Important Election
Won at Kenosha, Wis.

The OEIU has won an un-
usual and important election at
the Ladish Company, Tri-Clover
Division office in Kenosha, Wis-
cosis. In balloting conducted
by the Federal Mediation and
Conciliation Service on Feb. 12,
the office and clerical employ-
ees voted 42-15 for representa-
tion by Local 336.

All Tactics Used
International Representative
Arthur Lewandowski, Local 336
officers and campaign leaders
Russell Ziegler, Fred Stevens
and Ray Ellis, due to heavy
company opposition, were
forced to utilize every legal tac-
tic to prove majority status. This
included the filing of an RC
petition and later an Unfair
Labor Practice charge with the
NLRB. The union demanded
recognition based on independ-
cent card check.

The employees, despite com-
pany delaying actions, voted
overwhelmingly to strike if
necessary to secure union repre-
sentation. However, after the
strike vote was strengthened by
pledges of support from the pro-
duction workers and the Ken-
sha Labor Council, the company
changed its adamant posture and
agreed to the union proposal
that a Federal Mediator super-
\vise the informal but binding
vote.

Process Speeded
As a result of this procedure,
the Tri-Clover office employees
gained bargaining rights at least
three months sooner than would
have been achieved if the pro-
cedures of the NLRB were used.
Further, they will now be
merged with the already union-
ized plant clerical employees,
who have been members of Lo-
cal 336 for more than six years.
Negotiations for a single con-
tract to cover both groups will
commence shortly.

JOIN THE APRIL CANCER SOCIETY CRUSADE

Local 153 Establishes Executive Training Program

New York City Local 153 has established a Labor Executive Train-
ing Program designed to prepare young men and women for the
Union's future leadership.
The program will be given at the introductory and advanced levels
and will incorporate classroom and field instruction.

Local 153 Business Representatives Warren Mulligan and John
Kelly are chief instructors for the union's training program. Brother
Mulligan will supervise the basic course and Representative Kelly the
advanced phase.

Win 36 of
50 Elections

Once again the Office Emp-
loys International Union has
led all AFL-CIO affiliated and
independent unions in organiz-
ing clerical employees.

According to the summary
of NLRB elections published
by the Bureau of National Affairs,
the OEIU participated in 50
elections for representation of
clerical units. Of these, 36 were
won with a total of 975 clerical
employees designating the OEIU
as their collective bargaining
agent.

The Office Employees Interna-
tional Union led all unions in
the office and clerical field, how-
ever the unaffiliated Teamsters
held a slight lead over the OEIU
in the general white collar cate-
gories. The IBT participated in
61% more elections than the
OEIU and trailed in total unit
\vains by less than 100 members.

In the overall white collar
field the OEIU won 36 of 57
elections and organized 1,005
employees, averaging almost 36
per unit. Our winning percent-
\age was 63% as compared to a
54% average for the AFL-CIO
generally.

The 1964 gains are a sub-
stantial improvement over those
achieved in 1963. In that year
the OEIU won 26 elections, or-
ganizing 730 employees.

In addition to the NLRB vic-
tories in 1964 the OEIU organ-
ized an additional 636 employ-
ees by recognition procedure in
the United States and certifica-
tion in Canada.

The OEIU has consistently
led all other AFL-CIO unions
in the last seven years in the
organization of white collar
workers. The table above shows
the OEIU's organizational prog-
\ess in comparison with other
unions from 1961-1964.

See the 1965
Union Industries
Show
Pittsburgh, Pa.
May 21-26th
CONVENTION CALL

Office Employes International Union
American Federation of Labor and Congress of Industrial Organizations
and
Canadian Labour Congress
265 West 14th Street
New York, New York 10011

San Francisco Convention Call

GREETINGS:
You are hereby notified that, as provided by the Constitution of the Office Em-
ployes International Union, the 1965 Convention of our International Union will be
held at the Sheraton-Palace Hotel, San Francisco 19, California, beginning at 10 o'clock, Monday morning, June 15, 1965, and will continue from day to
day until the business of the Convention shall have been completed. It is anticipated that the business of the Convention will have been concluded by late afternoon, Friday, June 18, 1965.

