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17

Sixth Convention Directs Conference Participation

Delegates Extol Organizing Program

The sixth convention of the Office Employees International Union enthusiastically adopted the organizational conference program previously put into effect by the executive officers of the International Union.

Under the terms of a resolution presented to the convention, participation in the conferences which have already been established or which may be established in the future, will be mandatory on the part of the local unions falling within the geographical areas of the conferences. All local unions in existence on July 1, 1955 must affiliate with and become members of their appropriate conference by September 1, 1955. All local unions chartered after July 1, 1955 must affiliate with and become members of their appropriate conference within 30 days after the issuance of their charters. Failure to join the appropriate conference will be a violation of the constitution.

Convention delegates felt that the organizational conference program constituted the most successful organizational step taken by our International Union in its history. Delegate after delegate extolled the merits of the conference program and referred to it as the machinery through which a strong International Union of office employees will be built.

The resolution which, when passed, made conference participation mandatory, provides for a method of participation which is similar to the affiliation requirements already in effect in the conferences previously established. It provides for the selection and assignment of organizers by the president of the International Union. It also authorizes affiliation fees on a sliding scale basis. Conferences will meet at least once a year and may meet semi-annually. All conference by-laws shall be subordinate to the constitution of the International Union.

The convention also called on all CIO and independent unions of office and clerical employees to merge with the OEIU to obtain the necessary improvements in wages, hours and working conditions commensurate with the education, skill and experience of office and clerical workers. The convention emphasized that the Office Employees International Union is the only organization of its kind in America successfully representing office and clerical employees exclusively.

Convention delegates also went on record approving the proposed

Convention Attacks Non-Union Banks, Insurance Firms

The sixth convention of the Office Employees International Union called upon organized labor to do business with only those insurance companies, banks and trust companies that are under agreement with the Office Employees International Union.

The convention called the attention of organized labor to the fact that many of its segments are doing business with banks and insurance companies which are nothing more than air-conditioned sweat shops. Convention delegates declared that it is contradictory for union members' money to be entrusted to companies which actively resist the legitimate efforts of their employees to organize trade unions. Indirectly, therefore, union members' money is being used to fight unionization.

merger of the American Federation of Labor and the Congress of Industrial Organizations.

The sixth convention of the Office Employees International Union took steps to protect the interests of clerical employees affected by automation. The OEIU put itself on record in favor of training and retraining present employees in the new office equipment, adequate severance pay for displaced workers, higher pay for the newly created jobs, and a 30-hour work week for all office and clerical employees.

Convention Calls on NLRB to Change Plant Clerical Policy

The sixth convention of the Office Employees International Union unanimously recorded itself as opposed to the present practice of the National Labor Relations Board with respect to plant clerical employees. It, therefore, called upon the Board to change its policy.

Convention delegates were unanimous in their thinking that plant clerical employees should have the right of self-determination of their collective bargaining agent. The following resolution was unanimously concurred in:

"WHEREAS the Office Employees International Union is an international labor organization representing office employees and clerical employees; and

"WHEREAS the OEIU represents for the purposes of collective bargaining great numbers of employees who are sometimes called plant clerical employees; and

"WHEREAS plant clerical employees perform work that is essentially clerical in nature and that plant clerical employees work in factory surroundings in many instances merely because of lack of office space to accommodate these clericals and that progression of plant clerical employees comes within the classifications of all office and clerical employees and

that plant clericals frequently interchange work and job assignments with all office and clerical employees and contrariwise do not interchange work with production and maintenance employees; therefore be it

"Resolved, That the OEIU in Convention assembled respectfully submits to the National Labor Relations Board that it should undertake re-evaluation of its past policies, practices and rules regarding the inclusion of plant clerical employees in bargaining units with production and maintenance employees and that the OEIU further submits that the National Labor Relations Board should include plant clerical employees in bargaining units composed of all office and clerical employees and that in no event should plant clerical employees be included in any bargaining unit with production and maintenance employees without a self-determination election which would permit plant clerical employees to decide in what bargaining unit they desire to participate".

