page 4)

NMU AND "STABILIZATION"

AN EDITORIAL

The National Maritime Union is now negotiating a new contract with the shipowners. The NMU's demand is for "stabilization." This word—stabilization—sounds good. It sounds as if it were on the side of law and order and motherhood and the eternal verities. Anyone who would be against stabilization must, of course, be a disrupter. And disrupters "do Hitler's work."

Stripped of all these fancy implications, stabilization means to the NMU the granting of wages and conditions comparable to those won by the SIU.

This may come as a shock to some NMU rank and filers who swallowed the Stalinist propaganda designed to convince them that they enjoyed the best conditions on the waterfront. The cold facts are—the NMU has never had wages and conditions comparable to those of the SIU. And there is a reason for this.

In the final analysis, wages are won by the strength of picket lines. There is no substitute for this weapon when dealing with the bosses. Labor-Management Committees, stabilization conferences, unity moves, and all the rest of the para-

phenalia used by the Stalinists to smother the class struggle, can not bring improved working conditions to the workers—and the rank and file members of the NMU are now beginning to understand this.

It is because of this awakening on the part of the NMU rank and file that the leadership must now make desperate moves to bring their contracts up to the level of those held by the SIU. But even now they don't turn to real trade union struggle to achieve their ends, they don't threaten the shipowners with the economic power of their union—rather do they phenagle with their fellow-travelers through the back doors of Washington in the hope of winning by bureaucratic ukase that which they failed to earn through unionism.

And, of course, this betrayal of the members is dressed up by the leaders in Red, White and Blue. Vice President Myers says in the current issue of *The Pilot*, "The NMU's struggle for a stabilized national agreement is part of a larger fight which is already in progress

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SEAFARERS LOG

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Labor Wins Victory In War On Anti-Union Laws

Organized labor won a major round this week in its battle to knock out state anti-labor laws as an unconstitutional infringement on the rights of workers.

Its first taste of victory came in Colorado, where Judge Charles C. Sackman of Denver held invalid the most vicious sections of Colorado's labor-shackling law, mis-called a "labor peace act."

Colorado's law is the worst among nearly a dozen passed by state legislatures during the past year—all of which are being challenged in the courts.

SECTIONS TOSSED OUT

Judge Sackman threw out the sections which call for compulsory incorporating of unions and regulate in detail the legitimate activities of unions.

These sections restrict the amount of dues and initiation fees unions may charge; compel them to open their financial records to inspection; prohibit contributions for political purposes, require unions to elect officers annually; permit the state Industrial Commission to send agents into union meetings for a check on proceedings, and allow members who do not like anything a union does to apply either to the commission or the courts to override the majority decision of the union.

The law would have made it possible to put out of business unions that failed to abide by the myriad of restrictions.

BAD PROVISIONS UPHELD

However, Judge Sackman upheld several other bad provisions of the bill, including restrictions on picketing and a list of "unfair labor practices" by employees which, when committed, would subject the workers and their unions to fines and civil damage suits. Curbs on closed shop agreements and a ban on "secondary boycotts" were also sustained.

Because these repressive features are in the bill, the American Federation of Labor and its affiliated unions in Colorado will appeal the decision to the state Supreme Court, Joseph A. Padway, A. F. of L. general counsel, declared.

MONEY DUE

Extra meals money coming to following crew members of S. S. Woodridge Ferris: J. Davis, J. Dedicatoria, Fred Williams, Harry Harris, John Brown, and William Davis.

Overtime is coming to following crew members of S. S. Charles Aycock: Paul Huffer, Leo Manaugh, J. M. Hughley and A. Langly.

KEEP CLEAR WITH YOUR DRAFT BOARD

By observing the following simple instructions you will continue to receive deferment from military service. Fail to observe these rules and you may wind up in the army.

WHEN SIGNING ON: Give the clerk or skipper all the information necessary to fill out RMO Card No. 47. (Green Card).

WHEN SIGNING OFF: See that Card No. 48-A is properly filled out by skipper or clerk.

Ship out before your allotted time ashore has expired. If you have not yet filled out the Green Card, contact your draft board and let them know that you are sailing.

NMU AND "STABILIZATION"

(Continued from Page 1)

in our country. Certain employer interests and craft officials in various industries are now moving to scuttle the war effort and the labor movement at the same time."