REPRESENTATION: With respect to representation, Article VI of the International Union Constitution provides as follows:

"Section 1. Each local union in good standing shall have one (1) vote in convention; except that for each one hundred (100) members in good standing, one additional vote shall be allowed, for a total of two (2) votes. If ten (10) per centum of the assessment tax has been paid for the twelve (12) month period ending March 31st preceding a regular convention of the International Union has been paid, a majority of all local union members having less than one hundred (100) shall, nevertheless, be entitled to one (1) vote.

"Section 2. No local union which has been chartered during the two (2) calendar years immediately preceding the month in which the regular convention is held shall be represented at such convention, or during the month of such convention, shall be entitled to representation at such convention.

"Section 3. Each local union shall be entitled to no more than five (5) delegates present at a conven-
tion. The delegate or delegates from each local union may cast the entire vote of the local union.

"Section 4. The voting strength and representation of a local union resulting from an amal-
gamation of two (2) or more local unions, shall be on the total per capita tax payments made by the local unions forming such local union.

"Section 5. No local union may be represented at any convention of the International Union by proxy, nor may it delegate its voting strength to any other local union, or delegate to any convention shall represent more than one (1) local union.

"Section 6. Each delegate to a convention must have been in continuous good standing with the local union he represents for at least twelve (12) months prior to the convening of the convention, unless the local union has been functioning (the period when a local union shall be deemed to be functioning shall be that commuting with the first month for which per capita tax payments are regularly made) for less than one (1) year, in which case such delegate shall be eligible to attend the convention for the period that the local union has been so functioning. Each delegate shall be selected by his local union.

"Section 7. Delegates must be selected by secret ballot unless the local union constitution provides that officers are delegates by virtue of their office.

CREDENTIALS: Credentials in duplicate will be issued to properly credentialed delegates to all local unions in accordance with the number of delegates to which they would be entitled under the Constitution of our International Union, based on per capita tax payments received to date. All local unions sending delegates shall fill out such credentials and place the seal of the local union thereon. Make sure that each delegate's full address is written on the back of the original of duplicate of (1) year prior to the
form. The original of each completed credential should be retained in the Secretary-Treasurer of the International Union, and the duplicate sent to the opening of the Convention. The duplicate shall be given to the delegate and presented by the Secretary-Treasurer of the International Union to be presented at the Convention. Delegates whose credentials are not received within the time limit prescribed may be denied by action of the delegates seated at the Convention.

RESOLUTIONS—TIME LIMIT: All resolutions, petitions, memorials or appeals to be considered by the Convention, shall be written and submitted in duplicate signed copies to the Secretary-Treasurer of the International Union and received by him not later than twenty-one (21) days prior to the opening date of the Convention. Resolu-
tions can be submitted only by local unions, Convention committees, and Convention delegates. Resolutions originating with the Convention's committees must have relevance to the Convention's function and cannot be submitted at any time prior to the submission of such committee's final report. Resolutions originating with individual delegates shall be submitted at the opening of the Convention with the consent of the Convention by a two-thirds (2/3) vote.

CONVENTION FUND: Local unions sending delegates to the approaching Conven-
tion will be assisted in meeting a portion of the expense through the International Union's Convention Fund. Article VII of the International Union Constitution provides in part as follows with respect to the Convention Fund:

"Section 1. Each local union entitled to send delegates and participating in a regular convention by sending at least one (1) delegate to such convention shall be paid a portion of the total amount of taxable payments received from local unions through the month of February of the regular convention year, and paying any balance in such Fund, until the amount of the regular participation provided by this Convention Fund shall have been exhausted. Such Fund shall be used for the support of the Convention only.

"Section 2. In determining the amount to be paid each eligible local union participating in such regular convention, the total amount in the Fund as defined in Section 3 of this article shall be divided by the total of all the straight miles between each and every eligible local union's charter city and the convention city.

"Section 4. Each delegate participating in such regular convention shall be paid an amount equal to the total amount divided in Section 4 of this article (figured to the next lower half cent) multiplied by the number of straight miles between each local union's charter city and the convention city. Any local union contributing to the Convention Fund less than one (1) year prior to the beginning of February of the convention year shall participate in the Fund at the rate of one-twelfth (1/12) of a normal share for the period of time in which it was not contributing. All local unions which may have been paid from this Fund for such convention shall be entitled to participate in the International Union Fund for redipost in this Fund for such payments.

