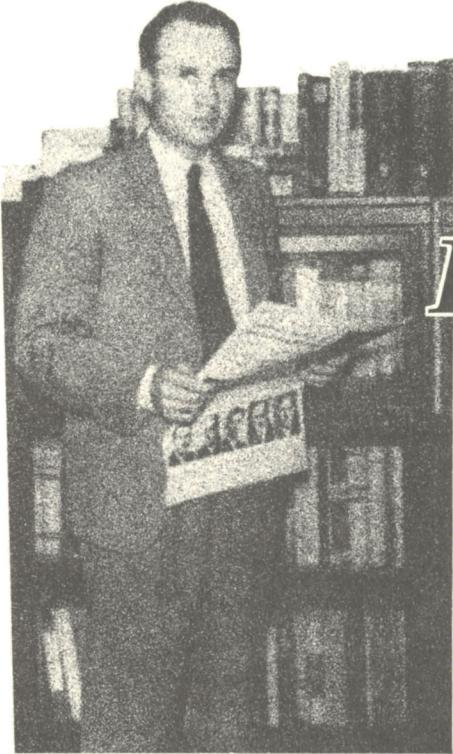


PERCEPTIONS of a UNION:



Labor Relations at OU Press

By Cynthia Wolff

In June, 1947, an article in the Oklahoma City *Daily Oklahoman* claimed that Oklahoma's stable labor force attracted industry. Describing a tour of the state by out-of-state industrialists, the reporter stated that big firms knew that they were targets for [charges of] unfair labor practices, and that labor czars could get away with it because the "workers are too crowded, too depended on a job for their bread, and too easily led in major cities."¹ In contrast, Oklahoma had a native born population and

less crowded cities, both of which offered relief from "ridiculous union restrictions upon the individual's right to do a job well . . ."²

Such idealistic promotion ignored the fact that organized labor did have a role in Oklahoma's industries. From 1948 to 1955, several state labor groups including bakers, construction workers, zinc miners, telephone equipment workers, and typographers were bargaining collectively and even striking.³ The Congress of Industrial Organizations (CIO) even declared war on Oklahoma representatives in Congress who had backed the Taft-Hartley Act. Labor leaders viewed the act as infringing on collective bargaining because it eliminated closed shop agreements.⁴ These union activities created a hostile environment in the state toward organized labor. Industrialists and newspaper editors opposed the unions' interference in what they believed were individual rights. The right to remain non-unionized no longer existed when the union's "iron curtain" dropped around a plant and forced workers to join unions. The resulting "law of the mob" was dangerous not only to the individual but also to the state itself.⁵

Fear of unionization carried over into employer-employee relations throughout the state. Although a public rather than a private industry, the University of Oklahoma Press offers unique insight into perceptions of unions from a non-unionized industry. Without union backing or sanction, the pressmen employed in the printing division of the press were able to bargain collectively for prevailing union wages, shorter work hours, and holidays. The university's perception of a union among the pressmen facilitated their success until the late 1950s. In 1951, the Oklahoma City Building and Construction Trades Council attempted to unionize employees in the physical plant. For the first time the university took a hard line position against collective bargaining on the grounds that "the University of Oklahoma as a state institution, cannot negotiate with the individual trade unions . . . unless authorized by the Legislature."⁶ The demands of physical plant employees, in effect, ended the pressmen's twenty years of bargaining collectively with the university.

The university's agreement to pay union scale, as set by the International Typographers' Union (ITU), developed even before the creation of the university press. The ITU, one of the nation's oldest trade unions, established locals in Oklahoma City in 1902 and in Tulsa in 1905. The ITU's members prided themselves in working toward "improving their conditions and by trying to influence a more responsive government attitude toward the problems of . . . organized labor in [a] constantly expanding industrial

THE CHRONICLES OF OKLAHOMA

economy."⁷ The Oklahoma City Local No. 283 made it a point to keep university officials informed of local wage scales as a "mere guidance" since a number of its members worked in the university's printing division.⁸

University of Oklahoma president William B. Bizzell established the University of Oklahoma Press in 1929 to provide a clearinghouse for publications throughout the Southwest. The intent was not to create a commercial enterprise but to publish scholarly books related to many fields of learning.⁹ The first director of the press, Joseph A. Brandt, with the support of President Bizzell, avoided efforts to put the press under the central university administrative offices.¹⁰ In order to attract and retain skilled pressmen, the press paid prevailing union wages and allowed the pressmen to bargain collectively. The university administration accepted these demands out of necessity.

