Northern States Power Co. Workers Will Receive Presents

Municipal Auditorium Will Be Scene of Grand Affair

On Thursday, December 19, the Municipal Auditorium will be open for a party. This will not be as you may well suppose a somber occasion for poor or homeless children or for the needy citizens of the city, but rather it will be an evoca
tion in Christmas celebration.

The party is being given by Mr. Pack, General Manager of the Northern States Power Company. Mr. Pack is evidently throwing this entertain-
ment and frolic for the employees of his company. Is the party going to be open to the Northern States Power any money?

Not one single cent. Mr. Pack is evidently throwing this on his own good time, and no doubt, it is motivated by the feeling that his employees deserve a good time once a year even though their wages are not all that they should be. A Kelvinator refrigerator and an electric water heater will be given away as well.

But, wait, that is not quite all. One hundred specially prepared gifts have been provided that are also going to be handed out during the entertainment. Is there going to be enter-
tainment and dancing? Yes, of course! The Northern States Band has been hired for the occasion. To quote Mr. Pack's own words, "After the entertainment, speaking and gift distribution is over, we will clear the hall and put together in a good old time dancing party."

How about the worries and families of the Nor-
thern States Power workers? Can they come to the party? Yes, in fact, they are urged if not prac
tically ordered to be present on this happy occasion. Mr. Pack is going to make a speech, he says, and that he means to say in his speech that the Northern States Power workers are all one big "happy family." He is going to say that there is no need for organization or unionization in this company. He is going to demonstrate with gifts, dancing, music and entertainment, etc., that this is the kind of treat
ment his employees can always expect.

But, every honest, intelligen
t workers of the Northern States Power knows what is be
ting this pre-Christmas celebration.

A wave of organization is sweeping through the Northern States Power Company. Mr. Pack is trying to stop it.
NORTHERN WORKERS GROUP MEETS IN AUSTIN

From page 1

By Federated Press

Washington (FP) - The
warning issued by President Win-
netka Rod by telegraph to all the
Local Labor against the Con-
ference of the Labor-
ion is based on a misunderstanding
of its purposes, and consti-
tuates an attempt to rob the
the rights of minorities, in the opin-
ion of Chas. H. Howard, secre-
tary of the federation, executive
vice-president of the Intl. Typographical Union.

Howard explains his stand and that of his Committee in reply to the call by the Federation for a
strike against all eight unions which joined in the conference. He declared that some A. F. of L. officers
"regard separate movements as an
worse structure as dull in charac-
ter." He expressed his own "feelings of apprehension over the grave consequences which might follow" and warned against "the danger of division and discord."

Defends Rights of Minorities

Howard says that he knows or considers organization of the un-
ized "so essential that it deserves every consider-

Dr. Howard said, "I have been a delegate to the con-
ference. I do not consider that the A. F. of L.
says, "I have observed the strong-
cohesion in a controlling group and its ability to determine every question... Much to our regret, some of us have had the impression that the merits of proposals are not in the doing of the delegates, but in their adopting
Decisions. Proposals having to do with fundamental policies have been either defeated or defeated with the declaration rather than by converting the delegates.

Oppose Dual Organization

Howard emphasizes the de-
gine dual organization, the C. I. O., to promote organization of mass pro-
duction industries and affiliation with the A. F. of L., asserting that
this "does not include the possi-
ble dualism, or the dualism itself, but
stitute a menace to the success and
of the A. F. of L.

"It is not in the interest, aim or purpose of the com-
mute to "raid" the membership," he declared, "but to win
and enforce unity on its jurisdiction. Nor is there anything to be
ried to say in order to make any union
its original status in the industry to
ide the reluctance of the union outside of the
on dual organization.

As author of the declaration on industrial unionism adopted by the
San Francisco A. F. of L. convention and reaffirmed at At-
ica, Howard declared that when chas-
were issued in the name and signs of the A. F. of L. and had the unif-
in the movement for industrial unionism of the A. F. of L. and had the unification

In spite of the fact that Local 574 is at-
temporary paralyzing strike by the
local labor movement, it seems to be the kind of thing that one expects.
Some one must have had their fingers crossed when they initiated
our rubber barrel and started to play O'Leary and the others on that
scrolling stone! We want to play ball, and will, but where there is a stone, they

Bill Brown Ross

In last week's issue there ap-
peared a short article congratu-
ating "The Unions," official or-
der not, for their efforts. We are
All Workers of Austin, Minne-
nesota. This week we received a letter from the A. F. of L. thanking us for mentioning their
work. They, however, miss the letter with the sweet and took it as a half.

