served as spokesman for the Negro workers and an agent for the President's Committee. There was no fanfare, no dramatics. The International gave legal advice, and local spokesmen made the final decisions.

The new agreement provided that all new employees, white or Negro, would begin as laborers with the chance to move up to General Helper and higher categories on the basis of seniority. It was adopted by Pasadena Local 4-367, OCAW, representing workers in the Shell Oil Company and the Shell Chemical Company, by a nearly unanimous vote. Congratulating the local and the Shell Company's management, Union President Knight pinpointed the broad significance of this move:

> It again debunks the charge Communists are throwing out all over the world about American mistreatment of minorities. We must grant that this problem is not completely solved in America, but America is making progress as rapidly as any country in the world, and organized labor is playing a major part in achieving this progress.

Another break with the Southern oil industry's discrimination tradition came in Beaumont, Tex., where workers of the Magnolia Oil Company (Socony-Mobil) are represented by OCAW Locals 4-243 and 4-229. OCAW's white and Negro members at the Magnolia plant—despite their separate locals—worked together closely on union grievances and in support of community welfare activities.

In December 1955, an OCAW international representative, with the help of the two Magnolia locals, negotiated a new contract banning the rigged seniority charts that held back Negroes.

Under the new agreement, Negroes and whites begin as General Helpers and advance according to ability, as jobs open up. In case of a layoff, plant-wide seniority is observed.

Both locals approved the new agreement by big majorities. When the company posted 100 new jobs in its Mechanical department, 15 colored applicants passed the required tests; within a year, six Negroes were on their way to higher-paying jobs.

The improved hiring and promotion patterns set by the Shell and Magnolia agreements have spread through the oil and chemical industries. Similar contracts were signed with Phillips Petroleum in Kansas City, Mo., and the Gulf Corporation in Port Arthur, Tex.

OCAW leaders know that many of their members believe that segregation is right and proper. But they also know that the membership has a strong sense of fairness which will come to the fore if people are not antagonized.

Southern-bred union leaders have found that certain methods break down resistance to integration, while other approaches stir opposition. Gradual, quiet progress, for example, is usually accepted matter-of-factly, while loud publicity puts many decent people on the defensive. Hot arguments on racial issues serve no useful purpose; good examples teach important lessons.

Southern oil workers have fought against many odds and their wage rates are now among the nation's highest. Their locals are strong and self-sufficient; indeed, they often back weaker locals in other sections of the country.

Most important of all, Southern union leaders believe, is the motto cited at the beginning of this report: "Don't let them tear your union apart!" It is a telling argument.