Copies of the above resolution have already been forwarded to each member of the National Labor Relations Board and to Secretary of Labor James P. Mitchell.

DISTINGUISHED SPEAKERS ADDRESS CONVENTION



OEIU President Howard Coughlin, at left, and Governor Averell Harriman of New York and William F. Schnitzler, secretary-treasurer of the AFL, who were guest speakers at the 1955 international convention in New York City.

AMENDMENTS PASSED AT THE 1955 CONVENTION

I—To Move the Headquarters of the International Union from Washington, D. C., to New York City, N. Y.

Change Article I to read as follows:

"This organization shall be known as the Office Employees International Union and shall be affiliated with the American Federation of Labor and The Trades and Labor Congress of Canada. This International Union shall continue in existence and cannot be dissolved while there are five local unions chartered thereby desiring to continue its existence. The headquarters of the International Union shall be located in New York City, N. Y., provided, however, the President with the approval of the Executive Board shall have the power to relocate the International Union headquarters. The International Union shall have a seal and a label, which seal and label shall be adopted by Convention action."

II—To Clarify the Statement of Jurisdiction of the Office Employees International Union.

Change Article III to read as follows:

"This organization shall embrace within its jurisdiction all workers in the United States, its possessions, and Canada, employed in any phase of office, clerical and related work. The membership of this International Union shall consist of all local unions, and the members thereof, within the jurisdiction of and chartered by this International Union."

III—To Extend to Three Months the Period Allowed for Audit of the International Books.

Change Article VI, Section 9 to read as follows:

"The International Union Executive

Board shall designate a certified public accountant who shall audit the books, records and financial accounts of the International Union for at least each fiscal year within three (3) months following the end of each such year, a copy of each fiscal year's audit being promptly supplied by the International Union Secretary-Treasurer to each member of the Executive Board, to each local union and to regular conventions of this International Union."

IV—To Change the Date on Which Convention Fund Calculations Are to Be Made to Conform to the Fiscal Year of the International Union.

Change Article VII, Section 2 to read as follows:

"Each local union eligible to participate and participating in a regular Convention by sending at least one delegate to such Convention shall be paid a portion of the total amount in this Fund, based on monthly payments received from local unions through the month of February of the regular Convention year, and including any balance in such Fund, subject to the following provisions:"

V—To Allow Local Unions Contributing Less Than One Year to the Convention Fund to Participate on a Pro-Rated Basis.

Add to Article VII, Section 4:

"Any local union contributing to the Convention Fund less than one year prior to February of the Convention year, shall participate in the Fund at the rate of one-twelfth (1/12) of a normal share for each month of participation."

(Continued on page 2)

Delegates in Session at International Convention



SIXTH CONVENTION
OFFICE EMPLOYEES INTERNATIONAL UNION
HOTEL STATLER JUN 13-17, 1955
NEW YORK CITY

Amendments Passed by the 1955 OEIU Convention—(Continued from page 1)

VI—To Avoid the Necessity of Separate Certificates of Intent to Participate in Convention Fund.

Change Article VII, Section 6 to read as follows:

"Upon receipt of a properly executed delegates Convention credential, bearing the seal of the local union and signatures of its president and secretary-treasurer, the International Union Secretary-Treasurer shall issue to the local union a check drawn on this Fund in the amount determined by Section 4 of this Article, and subject to conditions in Section 7."

VII—To Elect Vice-Presidents on a More Equitable Basis with Regard to Our Current and Potential Membership.

Change Article VIII, Section 4 to read as follows:

"For the purpose of selection of Vice-Presidents, the United States and Canada shall be divided into seven (7) Regions:

"REGION I shall consist of the Provinces of the Dominion of Canada.

"REGION II shall consist of Maine, New Hampshire, Vermont, Massachusetts, Connecticut, Rhode Island, New York, Pennsylvania, New Jersey, Delaware, Maryland, West Virginia, and the District of Columbia.