Although the university itself was exempt from collective bargaining, the creation of the university press in 1929 placed the university in a position of answering demands in order to attract the quality of employees necessary to operate a publishing house. One of the first concerns of the press was to hire a combination monotype operator. Whether or not such skilled labor was available in Oklahoma is not clear, but Brandt recruited Peter Joyal from Lynchburg, Virginia.¹¹ Before coming to Norman, Joyal wanted to renew his membership in the ITU. Brandt pointed out that Norman did not have a union local, and the press operated under "special dispensation" in regard to the union. The university's dispensation called for the press to pay prevailing wages as determined by Oklahoma City rates.¹²

While the union made its wage scales known to university administrators, Brandt and his assistant editor, Savoie Lottinville, also pushed for union scale in the prewar and World War II period. There is no record of the employees themselves formally presenting the demands. During the depression pressmen usually tried to keep any job they could find, and during the war the press tried to keep any pressmen it could find.

Although the press gained national recognition by the mid-1930s, the staff was limited to only thirteen employees.¹³ Brandt noted in his biennial salary budget request in 1935 that the press had "the smallest staff, the lowest salary scale of any university press in the country."¹⁴ Lottinville also informed the secretary of the university, Emil Kraettli, that the university paid below the



The University of Oklahoma Press enjoyed a unique position and set new standards for labor relations in a nonunion setting during the 1940s and 1950s (All photos courtesy Western History Collections, University of Oklahoma).

prevailing rates of pay and provided less benefits than similar plants in the surrounding Norman and Oklahoma City area.¹⁵

Lottinville, who assumed directorship of the press in 1938, continued to request salary increases for the pressmen due to the shortage of skilled labor during World War II. In 1942 he informed Brandt, then in his second year as university president, that not only were the prevailing rates higher in surrounding areas, but private commercial plants also maintained a forty hour work week while the entire university remained on a forty-four hour work week. In order to "stabilize our own employment on an equitable bases," Lottinville requested and received the Board of Regents' approval for salary increases for linotype operators, pressmen, and proofreaders.¹⁶

The following year, Lottinville gained a \$10.00 per month increase for the pressmen on the grounds that the area's high wages had "created a certain amount of discontent [among the pressmen and] we can not replace them."¹⁷ In 1944, Lottinville was again compelled to ask the new president, George Lynn Cross, for another increase for the pressmen due to the impossibility of replacing employees "of the type now in service with us."¹⁸

The demobilization of servicemen at the end of World War II meant an increase in the number of skilled pressmen in Oklahoma as well as the rest of the nation. But the number of pressmen returning to Oklahoma did not create an overabundance of skilled

THE CHRONICLES OF OKLAHOMA

labor. New York City, the home of numerous publishing houses, perhaps had its choice of skilled pressmen, but the University of Oklahoma Press, the *Norman Transcript*, and the commercial presses in the Oklahoma City area still competed for labor.

Although there remained a shortage of pressmen in the postwar period, the nature of employer-employee relations in the press shifted. The press's administrators no longer made demands for increased wages for their employees. Instead, the employees presented formal demands to the administration. The shift in labor relations may have been due to a number of reasons. Cross did not have Brandt's understanding of the pressmen and the press's needs and may have expressed disapproval of yearly increases. Lottinville's success in gaining yearly increases during the war years, while other departments did not or could not, may have made him reluctant to request increases in the postwar period. Perhaps more important in the eyes of the pressmen, the printing division supervisor, Van Endicott, was not willing to support them in their wage demands.¹⁹

In February, 1946, the pressmen presented formal demands to have the press incorporate the new provisions of the Oklahoma City printers' contracts as their own. These included an hourly rate of \$1.53, a five day work week of forty hours, and an overtime rate of time-and-a-half for the fiscal year beginning July 1.²⁰ Lottinville, in a meeting with Roscoe Cate, financial assistant to the president, stated that the press had the choice of either meeting the prevailing scale or losing employees who could not be replaced. He contended that the university's only course was to accede to the conditions demanded by the employees.²¹