Myers' tortured logic attempts to show an identity between the war effort and his demand for SIU wages and conditions. One who is against the latter must be against the former—simple as that.

Our prediction is that the NMU leaders are not going to get their stabilization agreement. In spite of their manifold

services to the shipowners, they are not going to be able to cash in—the cop never has respect for his stool and kicks him in the teeth every time he whines for more dough.

Nor will the NMU win wages and conditions comparable to those of the SIU in the years to come. Unions don't win concessions from the bosses by following the NMU's phoney trade union line. It is by struggle on the waterfront that the shipowners are forced to shell out—and it is the SIU that has in the past, and will in the future, conduct such struggles.

CAPITAL'S WAGE HAS ESCAPED FREEZING

Evidence that wage "freezing" does not apply to the wages of capital can be found on the financial page of any newspaper.

On a single day this week the record of disbursements of 1942 earnings showed these increases in payments to stockholders:

National Dairy Products, 25 per cent; Beatrice Creamery, 40 per cent; Ward Baking Company, 20 per cent; B. F. Goodrich, 100 per cent; Humble Oil and Refining, 40 per cent; American Agricultural Chemical, 60 per cent; Twentieth-Century Fox, 100 per cent; McKesson & Robbins, 30 per cent; National Enameling, 50 per cent.

Doubtless directors of these companies were surprised at their moderation, since profits, after payment of taxes, were more than double those of the previous year.

TANKER ALARM BELL SYSTEM ORDERED

All tankers and all tank barges of more than 100 gross tons in which crews are divided between more than one watch for purposes of steering must henceforth be equipped with alarm bells, the Coast Guard ruled yesterday in an order published in the Federal Register. The order is divided into three sections, affecting new tank ships upon which construction is started no earlier than today, existing tankers, whether afloat or under construction yesterday, and tank barges of more than 100 gross tons.

The Coast Guard has ruled that all tankers of more than 100 gross tons, the construction of which is begun on and after September 15, 1943, shall have all sleeping accommodations and machinery spaces equipped with a sufficient number of alarm bells so located as to warn all occupants.



- Edward C. Brown
- Joe Kirk
- H. Hamson
- Chester Smith
- C. Olde
- D. H. Mathews
- Marvin West
- Eugene Kilasinski
- F. Clark
- D. Sannit

Editor's Mail Bag

CAN'T GET GAS

Editor and Brother:

There seems to be a work or fight law in Mobile, originated by the Governor himself. Now the draft board says 30 days on the beach but the OPA says "go to hell."

In my case I asked for enough gas to come to report to the hall twice a week. I live 24 miles out and need the gas to look for work. I was rejected flat. So, I had to get in the best way I could—by bus.

I go to the OPA with tears in my eyes, I haven't slept, I can't get a room, I don't have any gas, and I can't get a ship unless I report to the hall. But I get nowhere.

In the meantime a man comes into the OPA and asks for gas to take friends on a fishing trip. He gets 100 gallons. A bus driver comes in and needs 4 tires, he gets them.

The seaman is just out of luck because he doesn't swing any crooked votes in this neighborhood.

Who's war is this—Democracy or Politicians?

Fraternally,

J. M. TORCHICK, No. 13 G

WISE GUY

There's one in almost every crew. Have you noticed brother?

This brain-buster is too smart to be a plain sailor, and too dumb for anything else, so like all failures and misfits he makes a lot of noise.

He beefs about our hard-working officials, seeing only treachery and double dealing in their activities. He snorts about the way the bosun handles the job. He criticizes the delegate; but never goes delegate himself; it's too much responsibility and work for the good of the Union, not his good!

His latest battle station is taken up against the Maritime Commission trainee, against whom he sends his windy blasts as government-trained potential finks. As a matter of fact these kids are coming into the industry with basic training paid for by each and every taxpayer. (Look at your deductions, Wise Guy!) Instead of giving them a bad time, wouldn't it be wiser to welcome them and educate them as seamen to top off their "training?" Wouldn't it be wiser, Wise Guy, to make them potential steady union men, rather than probable scabs?

After all, they do come out of the taxpayers' school with more knowledge of seamanship than the draft or tourist type of seaman.

R.E.H.B., Bl. 5881.