"REGION III shall consist of Kentucky, Virginia, Tennessee, North Carolina, South Carolina, Georgia, Alabama, Mississippi and Florida, including the Territory of Puerto Rico.

"REGION IV shall consist of Colorado, Kansas, Missouri, New Mexico, Oklahoma, Arkansas, Texas and Louisiana.

"REGION V shall consist of California, Nevada, Utah and Arizona, including the Territory of Hawaii.

"REGION VI shall consist of Washington, Oregon, Idaho, Montana and Wyoming, including the Territory of Alaska.

"REGION VII shall consist of North Dakota, South Dakota, Nebraska, Minnesota, Iowa, Wisconsin, Michigan, Illinois, Indiana and Ohio.

"One (1) of the twelve (12) Vice-Presidents shall be selected from among the members of local unions located in Region I; four (4) of the twelve (12) Vice-Presidents shall be selected from among the members of local unions located in Region II; one (1) of the twelve (12) Vice-Presidents shall be selected from among the members of local unions located in Region III; one (1) of the twelve (12) Vice-Presidents shall be selected from among the members of local unions located in Region IV; two (2) of the twelve (12) Vice-Presidents shall be selected from among the members of local unions located in Region V; one (1) of the twelve (12) Vice-Presidents shall be selected from among the members of local unions located in Region VI; and two (2) of the twelve

(12) Vice-Presidents shall be selected from among the members of local unions located in Region VII."

VIII—To Allow Officers to Continue Membership in Good Standing in Case Their Local Union Should Dissolve, Is Suspended or Expelled.

Add to Article VIII, new Section 8 to read as follows:

"In the event that the local union, in which an officer of the International Union holds membership, dissolves, is suspended, or expelled, such officer shall be considered as a member-at-large, providing he pays regular monthly dues directly to the International Union at the rate established by the dissolved, suspended or expelled local union. Such continuous membership-at-large shall be construed as good standing for purposes of election to office."

IX—To Bring Constitution Up-to-Date.

Change Article IX, Section 1 to read as follows:

"Officers of the International Union shall be nominated, elected and installed at each regular Convention of the International Union. The officers of this International Union shall subscribe by oath to the following obligation:

"I _____, do hereby sincerely pledge"

X—To Allow for the Distribution of Vice-Presidents in Accordance with Current and Potential Membership.

Change Article IX, Section 3 to read as follows:

"Vice-Presidents shall be nominated and elected in the seven (7) regions as defined in Article VIII, Section 4. Delegates shall elect one (1) Vice-President in Region I; four (4) Vice-Presidents in Region II; one (1) Vice-President in Region III; one (1) Vice-President in Region IV; two (2) Vice-Presidents in Region V; one (1) Vice-President in Region VI; and two (2) Vice-Presidents in Region VII. It shall require"

XI—To Allow the President to Hire Administrative Help.

Change Article X, Section 4 to read as follows:

"He shall employ and fix compensation for all necessary legal, technical and administrative help, together with whatever personal office help may be necessary for the efficient conduct of his office."

XII—To Officially Change the Name of the Newspaper.

Change Article X, Section 8 to read as follows:

"..... and shall be called 'White Collar.' It shall be the official organ"

XIII—To Allow for Voluntary Trusteeship.

Add to Article X: (new) Section 11, to read as follows:

"Whenever any local union makes a request in writing to the President that he take over the affairs of the local union, the President may, in his discretion, appoint a trustee to assume control over the affairs, operation, books, funds, records, assets and property of such local union until such time as the President terminates the trusteeship and turns the affairs of the said local union back to the local union. Any request by a local union for the President to appoint a trustee must be authorized by a vote of the executive board of the local union, or by a vote of the union membership as provided by the local union constitution and by-laws. Upon appointment of any such trustee, the local union officers, agents and members shall turn over to such trustee all books, funds, records, assets and property of any kind, which shall be held and managed by the trustee in trust for the membership of the local union. The salary of the trustee, which shall be fixed by the President, and any necessary expenses incurred by the trustee during the period of his trusteeship, shall be paid by the local union."