Local unions sending at least one delegate to the Convention, other than an officer and/or representative of the International Union and whose expenses to such Convention are paid for by the International Union, shall not be in this Fund for such convention, and any such local unions which may have been paid from this Fund for such convention shall be entitled to participate in the International Union Fund for redipost in this Fund for such payments.

The following amounts will be paid to local unions for expenses to the Convention:

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HOTEL RESERVATIONS: Headquarters for the Convention and for the officers and Executive Board members of our International Union will be at the Sheraton-Palace Hotel.

Hotel reservations requests should be sent to the Sheraton-Palace Hotel, San Fran-
isco 19, California.

The following rates should be made as promptly as possible and it should be explained that they are being made for delegates attending the Convention.

Room rates at the Palace Hotel are as follows:

- Single Room: $13.00
- Double Room, Double Bed: $18.00
- Double Room, Twin Beds: $20.00
- Suites (2 Rooms, Single Occupancy): $27.00
- Suites (2 Rooms, Double Occupancy): $33.00

MEETINGS OF EDUCATIONAL CONFERENCE: At 3 P.M., Sunday, June 6, the day preceding the convening of the Convention, a joint meeting will be held of all educational conferences. All those attending the Convention from local unions should be advised and urged to attend this meeting.

Farewell yours,

J. HOWARD HICKS,
Secretary-Treasurer For Vice Presidents
HOWARD COUGHLIN,
President

J. O. BLOODWORTH
JOHN P. CAHILL
J. E. CORUM
GEORGE P. FIRTH
DONALD R. HILLEKER
SARAH E. KEENAN

Local union secretary-treasurers will please read this call at the first meeting of their local union.
Local 290 Certified at 2 Credit Union Offices

Local 290, Hamilton, Ontario was recently certified to represent the clerical employees at the Westinghouse and Ford U.A.W. Credit Union offices. A contract at Westinghouse has been signed and gains include:
- Four-hour work-week reduction to 37½ hours
- Time and one-half for daily overtime
- 5:40 per hour increase with additional periodic increases.
- ½ days sick leave for each month of service accumulation
- Nine paid statutory holidays.
- Two weeks vacation after 1 year, 3 weeks after 10 years, 4 weeks after 20 years, 5 weeks after 25 years.
- Increased employer participation in pension and welfare plans.

Sign Majority at Large B. C. Depot

OEIU Vice President William A. Lowe reported that he has signed up and collected one month's dues from a majority of the approximately 70 clerical employees of the Victoria (British Columbia) Machinery Depot. An application for certification was submitted recently.

Toronto Shipping Group Signs Up

International Representative Russell Harvey signed up the total unit of 9 clerical employees of the Gidyms-American Line. The Toronto office of the company is the head agency for passenger traffic in Canada and the United States. Hope for future organization in the shipping industry appears bright as Toronto is an inland port for ocean shipping and the volume increases each year in addition to the normal lake shipping.

Henry Rhodes Appointed to CLC Organizing Post

Ottawa, Ont.—Pres. Claude Jodoin of the Canadian Labor Congress has announced the appointment of Henry Rhodes as the CLC's acting director of organization. Rhodes, 52, has been assistant director of the department and fills the vacancy caused by the appointment of Joseph MacKenzie, who has taken a leave of absence, to the Board of Maritime Trustees.

Repeal of 14(b) Backed By Montana Legislature

Helena, Mont.—The Montana legislature has called on Congress to repeal the "right-to-work" Sec. 14(b) of the Taft-Hartley Act. The state's conservative Republican governor, Tim Babcock, signed the joint resolution as a "courtesy," he said, though his approval was not required by law.

Both houses of the legislature voted overwhelmingly to petition Congress for "speedy enactment" of a Taft-Hartley amendment taking away the authority for states to prohibit union-shop agreements.

The Senate vote was 43 to 6, with 28 Democrats and 15 Republicans voting for the resolution and only five Republicans and one Democrat opposed. The House approved the "memorial" to Congress by a 63-25 vote. For passage were 54 Democrats and nine Republicans; opposed were 24 Republicans and one Democrat.

A resolution memorializing Congress in support or opposition to federal legislation cannot be vetoed by the governor in Montana and takes effect whether or not he signs it. Exe. Sec. James S. Umber of the Montana State AFL-CIO said copies of the memorial are being sent to all members of the Montana congressional delegation, chairmen of the House and Senate Labor Committees and to Pres. Johnson, as well as to the presiding officers of the House and Senate.