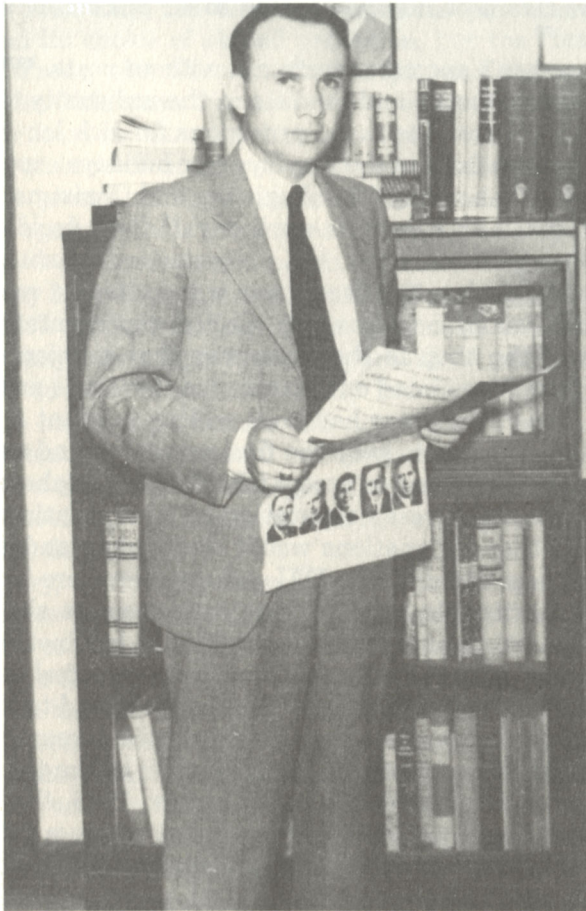
Pressmen did not threaten to strike or slow down production, but they did threaten to leave the press. Two weeks after Lottinville presented the pressmen's demands to Cross, Paul Webb, the principal pressman, told Lottinville that he could not stay at the university at \$1.33 per hour on a forty-four hour week. Webb promised to remain only if the press cut hours to forty hours a week effective March 1, 1946.²² Lottinville notified Cross of the demand, and pointed out that experienced pressmen could not be found. Lottinville believed he had no choice but to recommend that the forty hour week begin on March 1 rather than July 1. He also asked for approval of salary increases for three pressmen on that date to further stabilize employment until July 1 at which time all mechanical employees would be placed on the same rate, \$1.53 per

hour.²³ The Board of Regents agreed to all of Lottinville's recommendations.²⁴

The pressmen's successes were not without costs. While granting the requested rates and conditions, the university administration was not obligated to make provisions for sick leave with pay, time lost through fault of the employee, or holidays except for New Year's, July 4, Labor Day, Thanksgiving, and Christmas (and that only when it fell on a regular work day).²⁵ Cate decided that the only effective guarantee that the pressmen would not attempt to request raises during the fiscal year was to have a monthly contract "which would be signed by elected representatives of the employees of the shop in the same way that a union shop operates."²⁶ Lottinville pointed out that such a move was not necessary since the reason the press had been willing to grant a forty hour week on March 1 was to keep the first pressman and two linotype operators from resigning to accept job offers in Oklahoma City. He also noted that the press's reputation in labor relations was at a low ebb and that resignations would occur when and if new contracts were negotiated by the ITU and the managers in the immediate area. Lottinville believed that commitments should not be made on a month-to-month contractual basis, but instead on regular appointment forms that would "make the men feel more closely associated with the institution."²⁷ Lottinville hoped to build a university, rather than a union, loyalty among the pressmen.

Cate's fears of pressmen making demands before the end of the fiscal year were not unfounded. In October, 1946, the Oklahoma Publishing Company (OPUBCO) increased wages a full eighteen cents per hour instead of waiting for expected union demands on January 1, 1947.²⁸ The increase to \$1.81 per hour remained well below the rates of \$3.00 an hour paid in Chicago, Milwaukee, Philadelphia, and New York where workers also received double time for overtime, and triple time for Sundays and holidays. Press administrators were well aware that the increases would be noticed by the pressmen and that OPUBCO's increases also effected other employers in Oklahoma City and surrounding areas.²⁹

On October 3 the authorized representatives of the university pressmen presented a signed demand to printing supervisor Van Endicott for an increase to the new OPUBCO wage scale as of January 1, 1947.³⁰ Lottinville saw the press in a position "between the Scylla of formidable cost and the Charybdis of no labor force at all."³¹ Rather than offering a recommendation for the university's



Savoie Lottinville built a solid reputation among OU Press employees because of his support for their requests for union scale.

response to the pressmen's demands, Lottinville only reported the conditions of the press to the president's office.