XIV—To Allow the President to Empower a Replacement to Act in the Event of His Absence from Headquarters.

Delete Section 1, Article XI. (Renumber balance of sections in this Article).

XV—To Have the Constitution Cover the Reinstatement of Local Unions.

Change Article XIII, Section 6 to read as follows:

"The Executive Board is authorized to determine the conditions and terms under which suspended, expelled, dissolved or disbanded local unions may be reconstituted or reinstated."

XVI—To Provide That Any Member Shall Be Eligible for Appointment to Office.

Change Article XIII, Section 14 to read as follows:

"In case of a vacancy because of resignation, suspension, expulsion or death of the President or Secretary-Treasurer of the International Union, the Executive Board shall within thirty (30) days fill the vacant office, which office shall be held until the next regular convention. In case of any such vacancy occurring in the office of any Vice-President, the Executive Board shall select a qualified person to fill such vacancy until the next convention, such Vice-President to be selected from among the local unions in the region in which the vacancy exists."

XVII—To Improve the Method of Handling Cases of Suspension, Expulsion and Disciplinary Action.

Change Article XIV, Section 2 to read as follows:

"In all cases of suspension, expulsion or the taking of any disciplinary action as set forth in Section 1 of this article, except for suspension for non-payment of per capita tax, the accused shall be given a reasonable notice of the charges and before any action, disciplinary or otherwise, in respect to such charges can be taken by the Executive Board, the Executive Board shall order a hearing in the matter, such hearing to be held as soon as possible after notice of the charges is served upon the accused. The Executive Board may appoint and deputize any officer or agent of the International Union to act as a Hearing Officer in the matter or it may appoint and deputize any officers or agents of the International Union to act as a Hearing Committee in the matter. The Hearing Officer or Hearing Committee shall proceed to conduct a hearing, and shall follow such trial procedure as shall be determined by the Executive Board. Such Hearing Officer or Hearing Committee shall make findings of fact and conclusions of law (including conclusions as to guilt or non-guilt) in respect to such charges and shall recommend what disciplinary action, if any, the Executive Board is to take. The Executive Board shall take action in respect to such charges as soon as practicable after such findings of fact, conclusions of law and recommendations are issued, and any such action shall be based on such findings of fact and conclusions of law, provided, however, that such findings of fact and conclusions of law and disciplinary action, if any, shall be reviewed by the Executive Board at its next regular meeting if an appeal from any such action is taken within two (2) weeks after notice of such action is received by the parties. It is further provided, however, that in cases of great emergency when it is determined by the President that the interests of the International Union reasonably require such action, the President is empowered summarily to suspend, pursuant to the provisions of Section 1 of this Article, such suspension to remain in effect until and during such time as a notice of charges is served, a hearing is held, and a decision rendered by the Executive Board as aforesaid."

XVIII—To Include "Suspension" in Article XIV, Section 3.

Change Article XIV, Section 3 to read as follows:

"In the case of an expulsion or suspension of a local union, or an officer of a local union or of the International Union, all funds, properties, books and assets of the local union or of the International Union in the possession of such expelled or suspended local union, or of such local union

officer, or of such International Union officer, shall be turned over to a duly authorized representative of the International Union and the International Union shall have the right to possession of such funds, properties, books and assets."

XIX—To Provide for the Protection of the Funds, Properties, Books and Assets of Suspended Local Unions.

Change Article XIV, Section 4 to read as follows:

"In all cases where a local union has been suspended under the provisions of this article, the President shall have the power to assume charge of the affairs and business of such suspended local union by the appointment of a trustee or other duly authorized representative of the International Union for the purpose of assuming such charge. All funds, properties, books and assets of the suspended local union, which must be turned over to the trustee or other duly authorized representative of the International Union pursuant to Section 3 of this Article, shall be held in trust for the benefit of the local union and shall be managed and expended only for such purposes as are necessary for the proper conduct of the affairs of the local union."