Health Charter Delay Criticized

Delay by the federal government in implementing recommendations of the Hall Commission on a health Charter for Canadians could lead to second-class legislation in some provinces, the Canadian Labour Congress said today. This would "merely entrench vested interests rather than meet the health needs of the people."

An important section of the labour organization's multi-subject memorandum dealt with social legislation, particularly health insurance and the Canada Pension Plan. The Hall report was described as "one of the great social documents in the history of our country."

"It points to a need which is beyond debate and it offers solutions which are both practical and equitable in terms of the health needs of the people of Canada... We ask that you go well beyond discussions with the provinces on the commission report and make positive proposals to encourage early and effective legislative action."

With regard to the Canada Pension Plan the Congress said it would continue to press for legislation which would provide a greater measure of security and more equitable distribution of the burden. There was also dissatisfaction with failure to take adequate measures to protect those who could not hope to benefit from the Canada Pension Plan. The CLC suggested a pension of $100 a month payable at 65 without a means test.

Local 131 Certified at Turnbull Elevator

Union determination proved to be the deciding factor in a ten month campaign at the Turnbull Elevator Company in Toronto.

Local 131 finally was certified to represent the unit of seventy-five in spite of harsh attempts at retaliation by the employer.

The anti-union campaign consisted of discharge of long service employees followed by an employer sponsored petition.

The originators of the petition disavowing the union after acquiring more factual information about the union, decided not to attend the final Board Hearings where the petition issue was to be heard. In their absence the petition carried no weight and the local was certified.

Progress Recorded in Northeast

By Leo J. Wallace, Intl. Vice President

The Northeast Region has been the scene of noteworthy progress on two major fronts: organizational activity and membership representation.

In the organizational field there has been increasing interest in the OEIU by the unionizing groups.

Of the many leads that have been coming out of the banking and insurance industries the International has selected as prime target the Travelers Insurance Company of Hartford, Connecticut.

The initial leaflet distribution at Travellers was recently concluded and the immediate results are encouraging.

Further activity in Connecticut finds the OEIU Local 129 involved with another AFL-CIO union in a joint campaign at the Grace New Haven Hospital of the Yale Medical Center. In conjunction with this campaign, the Labor Movement of Connecticut, Bridgeport Local 123 has a campaign underway at the Fisher Wine Company.

The OEIU is participating in three Organizing Drives of the New England AFL-CIO Regional Office. One of these campaigns at the Chemical Fine Paper & Board Co. has already culminated in victory. Representatives of OEIU Locals 228, 247 and 229 applying training received at the New England Educational Conference wielded forces with the International and spearheaded the successful campaign at the paper company.

Cyril O'Brien, newly elected Business Manager of Local 6, Boston, is currently leading campaigns at the Somerville Scientific Corporation and the Boston Credit Bureau.

In 1965 the employer who has been stifling his resistance to our demands will meet a better trained, more dedicated and determined trade unionist at the bargaining table.

Four-Day Week Viewed as "Inevitable"

(Continued from page 1)

"The gross national product simply cannot grow fast enough to provide jobs for the labor force," Coughlin averred. "Last year's tax cut cut $11 billion more into the economy, but unemployment rolls were reduced by only 300,000. About 8 million young workers will be entering into the work force during the 1970s but where will the jobs come from?"

"There is no question but that the 4-day work week would increase efficiency and promote a broader and more equitable sharing of jobs," Coughlin declared.

In addition, he said, it would cause a "real boom" in the services industries, since banks, insurance companies, and other businesses would remain open on Saturdays and would benefit immediately from increased purchasing power given employees hired to fill the additional jobs.
from the desk of the PRESIDENT

Unwarranted Optimism

The reduction of the number of unemployed during the past six months has caused much unwarranted optimism about the future employment picture.

It will be remembered that the OEIU strongly favored the tax cut legislation proposed by the late President Kennedy and enacted under the Administration of President Johnson. We said then that children born in the post-war years are now becoming available for work in ever increasing numbers. In the year 1965, there will be one million more young people available for work as compared to the year 1964. There will be eight million more young workers entering the labor market by 1970 than there were in the same period in the previous decade.