Royden Dangerfield, administrative assistant to the president, informed President Cross that the pressmen had the university "over the barrel, and there is no alternative but to acquiesce in the raise of pay."³² He further recommended that when the pressmen's current contract expired every effort should be made to put the employees on a monthly rather than a yearly rate so that the university would later be able to force wages down.³³ Cross reluc-

tantly granted the increase in wages.³⁴ Apparently, no additional demands for salary increases were received from the pressmen until February, 1948, when they requested and received a twenty-four-cents-per-hour cost-of-living increase that brought their hourly wage up to \$2.05.³⁵

When the cost-of-living increase was granted, university administrators were beginning to question the number of salary increases that the pressmen had received since 1941. A comparison of median salaries showed that linotype operators had increased by 96 percent while faculty salaries had increased only by 72 percent.³⁶ Roscoe Cate believed that the university had no alternative but approve the 1948 increase, but he recommended that the press cut back on overtime and use more offset production methods to reduce the volume of letterpress printing jobs.³⁷

The fourth consecutive postwar salary increase based on pressmen's demands occurred in 1949. However, while the university granted the salary increase, it was no longer willing to pay union scale. Instead of increasing their wages to \$2.33 per hour, the administration raised the pressmen's salary to \$2.25 per hour.³⁸ The pressmen also agreed to accept the administration's policy of committing themselves to a salary rate for an entire fiscal year beginning July 1, 1949.³⁹

The university's success in bargaining with the pressmen was the result of a centralization of all non-academic personnel policies. In 1947, a presidential committee recommended the creation of a centralized personnel program for the 1,500 staff employees. Frank Ives, the new director of non-academic personnel, implemented a program of position classification and evaluations that set minimum and maximum wage scales for each fiscal year.⁴⁰ However, centralization of personnel services did not include recruitment and employment for the university press. Lottinville considered the press an independent auxiliary of the university and resisted administrative efforts to include the press under the authority of the non-academic personnel department.⁴¹ His success is apparent in the 1948 *Personnel Policies for Non-Academic Employees* which noted the exception that "collective bargaining agreements, separately approved, may include exceptions to the provisions contained herein."⁴²

Ives considered the 1949 salary increases excessive and emphasized that other university employees did not receive raises to which they were entitled during the same period.⁴³ Lottinville resented the criticism that Ives directed toward the press. He

THE CHRONICLES OF OKLAHOMA

feared that any attempt to revise the pressmen's rates below current union scales would ruin the press's ability to recruit new mechanical employees. Lottinville argued that while the faculty might prefer academic life to other ways of life, the employees of the press were not necessarily attracted to campus life.⁴⁴ When the university hired a printer, Lottinville believed that they had no choice but to meet the prevailing Oklahoma City union rates. The pressmen did not claim any allegiance to unions even though a number were members of the ITU. Their demands were for union scale, not unionization, and the ITU never attempted to organize a Norman local.

The university administration's attempt to eliminate the unique collective bargaining position of the pressmen was due primarily to union activities among physical plant employees. On September 11, 1950, the Oklahoma City Building and Construction Trades Council stopped construction on the geology building, the power plant, and the student union because the university was using non-union labor to build a heating tunnel.⁴⁵ The 110 workers returned to work within twenty-four hours after Cross announced that union labor would be used on new construction projects when qualified laborers were available.⁴⁶ The Board of Regents formally approved Cross's actions by announcing that the university "will contract for the plumbing, asbestos, sheet metal and roofing, electrical and steamfitting positions" involved in any new construction on campus.⁴⁷ The trades council succeeded in obtaining the university's commitment to employ members of American Federation of Labor affiliates on hourly rather than monthly rates and to "make every effort to obtain enactment of legislation which will make [it] possible for all State employees to enjoy the benefits of Workmen's Compensation Insurance, Federal Social Security benefits, and other similar benefits."⁴⁸

News of the union's success spread across campus, and the pressmen met with Lottinville to discuss the wage increases for physical plant employees. Lottinville told Cate that the increases in salaries in the physical plant negatively affected the press staff's morale.⁴⁹ Cate was unsympathetic and told Lottinville that the increases for physical plant employees granted in September were instituted to meet the prevailing rates for construction work as specified by the Department of Labor. He believed the pressmen did not have a legitimate complaint since their salary rates were also tied to prevailing rates in Oklahoma City and not to other university employees.⁵⁰

LABOR RELATIONS AT OU PRESS

The pressmen were not satisfied with Cate's explanation, and they requested a 5 percent cost-of-living increase effective January 1, 1951.⁵¹ The request violated the pressmen's agreement that they would limit their requests for salary changes within the current fiscal year. Cate believed that if the pressmen violated their agreement by negotiating for salary changes at the time of their own choosing rather than in connection with an annual budget, they would "automatically forfeit their right to be considered for any general salary increases along with the rest of the University staff."⁵² Obviously, the university was no longer receptive to the pressmen's demands. Cate's problems were no longer limited to the university press.