XX—To Allow Small Local Unions to Participate in the Convention Fund and to Authorize the International to Receive Funds from the Various Conferences.

Change Article XV to read as follows:

"The revenue of the International Union shall be obtained as follows: Twenty-five per cent (25%) of the total of each initiation fee received by the local union from the applicant for membership, but in no case shall the amount received by the International Union be less than one dollar (\$1.00) per applicant; a reinstatement fee of two dollars and fifty cents (\$2.50) upon the reinstatement of any suspended member of a local union; five dollars (\$5.00) per local union per month, except for local unions of less than twenty (20) members, twenty-five cents (25c) per member per month to the Convention Fund; a charter fee of fifteen dollars (\$15.00) to be paid by each local group upon being chartered; such fines and assessments as the Executive Board is entitled to impose; interest on funds deposited or invested; funds from Organizational Conferences; and a per capita tax collected by the local union for the benefit of the International Union, which per capita tax shall constitute"

XXI—To Require Affiliation of Local Unions with Organizational Conferences.

Add new Article XVII to read as follows: (Continued on page 4)

White Collar—THE OFFICE WORKER
 Official Organ of
OFFICE EMPLOYES INTERNATIONAL UNION
 Affiliated with the American Federation of Labor



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GAW A Reality

As a result of the recently completed negotiations between the United Automobile Workers, CIO, the Ford Motor Company and General Motors, the guaranteed annual wage is now a reality. For the first time in the history of the automobile industry laid-off workers will receive payment from the newly-created fund, in addition to unemployment compensation. It is anticipated that a laid-off worker will receive 65 per cent of his normal take-home pay during his first four eligible weeks, and 60 per cent of his take-home pay for the following 22 weeks, for a total of 26 weeks.

President Meany stated that this type of lay-off pay will be sought by many American unions in future collective bargaining sessions.

Walter Reuther, president of the United Automobile Workers, CIO, is to be congratulated for this historic achievement.

Hotel Strike Continues

The strike of the employes of the nation's plush hotels at Miami Beach continues. Despite numerous court injunctions against picketing, these underpaid workers are pressing their fight against sub-standard conditions in the Florida luxury resorts.

It is reported that many of these workers receive no more than \$1.00 a day for 12 hours work, 7 days a week. This strike is everyone's business. We of the Office Employees International Union stand solidly with the Florida strikers. We fervently pray that the anti-picketing decisions of the Florida court will be upset by the Federal courts. It is about time that the constitutional guarantees of freedom of speech and freedom of assembly were recognized in the State of Florida.

Dollar Minimum Not Enough

William F. Schnitzler, secretary-treasurer of the American Federation of Labor, recently stated that the Senate passage of the \$1 per hour minimum wage is substantial progress in the right direction but is insufficient to meet the needs of workers in low-paid industries.

In an appearance before the House Labor Committee to bolster labor's cause for \$1.25 an hour, Mr. Schnitzler said that all Americans must be given a chance to share in the abundance that is being created. "We fail in this part of the job," said Schnitzler, "as long as the much vaunted American standard of living is denied to any group of Americans."

We agree with Secretary-Treasurer Schnitzler. One dollar an hour is an improvement, but not a sufficient improvement.

Mexican and U.S. Labor Pact

A pact was recently signed by the San Antonio Building and Construction Trades Council with Mexican unions, which is designed to eliminate wage differentials on international construction projects along the Texas-Mexican border.

This trail-blazing pact is aimed at the vast pay differentials between Mexican and U. S. workers, which on some jobs favors U. S. workers by rates which are 10 times greater than those of the Mexicans.

This important pact can lead the way to greater things in the relationship between U. S. and Mexican workers. By eliminating wage differentials we will eliminate unfair competition and go a long way toward resolving the "wet-back" problem.