Pama Takes Union Post

Johannes Pama, formerly of the Liverpool (England) office of the Dutch Central Transport Workers, has assumed the post of assistant district secretary here, according to an announcement made yesterday by P. J. Vandenberg, head of the union's American branch. Mr. Pama arrived in this country last week.

Mr. Vandenberg said Mr. Pama's transfer was one of several moves made by his group, an affiliate of the International Transport Workers Federation, in the interest of general efficiency and in line with the steadily expanding part being played by Dutch shipping in the war effort.

He also disclosed that G. E. Esveldt, veteran head of the Dutch union's main office in London, is en route to Curacao, where he will take charge of that office's reorganization. He is being replaced in the London branch by G. J. Vandenwoesty-nen.

FLANNEL MOUTH

The guy with a voice like a thunder clap and an appetite like Moby Dick the whale. He's usually first in the messroom, and pounds the table and yells at the messman if his grub isn't served pronto.

Stretching his flannel mouth like an old undershirt, he bolts his vittals and yells again for seconds before the man across the table has gotten his soup.

Isn't it about time to put a shot across this double-bottom's bulbous bow and blink the following message:

"See Preamble in Union Book, Paragraph Six—the right to be treated in a decent and respectful manner by those in command."

The messman, as a working-man and seaman, is entitled to the same rights as the men he serves. Let's give him a break and put a stopper on the brothers who yell at him as if he were a flea-bitten dog.

Book A 5881, SIU.

\$15 Boost Won For 'New England'

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gaged in passenger and freight transportation, operating a year round service from New Bedford and Woods Hole to the island of Martha's Vineyard and Nantucket. The Company employs approximately 75 employees on the two boats used by it.

THE UNION

The Seafarers International Union of North America is affiliated with the American Federation of Labor. It entered into its first agreement with the Company on July 18, 1939. The second agreement was entered into on July 30, 1940, following an arbitration hearing. The last agreement became effective October 1, 1941.

BACKGROUND

On August 31, 1942, the Union gave notice to the Company that it desired to reopen those sections of their agreement of October 1, 1941 which related to wage rates and overtime. During the negotiations which followed, the parties were unable to agree upon the disposition of the issues raised. The case was, thereupon, certified to the National War Labor Board, on December 9, 1942.

A Referee of the Board held hearings on the case on December 30, 1942, and issued his Report and Recommendations on February 9, 1943. He recommended denial of the demands of the Union. The Regional War Labor Board for the First Region approved the Referee's recommendations on April 26, 1943. The Union appealed the case to the National War Labor Board in Washington. On June 9, 1943, the National War Labor Board referred the case back to the Board in Region I for reconsideration in the light of the May 12 directive of the Economic Stabilization Director.

The Panel was appointed to review the case, hold hearings and make recommendations to the Board. The Panel held a hearing on July 24, 1943 in New Bedford, Massachusetts and afforded the parties full opportunity to be heard.

THE ISSUES

A. Summary of the Union Demands

1. That the monthly scale of wages for each classification be raised by \$40.00.
2. That an increase in the hourly rate of pay for all classifications be given for work done while boats are not in Line Service. The present scale is 55c, 60c and 65c per hour. The Union desires that the rate be set at a uniform level of \$1.00 per hour.
3. That an increase in the hourly overtime rate for all classifications be raised by ten cents per hour.
4. That eight hours should constitute a day's work for the Deck Department throughout the year. Elimination from the Agreement of the provision that for other than the time that the summer schedule is in effect the Second Mates, Boatswains and Deckhands may be placed on a schedule of eight hours within a period of ten hours. The Union desires that overtime be paid these employees for any time worked after eight

consecutive hours. It also desires that Quartermasters work eight hours per day based on the three watch system.

B. The Issues

1. Increase in Monthly Base Rates

(a) Union Position

The Union, at the hearing held by the Panel, argued in favor of a \$40.00 increase in the monthly base rates of all classifications on the following grounds:

- (1) While the general increases granted to the employees during the summer and fall of 1941 amounted to an average of approximately 23%, these increases should be disregarded in the computation of allowable maladjustment increase because the increases of 1941 should have been granted in the previous

year and because the cost of living has risen by more than 15% since the time of the last increase.