On December 1, 1951, the International Union of Operating Engineers (IUOE) Local No. 393 notified the university that the majority of the employees of the physical plant's janitor service, landscaping service, safety department, water department, and power plant had elected the IUOE as their official representative for bargaining collectively with the university.⁵³ Within a week, the Teamsters' Local Union No. 886 (General Drivers, Chauffeurs, and Helpers) claimed representation of the mechanics, garage men, dump-truck drivers and warehousemen, truck drivers, and bus drivers.⁵⁴ The university maintained that it was exempt from the provisions of the National Labor Relations Act as a state agency.⁵⁵ IUOE lawyers argued that the university was not exempt since units of governments were considered as employers and Oklahoma had no statute prohibiting contracts with labor unions in any division of state or local government.⁵⁶ Walter Kraft, director of the physical plant, warned Cate that the university had to fight for its legal rights to avoid succumbing to the force of "organized labor which borders on racketeering."⁵⁷ The Board of Regents, on Cate's recommendation, rejected recognition of both unions on the grounds that it would not be to the benefit of the employees.⁵⁸

Although the university rejected formal recognition of both unions, in May, 1962, the IUOE submitted the names of acting stewards to Cross, and the university agreed not to discriminate against any union members.⁵⁹ By December the representatives of the building custodians, janitors, and general cleanup men presented President Cross with a "working policy" that called for a forty hour work week, an hourly rather than monthly rate, and a base salary of \$1.00 per hour with a 15 percent increase after six months of service. The policy also called for all employees working within the unit to become members of IUOE Local No. 685 within

thirty days after employment.⁶⁰ Such a proposal sent shock waves through the university administration.

Cross informed the representatives that the university did not recognize the IUOE as a bargaining agent and, therefore, the "working policy" could not be accepted. He pointed out that any employee of the university had a right to come to his office and make suggestions concerning conditions of employment on campus. But Cross stressed that employees should make their suggestions as "*employees of the University*," not as union representatives.⁶¹

In February, 1953, employees of the physical plant still leaned strongly toward unionization. Kraft proposed a new employment policy that would return construction workers to a monthly rather than the hourly rate approved by the Board of Regents two years earlier. With the university's postwar building construction completed, Kraft recommended eliminating the policy that required union labor on new construction so that the physical plant could return to "more nearly normal bases of operation for maintenance and minor construction work."⁶² The Board of Regents approved the new employment policy in April, 1953, but what Roscoe Cate eliminated from Kraft's original proposal offers more insight into the university administration's perceptions of unions.

Kraft's original proposal required tradesmen to do any work of which they were capable, "regardless of the trade union craft to which they belonged" and barred supervisors from "belonging to an organization that interfered in any way with his first loyalty to the University."⁶³ Cate believed these statements were direct slaps at the unions and removed them to keep the statement on a positive basis.⁶⁴ Kraft may have wanted to eliminate any chance of unions interfering with his department, but the university administration realized the possible repercussions of offending local unions.

The newsletter of the university Employee Council announced that the newly approved policy for the physical plant achieved the goal of all organized labor: a guaranteed annual wage. The change reflected "the University's belief in one of the basic privileges of democracy—the right of every man to work where and for whom he pleases."⁶⁵ Employees were free to join any organization, but membership in any organization was not required as a condition of employment in the physical plant. As the employee council celebrated the democratic (i.e., nonunion) conditions at the university, the pressmen were beginning to feel the erosion of the collective bargaining base they had developed in 1946. In March, 1953, the

pressmen asked for an increase in hourly rates from \$2.35 to \$2.60 per hour. Lottinville informed the pressmen that the cost of living had, in fact, dropped 7.3 percent in the last three months. He considered it in the best interest of both press management and the pressmen to send the request to the Budget Council.⁶⁶

The Budget Council had previously approved the pressmen's ten-cent-per-hour increase for the 1952 fiscal year, but Lottinville saw referral of employee wage demands to the council as a means of refusing increases without having the blame fall on the press administration. In presenting to Cate the minutes of the meeting between the pressmen's representatives and the press management, Lottinville pointed out that the Budget Council had given the university a psychological gain in the handling of labor problems in the 1952-1953 fiscal year. Because the pressmen were treated as any other part of the labor force, press employees had to accept "what all other sections considered to be highly valuable to the common interest."⁶⁷ During his appearance before the budget council, Lottinville stated that the press wanted to keep the pressmen at the same rate since they were unwilling to agree to accept less than the proposed \$2.60 per hour.⁶⁸ The council readily supported Lottinville's position and the pressmen's increase was denied.