Bill Brown Ross

Continued from page 1

is determined to head it off. He has already secured the cooperation of many
unions. He has attempted to bring, with the promise of better jobs,
the workers in unorganized industries into the union fold. He is now attempting, through a
social affair, to bring the wives of the workers in the A. P. of L. and other
Standard Power employees into a union. With such "gadgets," flirtatious and music, will be
sufficient to anti-union propaganda.

All Standard Power employees should remember the words of a wise Roman
who said, "BeWARE of the Greeks, when they come bearing gifts."

Claxtork Box Secures Agreement

The workers at the Claxtor Box Factory, who are organized into Furniture Workers Union Local 256, have carried on their campaign of
methods of the Brotherhood of Carpenters and Joiners of America, a win signal victory which has been in existence for several years. They have been
able to secure any sort of a written agreement or contract with the management of the factory, who
has been granted raises in pay brought to an end of the shop floor strike, and the union
normal. Their union had never been recognized by the management and contract negotiations and discharges were the order of the day.

November 24th, the Executive committee of the union held a meeting. The shop committee appeared at the head- quarters of Local 574 and asked that they be instructed to enter into an
agreement with the J. R. Claxtor Co. In conformity with the request of the workers of Local 574 was appointed by the Executive board to secure the desired
attention. On November 25th, an agreement was drawn up by the local union, recognizing the authority of the
and established a shop, in the plant. On December 6th the new union took
charge of the management. After a week's time it was evident that with the usual threats that the plant would move out of the city or close down, the union had won
and signed the agree-
ment.

The workers at the Claxtor Box and, particularly, the com-
mittee of the workers of Local 256 deserve great credit for the way in which they have
worked to secure the agreement. It is printed elsewhere in this issue is one of the
factors securing the shop floor union recognition and seniority agreements that have
been granted to workers in Minneapolis. These workers are to be congratulated.

Living Costs Mount, Wages Hit New Low

While the living standard of the relief client and those engaged in the
industrial union movement is

downward, a significant state-
ment was made by the In-
dustrial Conference Board, Em-
ployees Research Organization. They have revised their index of defi-
ents as applying to food, fuel and cloth have increased over five
years, and the index for the "rise in price of foodstuffs essential to
and that the index is now
much greater than any other class of
commodities. The increase in the cost of foodstuffs is greatly stimulated by the cr
control activities of the AAA."
The following letter sent to the Central Labor Union explains the position of Local 574 and its cooperative activities toward the C. L. U. and its affiliated organizations.

November 20, 1935
To the Executive Board and Special Committee of the Minneapolis Central Labor Union
North 34th Street
Minneapolis, Minnesota

Dear Sirs and Brothers:

The Executive Board of Local 574 at its session on November 19th considered the initiative taken by your Board for an adjustment of the relations between Local 574 and the National Labor Union. In this matter the serious attention it deserves. In compliance with your request, we are in agreement with a statement of our point of view:

WELCOME INTERVENTION

The Executive Board of Local 574 welcomes the intervention of the Central Labor Union and wishes at the outset to assure you of our desire and readiness to maintain friendly and cordial relations in all respects with the C. L. U. and its affiliated organizations.

As stated by our representatives in the conference with your committee, we face one situation in which a fundamental settlement of the present difficulties which have arisen since the recent reorganization necessitates the reinstatement of Local 574 to its rightful position within the structure and organization of the charter of the Laundry Workers Union who, we are convinced, have been unjustly expelled.

We hope you will find our cleared and prepared officers to effect such a fundamental settlement of the issue. On our part, we shall continue the recommendation of the restoration of our charter, which has been revoked without the taking place, that Local 574 wants to be a part of the American Federation of Labor and that it demands no demands whatever and claims no rights not embodied in the charters of the Teamsters Joint Council prior to the revocation of the charter by the C. L. U.

Pending our reinstatement as a duly chartered local of the C. L. U. in peace with the general labor movement as represented by the C. L. U. and to co-operate with the other unions to protect the interests of the workers and strengthen the position of organized labor in this community.

Even now, while Local 574 is technologically disfranchised, we believe that amicable co-operation can be established on the basis of the alliance which existed between Local 574 and the other driving crafts prior to the struggle. Should the charter of Local 574 be restored, we have in the past, and now intend to do in the future, to infringe upon the jurisdiction of other unions of the driving crafts on November 19th, we feel that a settlement cannot be reached.

The same conclusion arrived at after full and careful consideration of this question is that a settlement which will be acceptable to both bodies cannot be reached under the present situation.

We have, therefore, requested that the charter of Local 574 be restored to its rightful place in the structure of the American Federation of Labor.