- (2) The wage rates paid by the Company are considerably lower than rates paid for similar work on the Great Lakes and in the New York area on passenger freight boats, tow boats and dredges; the differential between these rates has increased during the past few years.
- (3) Work performed on two boats and dredges is similar to work, in the same classifications, performed on the Company's passenger - freight boats. Comparison with two boats rates and dredging boat rates is, therefore, justified.
- (4) Rates paid by the U. S. Army Engineers to civilian em-

ployees working on dredging boats in the inland waterways of New England are substantially higher than rates paid for similar work performed by employees of the Company.

- (5) The wage rates paid by the Company are so low that they constitute a substandard level of wages.

(b) Company Position

At the hearing before the Panel the Company stated that its position was the same as it had taken before, the Referee of the Board in December, 1942; that it agreed with the Referee's Report and Recommendations; and that in its opinion the May 12 directive of the Economic Stabilization Director in no way effected the conclusions reached by the Referee.

The Company pointed out that the employees had been given increases in excess of 15% since January, 1941 and that no increase was therefore allowable under the maladjustment policy of the Board. It further presented the argument that no similar passenger freight operates at present either in New England or elsewhere in the country, and that, therefore, no comparison can be made with wage levels of other boats. It argued that no comparison can properly be made with other companies operating in other areas. The Company also claimed that comparison with the dredges operated by the U.S. Army Engineers would not constitute a fair comparison.

The Company acknowledged that the work of firemen and oilers on passenger freight boats is similar to that of firemen and oilers on other inland waterway boats; that the work of deckhands is not comparable in all respects; and that the work of other classifications cannot be compared at all with that of other types of boats.

(c) Discussion

The following is the monthly wage rate now paid by the Company:

PURSERS DEPARTMENT

Pursers	\$170.00
Ticket Collector and Baggagemasters	115.00

DECK DEPARTMENT

Second Mates	128.00
Boatswains	102.50
Quartermasters	97.50
Watchmen	90.00
Able-bodied Seamen	92.00
Ordinary Seamen (Utility Men)	82.50

ENGINE DEPARTMENT

Oilers	\$102.50
Firemen	97.50
Wipers	77.50

STEWARDS DEPARTMENT

First Cooks	\$122.50
Second Cooks	97.00
First Lunchmen	97.00
Second Lunchmen	87.00
Head Porters	75.00
Porters	70.00
Stewardess	70.00
Messmen	74.00

Employees are given two days off each month and receive an extra day's pay for work on Sunday. The employees receive, on the average, two meals a day on board the boats and sleeping quarters are available for the men. Practically all the employ-

ees, however, maintain families ashore and get home as frequently as their work schedule will permit. The Stewardess Department employees work nine hours within a spread of twelve while other employees are on a consecutive eight hour day. In the Deck Department, however, Second Mates, Boatswains and Deckhands work eight hours within a spread of ten except during the summer months.

General wage increases granted by the Company in 1941 clearly exceed 15%. Within the Board's maladjustment policy the consideration of the rise in cost of living, therefore, cannot be made a factor in the examination of the Union's demand for a wage increase.

The Union has argued in behalf of a comparison or rates paid by the Company with rates paid in the Great Lakes and New York areas. The panel is of the opinion that a direction comparison of rates in such widely separated areas is not justified under the Board's policy but that if possible the procedure laid down under the directive of The Economic Stabilization Director for determination of whether wage adjustments are justified, should be followed.

There are no directly comparable passenger-freight boats operated in the inland waterways of New England. The work performed by some classifications of workers employed by the Company is, however, admittedly comparable to work performed by similar classifications on other inland waterway boats. The Panel has, therefore, examined rates paid to these classifications by companies operating boats in the inland waterways of New England. It has found that the wage rates paid by the Company in these classifications is considerably lower than the lowest rates paid by other companies examined. Since most of the other companies operate out of Boston, the Panel considered the difference in labor market wage level between Boston and New Bedford. Upon giving consideration to both the industry differential in the classifications compared and the area differential in wage levels, the Panel concludes that these classifications should be granted a \$15.00 per month wage increase.

These are established differentials among the various classifications of employees working for the Company. In order to maintain the logic of the internal wage structure of the Company the Panel is of the opinion that \$15.00 per month increase be granted to each of the classifications of employees employed by the Company.

The Panel is also of the opinion that these wage adjustments be made retroactive to the date of the certification of the issue to the National War Labor Board and that the retroactive pay be distributed in accordance with the Board's general policy on this question.