The council's rejection of the pay increase was the first time since 1946 that the pressmen failed to achieve their demands. The university and press administration's attempt to centralize non-academic personnel policies was strengthened by the attempt at unionization in the physical plant. Collective bargaining had lost its place in the university press. Lottinville even suggested a reorganization of the press which would include a foreman who would be paid fifteen to twenty-five dollars per month over union scale.⁶⁹

The pressmen's loss of collective bargaining rights was also a reflection of the demise of the ITU in Oklahoma City. Although the pressmen based their salary demands on the prevailing union rate in Oklahoma City, the ITU had not had a legal contract with OPUBCO since January, 1948. On October 18, 1955, OPUBCO staged a lock out of the union. The newspaper, in a front page editorial, claimed that the pressmen had been leading a militant fight against the Taft-Hartley Act which eliminated closed shop agreements and that the union was preventing the company from "exercising any voice of the management in the composing room."⁷⁰ While OPUBCO officials termed the dispute a "strike," a union spokesman said that the pressmen left their jobs only after they

THE CHRONICLES OF OKLAHOMA

were notified that the ITU was no longer recognized as a bargaining agent.⁷¹ The union made plans for the publication of a "strike newspaper" that would provide union wages for printers who left their jobs, but publication of *The Daily Oklahoman* was never interrupted.⁷² The Oklahoma City International Typographers' Union Local No. 283 became inactive by the end of 1956 as members left Oklahoma City for other unionized shops or retired.⁷³

The lack of a local ITU eliminated the university pressmen's bargaining base. By the mid-1950s, technological developments in printing helped to decrease the labor shortages of the postwar period and the need for skilled labor declined in the Oklahoma City area. Pressmen representatives continued to present demands until 1960, but the university and Lottinville were in a position to refuse the requests because of the availability of a skilled labor pool and the complete centralization of non-academic personnel. Effective July 1, 1960, all salary offers originated from the Department of Personnel Services instead of the individual departments. And all employee classifications became a part of a master classification and compensation plan that evaluated all jobs on the same criteria.⁷⁴

By 1960 the Employee Council became the only recognized employee representative agent. Its creation, approved by the regents in 1950, provided a medium of information exchange between employers and employees and was an attempt to "foster a spirit of unity and cooperation among all employees of the University."⁷⁵ The council did gain a number of benefits for university employees: Social Security benefits, workman's compensation insurance, accident and health insurance, and group life insurance.⁷⁶ The regents also approved a forty hour work week for university employees, a benefit the pressmen had received in 1946.⁷⁷

Pressmen at the University of Oklahoma Press successfully bargained for salary increases in every year from 1943 to 1950. The pressmen may not have created a "legacy" for other university employees, but they were the first to recognize the need of providing a united front among non-academic employees when dealing with the university administration. Fears of unionization and the availability of a larger labor pool caused a shift in university employer-employee relationships after the late 1950s and eliminated any future need for collective bargaining. The Employee Council continued efforts to increase benefits and salary in relation to the prevailing rates of private industry. Such salary bar-

gaining methods can be traced to the efforts of the employees of the University of Oklahoma Press-Printing Division.

ENDNOTES

*Cynthia J. Wolff is Assistant Professor of Bibliography and Government Documents Reference Librarian at the University of Oklahoma, Norman.

¹ *The Daily Oklahoman*, June 28, 1947.

² *Ibid.*

³ A check in the newspaper index of *The Daily Oklahoman* from 1947 to 1960 under the subject heading of "strikes" reveals a minimum of fifteen entries per year. The index is not cross-referenced, and other instances of strikes can be found under "Oklahoma City" and under the names of various individual companies and trade unions.

⁴ *The Daily Oklahoman*, June 30, 1947. For a study of the passage of the Taft-Hartley Act and the labor unions' opposition to it, see Arthur F. McClure, *The Truman Administration and the Problems of Postwar Labor, 1945-1948* (Rutherford, New Jersey: Fairleigh Dickinson University Press, 1969), 162 ff.

