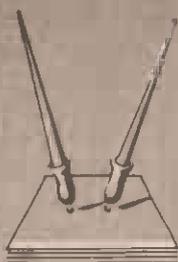




WHITE

Official Publication of the



COLLAR

Office Employees International Union



Convention Calls for Four-Day Work Week

Vice Pres. Humphrey Captivates the Hall



Vice President Humphrey as he chatted with President Coughlin and Secretary-Treasurer Hicks before addressing the Tenth Convention.

Exuding vitality and bounce, Vice President Hubert H. Humphrey arrived in the convention hall Thursday afternoon after a jet trip from the east. He had smiles and handshakes for scores of delegates, posed for photographs with the reception committee, with President Coughlin and Secretary-Treasurer Hicks on the stand, and then spoke for 20 minutes, being interrupted frequently by bursts of applause.

The Vice President brought a fine pro-union message to the convention. It was:

"America is a better, richer and happier country for having its unions and free collective bargaining. It has been for the betterment of America.

"First of all you are citizens of the United States. Because you are in your union, you are better citizens."

Mr. Humphrey said the federal government was going to

Coughlin, Hicks Are Re-Elected

President Howard Coughlin and Secretary-Treasurer J. Howard Hicks were returned to their respective offices by acclamation. For President Coughlin it was the start of his sixth term; for Secretary-Treasurer Hicks, his 11th.

Re-elected were Vice Presidents J. O. Bloodworth, Tampa; John P. Cahill, Washington; J. E. Corum, Seattle; George P. Firth, Pittsburgh; Donald R. Hilliker, Minneapolis; Sarah E. Keenan, Chicago; John B. Kinnick, Oakland; W. A. Lowe, Vancouver, B. C.; Frank E. Morton, Fort Worth; William J. Mullin, Hawkesbury, Ont.; Edward P. Springman, Philadelphia; Leo J. Wallace, Boston.

Gwen Newton, Local 30, Los Angeles, was elected to a vacancy on the Board.

continue to make massive investments in education.

"This can be a better world," he told the delegates. "It depends on what man wants it to be."

Of the domestic scene, he said, "We have a few haters left—but they are out of step with the many. They are the oddballs.

"We are determined to open the gates of opportunity in this country, and I hope the history books will say that this President and his Vice President tried to bring the country together."

Telling the delegates that he had talked by phone with the astronauts White and McDivitt just before leaving Washington to come to San Francisco, the Vice President said, "These are exciting days." Miracles of the space age were just beginning, he went on, and it would not be long before we saw men living in orbit, and satellites being repaired while they were in orbit. "This will happen just about the time that little girl grows up," Mr. Humphrey said, pointing to 11-year-old Laurie Moore, daughter of Marilyn Moore of Local 29, Oakland. There ensued a colloquy between the Vice President and Laurie, who assured Mr. Humphrey that she was wearing a

President Howard Coughlin told delegates to the OEIU's Tenth Convention in San Francisco that the greatest problem facing white collar workers in the United States and Canada was automation and technological change.

President Coughlin also reported in his convention address (text inside) that the 25,000 computers installed in the United States, together with the thousand in Canada and a large backlog of computer orders in both countries made it "inevitable that more and more jobs in the clerical field will be eliminated by the on-rush of automation and technological change." He called for the four-day work week as a means of "providing a broader and more equitable sharing of available jobs."

Meeting in the "cool gray city of fog," in the old and historic Palace Hotel, delegates worked steadily through a fairly heavy agenda of resolutions, and President Coughlin brought the convention to a close on Thursday, June 10. Preceding the convention, an Educational Conference was held that proved to be a stimulating curtain-raiser to the main convention program that followed.

On the last day of the convention, Vice President Hubert Humphrey jetted in from the east and gave the convention a fine pro-union message and OEIU tribute (story at left) that left the delegates feeling proud that they were representing clerical workers all across North America and Puerto Rico.