2. Increase for Off-Line Service Work

a. Union Position

Each of the two boats now operated by the Company is taken off its regular run for

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Around The Ports

GALVESTON

Shipping and business is good around this neck of the woods. I have shipped everything that looks like a seaman. Have a new ship out in a few days.

Well, the sweater boys are out in front of the Houston Press Newspaper plant in Houston. It has no effect at all on the newspaper, but it does give the pants pressers and the button hole sailors a little exercise out in the hot sun.

I had two ships to sign on, but they would not go for anything but Rider 64. I had a talk the other day with a captain who just came over from New Orleans; he stated that he had gone to the USS Hotel in that city to get a room, and to see just what it was like. The clerk at the desk pulled out a form, wanting to know how long he had been going to sea, where he was born and why, his license number, wife's name and address, and all kinds of crap. The captain informed them that he wanted a room and not charity, and what was the idea of wanting to know all of this dope. Result, the gent walked out and went to another hotel. It can be understood why they want all of this dope. One copy of it is sent to the RMO and they have the finger right on you.

As I stated a few weeks ago in the LOG, Duschare, the NMU agent was in line for the secretary's job of the USS when it opens here. Has turned out to be a true fact. There were two ladies from the merchant marine auxiliary paid me a visit in the hall last week, and they wanted me to let every one know of the good work that they are doing for the boys who are in the hospital, and they also want it to be known that they are not connected with the NMU, USS or any other organization. They are out to help in any way they can, the seamen in the hospital, and they were doing that before the USS was ever heard of.

What will Stalin do when Germany is defeated? Your guess is as good as mine, but I think that he will trade hard. Our war with Japan will be a long one without the aid of Russia. Japan now has

the resources and labor of about 400,000,000 people. Joe knows all of this. Also he remembers how Russia lost Finland, Lithuania, Latvia, Estonia, and part of Poland. He knows who took them and why they did. He also remembers how Newton Baker, with Pres. Wilson's consent and without the consent of Congress as provided for in our Constitution, made war on Russia in 1919. He may also remember that we would not recognize his government until the administration of Pres. Roosevelt. He may remember a bitter statement made by Churchill when Joe was fighting Hero Mannerheim a few years ago. The Finns were destroying a division of Russians every day, and then surrendered.

The Finns came from the Volga, were conquered by the Swedes in the 13th and 14th centuries, absorbed by Russia in 1806 and had the Russian language imposed in 1811. In 1919 Finland was taken from Russia by the Whites-German soldiers under Hero Mannerheim.

Japan is a menace to Russia that Stalin would like to end, but he will get what he wants in the West before he will give us the aid we need against Japan. Joe remembers how he aided the Republicans in Spain while England, France and our State Department helped Franco and our oil companies sold Franco gasoline.

Who would Stalin hurt if he regained those countries? Some landlords and other exploiters. England's army in Iran could have aided Russia in the Caucasus and some bases on the Black Sea East of Turkey could be used to destroy the oil fields of Rumania. Why doesn't Stalin ask that kind of aid along with the Komrades in the NMU who are shouting for a second front? Could it be that Curran is being pushed aside by his fellow travelers in the NMU and has gone to Russia to see about starting a purge, and getting all of the dope of how it is done by Mustache Joe. Your guess is as good as mine. But Curran or Stalin will never see the day that they can purge the SIU or the SUP.

E. R. WALLACE, Agent

\$15 Boost Won For 'New England'

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 approximately six weeks each year to permit maintenance and overhauling work to be done on the boat. Employees in the Engine, Deck and Stewards Departments are generally employed on an hourly basis to perform some of this work. The Company also employs a separate group of maintenance workers. Following are the hourly rates paid to the regular crew for such work:

Stewards Department\$.55
 Deck Department60
 Engine Department65

The Union's position is these rates should be made uniform and that \$1.00 per hour should be paid to all employees. The Union argued that the Referee had mistakenly compared this work with common labor work performed in the New Bedford area. According to the Union the work performed is mainly painting and that the rates paid by the Company are, therefore, too low.

b. Company Position

The Company argued that the work performed is not of a skilled nature and should properly be paid rates comparable to unskilled labor. It pointed out that when these employees did painting work it was rough painting and could not be compared to that of a skilled painter. The Company does have in its employ painters whose job it is to do the more skilled painting and to mix paints. The work done, according to the Company, is comparable at most to that of a painter's helper, and the present rates are, in the opinion of the Company, adequate compensation for this work.