Nat Goldfinger, AFL-CIO economist, foresees increased unemployment late in 1965. It is anticipated that our work force which now totals a little more than 70 million will increase to 86 million by 1970.

Corporations are reflecting tremendous increases in dollar profits without showing commensurate increases in the number of workers producing these profits. We are condemned to an ever increasing rate. In the office field, for example, there are more computers installed and new technology. We are now experiencing a third generation of computers which will do the work of more jobs. President Johnson recognized this problem and recently appointed a 14-member National Commission on Technology, Automation and Economic Progress to study the impact of automation and recommended policies for using the new technologies to the best social advantage.

Unions have not been blinded by the recent improvement in our employment problem. They are continuing to push for a shorter work week, longer vacations and more favorable pension benefits in order to encourage early retirement.

A leading authority on the question of automation in the United States is Thomas J. Watson, head of the International Business Machines Company. He stated recently: "Already we are seeing a trend towards longer vacations, sabbaticals, and more favorable benefits to encourage early retirement. In addition, we must be willing to consider shortening the work week." If Thomas Watson, President of the nation’s largest manufacturer of automatic equipment, feels that we should be willing to consider a shorter work week, it is time that the government seriously undertakes a change in the Fair Labor Standards Act. It must be remembered that 8 million workers are presently working a schedule of less than 40 hours per week.

The labor movement of the United States, fully aware of technological change, is doing everything possible to support the Administration’s policy of manpower retraining. There is no denying the fact that in the midst of unemployment, we have a shortage of certain technicians and craftsmen due to new technologies. manpower retraining, however, will have to be a permanent part of the government’s responsibility because jobs created only a few short years ago through automation are now being eliminated by improved automation.

To maintain a balanced economy, we must continue to fight for a shorter work week and an increased share of the profits of automation and technological change. We must insure the fact that workers are not laid off when automation appears on the horizon, but rather insist on retaining of present staff and the process of attrition if reduction in personnel is necessitated.

4 Health Bills Get Endorsement

Four Administration health bills were strongly endorsed by the AFL-CIO in testimony before the House Commerce Committee.

They were described by Lisbeth Bamberger, assistant director of the federation’s Dept. of Social Welfare as "crucial steps" in bringing "the best of medical care" to all Americans. Miss Bamberger, accompanied by Legislative Rep John E. Beidler, urged committee approval of:

A bill providing federal grants to help pay the salaries of professional and technical staffs for community mental health centers being constructed under a 1963 law. The grants would pay 75 percent of staffing costs for the first 15 months, gradually declining thereafter.

Legislation authorizing federal mortgage insurance and grants-in-aid for construction of group health care facilities.

Legislation extending and liberalizing federal laws for mass vaccination programs for young children. Existing law authorizes grants to states and localities for children under five years of age against polio, diphtheria, whooping cough and tetanus.

A bill extending and increasing federal matching grants for construction of health research facilities.

Sign Agreement At New Orleans

Local 403 recently negotiated a new agreement with Mason-Rust at that employer’s New Orleans, Louisiana, operations. These operations consist of performing support services at the National Aeronautics and Space Administration’s Michoud Plant which has the mission of producing the Saturn moon rocket booster.

The new agreement provides gener- ally for uniform wages up to 75 cents per hour, wage inequality adjustments up to twenty-five cents per hour and improved fringe benefits worth an estimated seven cents per hour.

Negotiating for Local 403 were Frank Martin, International Vice-President; Ronald S. Tardo, President and Business Agent of Local 403; Mr. Frank Trojek; John Tardo of Local 403’s Negotiating Committee; Alfred Bertacci, Local 403 Secretary-Treasurer; Mr. Herbert Hahn, Trustee of Local 403, and Mr. Carl Battistella, Local 403 Department Steward.

403 signs with Mason-Rust at New Orleans. Seated, from left: Ronald Tardo, President, Local 403; Milton Kalishek, Asst. General Manager, Mason-Rust; Frank Morton, Vice President, OEIU; Tom Cobb, General Manager; Herbert Hahn, Committeeman, Local 403; Frank Trojek, Vice President, Local 403; John Caterday, company personnel manager; Jessie Petrelli, company department head; Alfred Bertacci, secretary-treasurer, Local 403; Clyde Gordon, company plant engineer; Robert Rosebrough, company reproduction chief; Carol Battistella, committeeman, Local 403.