⁵ *The Daily Oklahoman*, January 29, 1947.

⁶ Roscoe Cate to Claude Smith, January 18, 1951, George Lynn Cross Collection, University Archives, Western History Collections, University of Oklahoma, Norman, Oklahoma, hereafter cited as Cross Collection.

⁷ "News Release," International Typographers Union (n.p., 1964), in author's possession; The Executive Council of the International Typographers Union, *A Study of the History of the International Typographical Union, 1852-1966*, (2 vols., Colorado Springs: The International Typographical Union, 1964, 1967).

⁸ W.W. Wallace to Emil Kraettli, May 11, 1926, William Bizzell Collection, University Archives, Western History Collections, University of Oklahoma, Norman, Oklahoma, hereafter cited as Bizzell Collection.

⁹ William B. Bizzell to Lindsey Rogers, August 30, 1933, Bizzell Collection; "Press Holds Open House," *Sooner Magazine*, 20 (November, 1948): 7.

¹⁰ Joseph Brandt, "A Former President Speaks," *Sooner Magazine*, 22 (November, 1950): 10.

¹¹ Joseph A. Brandt to G. Johnson, September 11, 1929, University of Oklahoma Press Collection, Manuscripts Division, Western History Collections, University of Oklahoma, Norman, Oklahoma, hereafter cited as Press Collection.

¹² Peter Joyal to Brandt, September 8, 1929; Brandt to Joyal, September 10, 1929, Press Collection.

¹³ John Joseph Matthew's *Wah' Kon-Tah: The Osage and the White Man's Road* had been selected for the Book of the Month Club in 1932; "Press Holds Open House," 7. See also Arrell Morgan Gibson, "A History of the University of Oklahoma Press," *Journal of the West*, 7 (October, 1968): 553-561.

¹⁴ Brandt to Bizzell, May 14, 1935, Press Collection.

¹⁵ Savoie Lottinville to Kraettli, June 1, 1935, Bizzell Collection.

¹⁶ Lottinville to Brandt, August 31, 1942, Joseph A. Brandt Collection, University Archives, Western History Collections, University of Oklahoma, Norman, Oklahoma, hereafter cited as Brandt Collection; Minutes of the University of Oklahoma Board of Regents, Office of the University Board of Regents, September 15, 1942, hereafter cited as Minutes of the Board of Regents.

¹⁷ Lottinville to Brandt, August 28, 1943, Brandt Collection.

¹⁸ Lottinville to George Lynn Cross, March 15, 1944, Cross Collection.

THE CHRONICLES OF OKLAHOMA

¹⁹ See M.D. "Red" Kulman to Van Endicott and Savoie Lottinville, May 17, 1945, Press Collection.

²⁰ Lottinville to Cross, February 11, 1946, Press Collection.

²¹ *Ibid.*

²² Lottinville to Cross, February 26, 1946, Cross Collection.

²³ *Ibid.* The only employees to receive raises were E.L. Danley, cylinder pressman; Melvin Frantz, bindery man; and Clark Long, job pressman. The forty hour week conditions were granted only to the mechanical employees, not the clerical help or proofreaders.

²⁴ Cross to Lottinville, May 27, 1946, Press Collection.

²⁵ Roscoe Cate to Lottinville, May 15, 1946, Press Collection.

²⁶ Cate to Lottinville, May 27, 1946, Press Collection.

²⁷ Lottinville to Cate, May 20, 1946; Cate to Lottinville, May 22, 1946; Lottinville to Cate, May 24, 1946; Cate to Lottinville, May 27, 1946; and Lottinville to Cate, May 31, 1946, Press Collection.

²⁸ Lottinville to Cate, October 3, 1946, Cross Collection.

²⁹ *Ibid.*

³⁰ "To the Superintendent of the University of Oklahoma Press, Printing Division," December 31, 1946, request signed by authorized representatives of the pressmen, Clay F. Weaver and E.L. Danley, Press Collection.

³¹ Lottinville to Cross, December 31, 1948, Press Collection.

³² Royden Dangerfield to Cross, January 9, 1949, Cross Collection.

³³ *Ibid.*

³⁴ Cross to Lottinville, January 14, 1947, Press Collection.

³⁵ Copy of pressmen request signed by representatives E.L. Danley and W.T. Lester, February 4, 1948; Van Endicott to Lottinville, February 5, 1948, Cross Collection.