Other notables to address the Tenth Convention were B. A. Gritta, President of the Metal Trades Department, AFL-CIO; William Dodge, Executive Vice President, Canadian Labour Congress; Lane Kirkland, Assistant to President George Meany of the AFL-CIO; Stephen N. Shulman, Deputy Secretary of Defense for Manpower. (Summaries of these talks appear on inside pages.)

Conveying greetings at opening ceremonies were Phyllis Mitchell, Business Manager and Secretary-Treasurer of Local 3; Edwin B. Love, President of Local 3; George W. Johns, Secretary, San Francisco Labor Council; George Mosconi and Leo McCarthy of the San Francisco Board of Supervisors; James Carr, Public Utilities Commissioner; William P. Lindecker, Assistant Chief of the S. F. Fire Department. The pledge of allegiance was led by Boy Scouts of Troop 45, and Beryl J. Mitchell sang the U. S. and Canadian national anthems.

Strike Benefit Fund Established in S. F.

Establishment of a Strike Benefit Fund, effective Oct. 1, 1965, was the first major action taken at the Tenth Convention. Delegates approved the recommendation of the Executive

Board, calling for each local union to pay into the fund 15 cents per member per month. After the fund has built up, strike benefits to be determined by the

(Continued on page 8)

President Conveys Greetings

DOMESTIC SERVICE		WESTERN UNION		INTERNATIONAL SERVICE	
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HOWARD COUGHLIN, PRESIDENT
OFFICE EMPLOYEES INTERNATIONAL UNION TENTH CONVENTION
SHERATON PALACE HOTEL, SAN FRAN

I AM DELIGHTED TO EXTEND WARMEST GREETINGS TO THOSE ATTENDING THE TENTH CONVENTION OF THE OFFICE EMPLOYEES INTERNATIONAL UNION.

OUR FOUNDING FATHERS ASSERTED IN THE DECLARATION OF INDEPENDENCE QUOTE THAT ALL MEN ARE CREATED EQUAL UNQUOTE. YET TODAY ONE HUNDRED EIGHTY-NINE YEARS LATER WHILE OUR NATION IS ENJOYING RECORD PROSPERITY, MILLIONS OF OUR FELLOW AMERICANS LACK THIS EQUALITY OF OPPORTUNITY.

IN THE GREAT SOCIETY, ALL OUR CITIZENS MUST HAVE THE CHANCE TO REALIZE THE REMARKS THAT FLOW FROM THE FULL USE OF THEIR TALENTS. YOUR ORGANIZATION'S TIRELESS EFFORTS TO IMPROVE THE LOT OF YOUR MEMBERS HAVE RICHLY CONTRIBUTED TO A BETTER AMERICA.

HOWARD COUGHLIN, YOUR PRESIDENT, HAS OFTEN EXPRESSED THE OEIU'S SINCERE INTEREST THAT AMERICA'S SOCIAL AND ECONOMIC PROBLEMS BE MET WITH CONCERN FOR THE NATIONAL WELFARE.

AS WE JOIN HANDS TO BUILD THE GREAT SOCIETY, WE MUST NOT REST AS LONG AS ANY OF OUR PEOPLE ARE DENIED THE OPPORTUNITY TO SHARE WHAT MOST OF US ALREADY HAVE. AS WE WORK TO END POVERTY AND RACIAL DISCRIMINATION AND TO MEET THE PRESSING MANPOWER PROBLEMS OF OUR TECHNOLOGICAL ERA, I WELCOME THE CONTINUED SUPPORT OF YOUR ORGANIZATION.