Sincerely yours,

J. R. Clark Company, Party of the Second Part.

Since When have objections been outstanding?

By WM. S. BROWN, President

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Biographical sketch of Josephine Kipling, who was elected to lay out the plans for the new plant at the request of J. R. Clark Company.

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Clark Factory Union Agreement

This contract shall constitute an agreement between Furniture Workers Union, Local 25, and the J. R. Clark Company, of the First Part, and the J. R. Clark Company, Party of the Second Part.

ARTICLE I

This agreement shall cover only the hourly employees of the J. R. Clark Company and does not deal with wages, hours of work, or conditions of employment.

ARTICLE II

This agreement shall supersede and take the place of any Local 574 labor contract, that Local 574 wants to be a part of the American Federation of Labor and that it demands no demands whatever and claims no rights not embodied in the charters of the Teamsters Joint Council prior to the revocation of the charter by the C. L. U.

In laying off and/or dismissing employees from service for loss of work or for any other legitimate reason, length of service shall govern.

ARTICLE IV

Seniority shall be based throughout the entire plant and not through departments. Men must be changed from department to department according to their seniority.

ARTICLE V

Seniority lists will be made from payroll records from the year of 1922 at the time of the lowest extent of employment in that year.

No one shall lose his seniority because of absence from work.

ARTICLE VI

In calling employees back to work after a罢工, the employer shall in order to create a stable strike will break the strike with the aid of other unions. In two weeks, we will be able to do without the General Managers in the company and in the future.

In such cases, the older men on the list will be given 40 days to claim their places and the others by 30 days. The new employees are prohibited from employing anyone who is not covered by the seniority list.

ARTICLE VIII

Any differences having to do with the interpretation of this agreement shall be determined by the parties concerned or a Board of Arbitration to be referred to a Board of Arbitration.

The Board of Arbitration shall consist of two men selected by the employer or his representative, two selected by the union, and the four men so selected, if unable to agree, shall choose a fifth man who shall serve as chairman of the Board.

This agreement shall become effective...
The Right to Organize 

Mr. Robert F. Pack, head of the Northern States Power Company, considers that the right of his employees to organize and bargain collectively, on one hand, and the right of his company to manage its business, on the other, are in direct conflict. This conflict, Mr. Pack feels, has been magnified by the actions of some of the employees. He has refused to discuss the union agreement in any way. And in the reasons he gave for this refusal, Mr. Pack disclosed what was really at the bottom of his refusal last week. Mr. Pack said: "The public was objecting to him. At Monday's meeting, I flatly charged the authority of Local 160 itself to negotiate an agreement which was not to be, because there is need, in addition to the objections raised by the Wisconsin Industrial Union, and to do anything else, without the sanction of the International office, in this matter." 

Mr. Pack is taking in more territory all the time. Last week he tried to tell Local 160 that it should or should not elect as its spokesmen in the negotiations. This week he announced he would not to order the internal affairs of the trade union movement - that is, to regulate the relations between a local union and its international office. 

Mr. Pack is also thinking in terms of financial autonomy and forgets that he is dealing, in effect, with the future of the workers and with the trade union movement as a whole. Insolvent they are likely to think and act for themselves. They are accustomed to getting orders and having them promptly obeyed. What right has a trade-union board to the members of the workers what right has an International office to tell a local union what to do? 

Mr. Pack forgets that trade union democracy means the right of the workers to organize and control their own political affairs and make its own terms with the employers. And he forgets something more, of no less importance, 

Enlightened and organized workers have the power to enforce these rights.

Union Drivers Are Proud Drivers 

Union drivers in Minneapolis can well be proud of the record that they have made in the past month. When we step to read that, less than three years ago, a canovas of truck drivers would have revealed less than 100 union men in the entire city, the feat of stopping the Strutman shipping is a record to be regarded with pride. Not only are the vast majority of truck drivers organized in this city, but not one single driver, union or non-union, could be found that was willing to pull a truck into the struck plant last week. The refusal of truck drivers to come to work has not come about by accident. It is the result of the education and understanding that has been gained by truck drivers in the past two years. 

Those in the union have learned the lesson of solidarity with their fellow men by association with their union brothers. The non-union drivers have learned to recognize the union that exists that even nonunion employers live up to the wage scale set by the union. 

The mass meeting at Eagles' Hall Monday night in solidarity with the Strutman strikers was a splendid demonstration of the real control that most of the Minneapolis workers and their determination to continue the work through to victory. Several speakers commented the help Local 574 would render to strike workers. What we've got to say is: There's more where it came from.