Discussion

Since it appears that work performed by the employees on the boats while the boats are off line service is made up of a number of miscellaneous tasks which vary with the Department to which they are attached, it appears inadequate to describe their work as rough painting. They do some overhauling and general clearing up in their respective departments. The work is not altogether that of painter's helpers nor is it entirely comparable to common labor. Some familiarity with the work is a necessary requisite.

The Panel is of the opinion that the rates paid for this work should more properly be compared with the general wage structure of the company than with jobs which at best are only partly comparable in the area. The Panel therefore recommends that an increase of five cents per hour be granted for this work. This is approximately equivalent to the \$15.00 per month increase recommended for the year round base rates.

There appears to be no cogent reason for the elimination of the differentials among the rates now paid to the various departments. The differentials reflect the past evaluation by the parties of the differences

in the tasks performed in the various departments. They should be maintained.

3. Rate of Overtime Pay

The present arrangement on overtime provides that any employee regardless of classification shall receive eighty cents per hour overtime pay. The union raised no objection to the payment of the same overtime rate to all employees, but argued that the rate should be raised to ninety cents per hour. The Company opposed the position of the Union and argued that the present rate is a fair one.

The Panel can see no justification for changing the rate of overtime pay. The present rate of eighty cents represents compensation of more than time and one-half for most employees even under the wage scale recommended by the Panel.

4. Scheduling of the Eight Hours of Work

The Union argued in favor of extending the practice of paying overtime for all time worked after eight consecutive hours to the Second Mates, Boatswains and Deckhands. It also argued in behalf of an eight hour day for Quartermasters based on a three watch system. What the Union desires to eliminate is the practice of working eight hours within ten during nine months of the year. It present the eight consecutive hour schedule applies to these employees only during the summer months.

The Company argued that the summer sailing schedule makes possible the eight consecutive hour work schedule for these classifications. At other times in the year the sailing schedule is such that unless the eight within ten hour work schedule obtained, the Company would regularly be required to pay for considerable overtime. The two hours off is not given at one time, but is broken up during the day. The Union complained that the men may be called back to work at any time during their time off and that they, therefore, frequently get their two hours off in twenty minute stretches. The Company acknowledged that men sometimes get their two hours off in several smaller periods, but claimed that whenever possible the time off is scheduled when the boats dock at New Bedford and, since there is stop over at New Bedford of from one to two and three quarters hours, the men get most of their time off in one period.

The Panel believes that whenever possible work should be scheduled on a consecutive time schedule. It does not feel justified in eliminating the eight within ten hour work rule, however, since this practice would appear to be a practical necessity for the efficient and economical operation of the boats during the time that the winter schedule is in effect. The Panel, therefore, recommends that the Union's request be denied, but that whenever possible the Company should attempt to arrange for a consecutive work schedule for the classifications involved and also attempt to arrange for time off while the boats are in dock at New Bedford.

RECOMMENDATIONS

It is hereby recommended that:

1. Effective as of the payroll period immediately following December 9, 1942, the date of certification of the issues to the National War Labor Board, the monthly base rate for all classifications of work be increased by \$15.00.
2. Effective as of the payroll period immediately following December 9, 1943, the hourly rates of pay to employees working on off-Line Service work be increased by five cents (5c).
3. The Union's request for increase in overtime rate of pay is hereby denied.
4. The Union's request for a change to a consecutive eight hour schedule all year round for the Second Mates, Boatswains and Deckhands and an eight hour pay day three watch system for Quartermasters is hereby denied. The Company is urged, however, to meet this schedule whenever it is practicable and to give these employees their two hours off while the boats are docked at New Bedford.

DANIEL L. HOROWITZ
 Representing the Public

THOMAS BOWE,
 Representing the Employees

BRADFORD KENYON,
 Representing the Employers

Here is the Directive Order of the Regional Board which approved the foregoing recommendations.

DIRECTIVE ORDER

The Regional War Labor Board for the First Region, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Orders No. 9017 of January 12, 1942, and No. 9250 of October 3, 1942, the Act of Congress of October 2, 1942, and the War Labor Disputes Act of June 25, 1943, hereby directs that:

The recommendations of the Panel dated August 2, 1943 are approved and made the Directive Order of the Board.