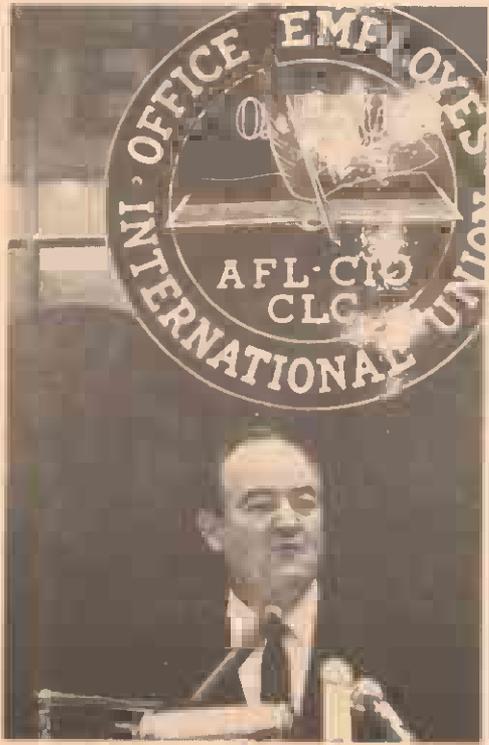
BEST WISHES FOR A MOST USEFUL AND PRODUCTIVE CONVENTION.

LYNDON B. JOHNSON

(Continued on page 2)



The way the 10th Convention looked in session from the rear of the hall.



Vice President H. Humphrey poses with delegates from the Twin Cities in Minnesota.



Sec.-Treas. J. Howard Hicks pinning the Vice President with OEIU Badge.

... With Vice President Humphrey



San Francisco Mayor John Shelley, Phyllis Mitchell and the Vice President.



Educational Conference Has Varied, Stimulating Program

Humphrey Captivates Hall

(Continued from page 1)



JOE FINLEY



J. E. E. OSBORNE



GERSHON KEKST

At an Educational Conference held immediately preceding the opening of the Tenth Convention, presided over by Director of Organization H. B. Douglas, delegates heard from Joseph Finley, OEIU general counsel; J. E. E. Osborne, Director of Research and Statistics, Department of National Health and Welfare of Canada; and Gershon Kekst, San Francisco public relations man, who suggested ways and means for local unions to get publicity.

In a session that showed keen interest on the part of the audience, Attorney Joseph Finley spoke on the fine points of organizing without an election, on

grievance and arbitration cases, and of computer programmers and their relationship to the union.

Finley said he noted a recent tendency for arbitrators "to go with management" and suggested that one of the reasons for this was that management went into cases better prepared. Finley's advice on arbitration cases was: "Choose your case carefully, and prepare it solidly." Speaking of disgruntled employees who sue the union and the employer on the ground they were fired without their case going to arbitration, Finley said, "We are going to win these cases."

In the matter of putting computers programmers in the bargaining unit, Finley noted that the NLRB had "gone both ways on this." He cited an important case waiting decision by the NLRB in Washington (Worthington) that will decide whether or not programmers become part of the bargaining unit.

Speaking of the new Canada Pension Plan, Director of Research and Statistics John Osborne described the general outline and benefits of the plan which, together with the Quebec Labor Plan, will cover approximately 92 per cent of the Canadian labor force. Of primary interest to the Canadian delegates, Osborne's talk also was of interest to U. S. delegates for its comparisons with Social Security benefits.

Public relations man Gershon Kekst said that a local's successful publicity program "is

Camp Fire Girl uniform. It was another splendid example of the Vice President's ability to quickly reach complete rapport with his audience.

For the rest, Mr. Humphrey said, "To use machines successfully today, we have to upgrade all along the line. You have come to grips with it . . . You are organizing. Your union is not thinking just of itself. It is thinking beyond itself."

Great medical breakthroughs were in the offing, he said, in heart and cancer. The Vice President spoke touchingly of one of his children, who had been a victim of cancer, and of the anguish it had caused.

When President Coughlin warmly thanked Mr. Humphrey for his talk, it was more than apparent from the applause that he truly spoke for everyone in the hall.



President Coughlin, center, Vice President Lowe, left, and Vice President Mullin, second from right, as they conferred with delegates from Quebec local unions.

one which is not necessarily measured in terms of quantity of clippings. Too often the publicity director brings to his job the orientation of a press agent."