Highlights of the Convention



1. New officers being sworn in. 2. Delegate Krug, Local 174, Hollywood, Calif. 3. Organizers' pre-convention meeting. 4. Newly elected Executive Board. 5. Delegate Cohan, Local 153, New York City. 6. Southwestern delegation presents luggage to President Coughlin. 7. Pete McGavin delivers message from AFL President George Meany. 8. Constitution Committee. 9. Elections Committee. 10. Tennessee delegation presents President Coughlin with Davy Crockett hat. 11. Delegate Flynn, Local 6, Boston, Mass. 12. Delegate Winslow, Local 23, Tacoma, Wash. 13. President Gene Goldsmith of Local 153 opening the convention. Seated from left to right: Thomas Murray, President of the New York State Federation of Labor; William Collins, Regional AFL Director; International President Howard Coughlin; Henry Epstein, Deputy Mayor of New York City; Martin Lacey, President of the New York City Central Trades and Labor Council; and James Quinn, Secretary of the New York City Central Trades and Labor Council. 14. Baltimore delegation. 15. Father Knickerbocker welcomes delegates aboard the USS Knickerbocker for boat trip. 16. Pre-convention session on organization techniques and procedures.



from the desk of the

PRESIDENT

HOWARD COUGHLIN



Wisconsin's Catlin Bill

Governor Walter Kohler of Wisconsin recently signed a bill which strikes at the very heart of democracy in the United States.

It is also designed to prevent an organization such as Labor's League for Political Education from functioning.

Taft-Hartley Shackles

Organized labor has been shackled by the Taft-Hartley law. In 18 states of the country "right-to-work" laws have been passed which are designed to wreck labor unions.

Anti-Labor Forces Working

The anti-labor forces which are responsible for the Taft-Hartley Act and the "right-to-work" laws are not standing still.

Over ten million members of the American Federation of Labor contributed only \$389,573.20 in voluntary contributions for the year 1954.

Business Political Spending

The chairman of the National Citizens for Eisenhower-Nixon told a Congressional committee that his organization spent \$1.2 million and that independent state clubs spent another million before General Eisenhower had even won the Presidential nomination in 1952.

Also in 1950, three members of the Timken Roller Bearing Company family contributed \$3,000 a piece to the campaign of Senator Taft.

In 1952, seven Rockefellers poured \$21,000 into the kitty of one Republican committee in a single month.

LLPE Limited by Comparison

It is apparent, therefore, that the voluntary contributions of \$1 to LLPE from trade unionists is nothing to what is given generally throughout the country by industrialists seeking to elect their candidates.

If the Catlin bill, or similar legislation now operating in the State of Wisconsin, was enacted in other states of the Union, it would only be a matter of time before organized labor would be trampled out of existence.

Amendments to Constitution of OEIU

(Continued from page 2) lows: (Renumber balance of articles in accordance.)

ARTICLE XVII

Conferences

SEC. 1. The Executive Board may establish and issue charters to subordinate bodies known as Conferences and shall, upon establishment, define the geographical area which the Conference shall embrace.

SEC. 2. All local unions within the geographical area of a Conference must affiliate with that Conference. All local unions in existence on July 1, 1955, must affiliate with and become a member of their appropriate Conference by September 1, 1955.

SEC. 3. Each local union may designate as many delegates to its Conference as it desires, except that no local union shall be entitled to more than one vote in any Conference meeting.

SEC. 4. Officers of each Conference shall consist of a president and a secretary-treasurer, who shall hold office for a term of one (1) year or until such time as their successors are chosen and assume the duties of their offices.

SEC. 5. The president shall preside at meetings of the Conference and shall act as its chief executive officer. The secretary-treasurer shall keep minutes of the meetings of the Conference and shall handle all financial affairs of the Conference.

SEC. 6. The secretary-treasurer of the Conference shall maintain the funds of the Conference in a commercial bank, and said funds may be used only for organizational purposes.