³⁶ Cate to Cross, December 13, 1948, Cross Collection. The following chart was included in Cate's memorandum to Cross:

	Median salaries		
	Faculty	Linotype Operators	Linotype Operators
		Now	Requests
1941	2,323.00	1,920.00	1,920.00
1948	4,000.00	3,764.00	4,264.00
% inc.	72.2	96.0	122.0

³⁷ *Ibid.*

³⁸ Lottinville to Cate, December 6, 1948, Cross Collection.

³⁹ *Ibid.* See also Cate to Frank Ives, December 9, 1948, Cross Collection.

⁴⁰ Frank Ives to author, March 6, 1985.

⁴¹ *Ibid.* Ives stated that as Director of Non-Academic Personnel, he often encountered "some opposition from a few department heads who sensed intrusion on their fiefdom. The two I remember at O.U. were Walter Kraft in Physical Plant and Savoie Lottinville in University Press."

⁴² University of Oklahoma, *Personnel Policies for Non-Academic Employees*, June, 1948, Press Collection.

⁴³ Ives to Lottinville January 6, 1949, Cross Collection.

⁴⁴ Lottinville to Cate, January 4, 1949, Cross Collection.

⁴⁵ *The Daily Oklahoman*, April 11, 1950.

⁴⁶ "Building Snag," *Sooner Magazine*, 22 (November, 1950): 13.

⁴⁷ *The Daily Oklahoman*, September 13, 1950; Cate to Cross, November 2, 1950, Cross Collection.

LABOR RELATIONS AT OU PRESS

- ⁴⁸ "The University of Oklahoma Employment Policy for New Construction and Major Remodeling," September 12, 1950, Cross Collection.
- ⁴⁹ Lottinville to Cate, October 23, 1950, Cross Collection.
- ⁵⁰ Cate to Lottinville, October 27, 1950, Cross Collection.
- ⁵¹ Cross to Lottinville, January 1, 1951, Cross Collection.
- ⁵² Cate to Lottinville, January 12, 1951, Cross Collection.
- ⁵³ Wallace Sundberg to Cate, December 11, 1951, Cross Collection.
- ⁵⁴ Wilburn Taylor to Cate, December 12, 1951, Cross Collection.
- ⁵⁵ Cate to Wilburn Taylor and Cate to Wallace Sundberg, December 29, 1951.
- ⁵⁶ C.W. Schwoerke to Wallace Sundberg, December 22, 1951, copy in Cross Collection.
- ⁵⁷ Walter Kraft to Cate, February 9, 1951, Cross Collection.
- ⁵⁸ Minutes of the Board of Regents, January 9, 1952.
- ⁵⁹ Sundberg to Cross, May 1, 1952; Cross to Sundberg, May 2, 1952, Cross Collection.
- ⁶⁰ "Local 685 Norman, Oklahoma, December 13, 1952," copy in Cross Collection.
- ⁶¹ Cross to Orville C. Collins and Johnie B. Smith, February 12, 1953, Cross Collection.
- ⁶² "Employment Policy of the Department of the Physical Plant," submitted by Walter Kraft to Cate, February 21, 1953, Cross Collection.
- ⁶³ *Ibid.*
- ⁶⁴ Cate to Ives, Kraft, and Schultz, February 24, 1953, Cross Collection.
- ⁶⁵ "New Physical Plant Labor Policies: Annual Wages Guaranteed," *O.U. Staff Reporter* (April, 1953), 1.
- ⁶⁶ Lottinville to Cate, March 19, 1953, Cross Collection.
- ⁶⁷ *Ibid.*
- ⁶⁸ Lottinville to Cate, March 25, 1953, Cross Collection.
- ⁶⁹ Lottinville to Cate, July 23, 1953, Cross Collection.
- ⁷⁰ *The Daily Oklahoman*, October 18, 1955.
- ⁷¹ *Norman Transcript*, October 21, 1955.
- ⁷² *Norman Transcript*, October 27, 1955.
- ⁷³ See *A History of the ITU*, 267-270.
- ⁷⁴ Leonard Harper to the President's Office, April 5, 1960, Director of Personnel Services Files, University of Oklahoma, Office of Personnel Services, Norman, Oklahoma.
- ⁷⁵ "Constitution and By-Laws: University of Oklahoma Employee Council," *O.U. Staff Reporter* (October, 1950): 2.
- ⁷⁶ "What Have They Done?" *O.U. Staff Reporter* (January, 1952): 2.
- ⁷⁷ "Regents Approve Recommendation," *O.U. Staff Reporter* (December, 1951): 1.