The procedure to be followed in making the retroactive payment of those employees who have either quit or ben discharged shall be in accordance with the annexed copy of the Board's Resolution, of April 2, 1943.

Unless a Petition for Reviews is filed with the National War Labor Board within 14 days of the date of issue shown above, this Order will become final and binding as the Order of the National War Labor Board.

- SAUL WALLEN, Chairman
 CLARENCE G. McDAVITT
 WALTER McGUINN
 C. LAWRENCE MUENCH
 FRANK M. HEAVEY
 JEREMIAH A. LINEHAN

EFFECTIVE DATE:
 September 24, 1943.

Out of the Focs'l

by

J. L.

We have visited the Andrew Furuseth Club on 37th Street and the American Theatre Wing on 43rd Street, and have been invited to parties at the Cosmopolitan Club and the Women's Republican Club, but our last visit was the JANET ROPER CLUB on 3 East 67th Street, the best Seamen's Club in town. The property was formerly the home of Thomas Fortune Ryan. Now the seamen are having the pleasure of using this palatial spot for their own recreation. The club is open every day except Sunday from 2 to 11 P.M. It would be worth your while to visit the place.

△ △ △

Hubert Wyckoff's restriction on seamen bringing in souvenirs from the war zones is evidence that he never was a boy. What harm could be done by seamen bringing in iron crosses and helmets? They want to show it to their friends and after the war will be able to tell off these guys who will accuse them of not having done anything during the war, by showing them these souvenirs.

△ △ △

Ted Crocker is now in the Army. When he last paid us a visit we informed him that his draft board was looking for him. He failed to heed our warning. He is now doing harbor patrol duty. It is reported that Don Ronan and six other A.B.'s are on the beach in the Persian Gulf. Carroll Quintt's bag was shipped here from Pennsylvania, and he may secure it in Room 213. We noticed that Max Longfellow was back in New York again.

WLB Gives 15,000 Longshoremen Pay Raise

A pay rise of 5c an hour for approximately 15,000 longshoremen in fifteen Gulf and South Atlantic Coast ports from Charleston, S. C., to Brownsville, Tex., has been approved by the National War Labor Board.

The International Longshoremen's Association, AFL, represents the men covered by the WLB order. Thirteen maritime associations and individual shipping companies joined with the union in separate applications to the board for approval of the general increase and of various local adjustments.

The board approved the increase to compensate the Gulf and South Atlantic longshoremen under the "Little Steel" formula and to re-establish a differential between rates in North and South Atlantic ports which has existed since 1936. In November, 1942, the board approved a 5c increase for ILA longshoremen in North Atlantic ports.

The basic rate for longshoremen in South Atlantic ports is 75c an hour with rates for certain cargoes and warehousing ranging from 48c to 65c an hour. Basic wage rates in Gulf ports range from 75c to \$1.10 an hour. These rates compare with a North Atlantic basic rate of \$1.25 an hour.

The new rates in Gulf and South Atlantic ports are effective January 1, 1943.

The board also approved a general increase of 5c an hour for clerks and checkers in Mobile, Ala., and elimination of wage rate differentials between dock and ship labor at Port Everglades, Fla.

Screws Tightened On Labor Control

(Continued from Page 1)

that prime requisites to solution of the manpower problem are wages at decent levels, adequate housing, payment of transportation costs to workers moving to new jobs, and other safeguards.

Labor members of the War Manpower Commission's labor-management policy committee tried to put over such a program some time ago.

LABOR SAFEGUARDS URGED

They demanded, too, that if workers are to be prodded to shift to new jobs they should be protected against being sent to plants paying lower wages, or which have miserable working conditions, or which are in violation of orders from the War Labor Board or National Labor Relations Board.

Industry members of the committee voted against the proposal, however, and as things stand now there are no national standards to protect workers being transferred, union chiefs said.

These safeguards must be put into effect, they argued, before workers will submit to any plan for wholesale transfers drafted in Washington.

Personals

WILLIAM ASKSON

Your book and papers are being held for you by the Philadelphia Shipping Commissioner.

Keep In Touch With Your Local Draft Board.

ATLANTIC AND GULF SHIPPING FOR WEEK OF AUG. 30th TO SEPT. 4th.

	DECK ENGINE STEWARD TOTAL			
SHIPPED	328	297	260	885
REGISTERED	246	211	150	607