Table with 3 columns: Number of members, and corresponding dues per member per month.

"Any local union which shall fall ninety (90) days in arrears in its payments into the Conference treasury

shall become automatically suspended from membership in the Conference and shall be in violation of this Constitution.

SEC. 7. Each Conference shall adopt its own by-laws, which shall be subordinate to the Constitution of the International Union.

SEC. 8. The President of the International Union shall select and assign as many organizers to each Conference as he deems proper. These organizers shall work under the direct supervision of the President of the International Union at all times.

SEC. 9. All of the provisions of the Constitution of the International Union relating to local unions, their officers and members shall, insofar as they are applicable and adaptable, apply to and control all Conferences of the Office Employees International Union."

XXII—To Provide for the Appointment of Executive Board Members from Divisions of the Local Unions.

Change Article XVII, Section 3 to read as follows: (to be new Article XVIII, Sec. 3)

"..... A local union may by provision in its constitution and by-laws provide for the election of some or all of its executive board members who are not officers from specified divisions of the local union by the members in each such division of the general membership.

XXIII—To Allow the President to Authorize Mail Balloting Where Geographic Difficulties Exist.

Change Article XVII, Section 5 to read as follows: (to be new Article XVIII, Sec. 5)

"The officers and executive board members of a local union shall be elected by a majority or a plurality of the votes cast as set forth in its constitution and by-laws.

proxy shall be allowed. Where geographic location may cause difficulties in following the usual election procedure,

the International President may authorize mail balloting. The procedure for holding elections shall be prescribed in the local union constitution and by-laws

XXIV—To Establish a Minimum Dues of \$2 Per Member Per Month.

Change Article XVII, Section 8 as follows: (to be new Article XVIII, Sec 8)

"..... authorize an initiation fee in excess of the maximum herein specified. Effective October 1, 1955, local unions shall charge regular monthly dues of not less than two dollars (\$2.00) and not more than five dollars (\$5.00) from which dues the per capita tax collected by the local union for the benefit of the International Union shall be paid."

XXV—To Allow for Automatic Suspension from Local Union After One Month But Not to Exceed Three Months.

Change Article XVII, Section 10 to read as follows: (to be new Article XVIII, Sec. 10)

"Local unions may discipline their members or officers by expulsion, suspension, or fine for violation of the International constitution, or the local union constitution or by-laws. In any case reasonable notice of the charges shall be given to the accused and he shall be given an opportunity to be heard; provided, however, that any local union may provide in its by-laws for automatic suspension of any member who is delinquent a minimum of one month in his dues, but in any event any member of any local union who becomes three (3) months delinquent in his dues shall be automatically suspended. The trial procedures shall be prescribed"

XXVI—To Eliminate Inactive Membership Cards.

Change Article XIX to read as follows: (to be new Article XX)

"Withdrawal, Transfer and Military Service Cards and Work Permits

"SEC. 1. Local unions are authorized to issue withdrawal cards and

transfer cards only to members who, at the time of request for same, are in good standing with all obligations to the International Union and the local union paid, including the current month. Such cards shall be issued as follows:

"a. A withdrawal card shall be issued. . ."

"b. A transfer card shall be issued by a local union. . ."

"c. Any person bearing a withdrawal or transfer card shall not be entitled to participate in the operation of any local union. A person bearing a withdrawal or transfer card and who has complied with the conditions of the same, shall upon resuming work within the jurisdiction of any local union deposit such card and thereafter shall be admitted to membership in any such local union without the payment of any initiation or transfer fees.

"SEC. 2. Members entering the armed services"

"SEC. 3. Withdrawal, transfer and military service cards shall be issued by the secretary-treasurer of the local union and monthly reports of all such cards issued, deposited or canceled shall be made to the Secretary-Treasurer of the International Union.

"SEC. 4. Local unions may issue work permits"

"SEC. 5. All withdrawal, transfer, military service and work permit cards shall be secured by the local union from the Secretary-Treasurer of the International Union."