"Publicity," said Kekst, "is the most used, abused, overworked and overrated tool in the whole field of communications." Nevertheless, publicity could be "one of the most potent tools a union can work with—provided it is prepared to meet the requirements for a successful effort." He listed as requirements for an effective publicity program:

"Know what you want to accomplish and know precisely where communications fits into your overall planning and activities. What is it that you want to say? What is it that must be said?"

"Know your audience. What is the general climate of opinion? Exactly how does the overall audience break down? Membership? The general public? Government officials? The business community? What is the relationship between your union and all of the various elements that make up the public? What do they know of you? What do they understand? What do they misunderstand?"

"Know the channels of communication that are open between your union and the audiences. Newspapers? What special pages of the newspapers? Special interest publications? Radio and television?"

Kekst said that local unions should use publicity to:

- Inform the public at large.
- Stimulate the membership.
- Motivate those with whom you deal.

Attract and motivate more members.



General Counsel Jos. Finley, J. E. Osborne of the Canadian Dept. of National Health & Welfare, H. B. Douglas, Gershon Kekst of Ruder & Finn, and Pres. Howard Coughlin.

WHITE COLLAR

Official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
affiliated with the AFL-CIO

HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

Room 610
265 West 14th St.
New York, N. Y. 10011

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Coughlin Thanked for Help as Mediator

Referring to the "dire predictions" made at the time of the merger of the AFL and the CIO, that the new organization could not survive its internal stresses and strains, Lane Kirkland told the Tenth Convention that the successful working of the internal disputes plan was why the prophets of doom had been confounded.

The Assistant to the President of the AFL-CIO went on: "One of the reasons why the internal disputes plan works is the panel of mediators drawn from the list of general officers of the affiliated unions. The rule of law and reason had prevailed. Most of our disputes now are settled without going to an umpire."

Kirkland, a former member of the OEIU, expressed the thanks of the AFL-CIO to President Howard Coughlin for his services as a mediator under the internal disputes plan. Kirkland added that mediators had gained a new insight into the labor movement as a whole, and said



LANE KIRKLAND

he was "glad to report that not one complaint had been filed against the OEIU, regarding raiding."

Speaking of the fight to repeal Section 14(b) of the Taft-Hartley law, Kirkland said: "If the AFL-CIO headquarters in Washington happened to be located two miles away in the right-to-work state of Virginia, it would be illegal for the AFL-CIO to negotiate with Local 2

of the OEIU providing a union shop for its employees."

"We need you and your members' expression of support in the fight to repeal 14(b)," Kirkland said, adding that this section (which permits state right-to-work laws) was "not the only bad thing about Taft-Hartley but we have to get this section out of the way first."

Speaking of the war on poverty, Kirkland said it could not be won "without more jobs and better wages." President Meany's assistant said, on other topics:

Minimum Wage: The present \$1.25 was "grossly inadequate," and the AFL-CIO was going for \$2.00.

Shorter Work Week: The AFL-CIO was going for the 35-hour week. "Sooner or later we are going to get it."

The "great unfinished business", Kirkland said, was the need to provide a growing volume of public investment in more schools, hospitals, better roads and highways." Public investment was the only area that can produce jobs in sufficient quantity to dent present



President Coughlin and Secretary-Treasurer Hicks exchange a handclasp following their re-election to office.

unemployment and make work for new entrants into the labor force, he said. Education, he suggested, should be a major field, with the goal being a free education through college level.

In thanking Brother Kirkland for his talk, President Coughlin referred to his experience as a mediator under the internal disputes plan by saying that he had "a better understanding of the labor movement" by having served.



George W. Johns, Secretary of the San Francisco Labor Council, conveyed welcoming remarks.



Phyllis Mitchell
Secretary-Treasurer
Local 3
San Francisco



Walter Freeman
Secretary-Treasurer
Local 23
Tacoma, Wash.



Helen Uhlich
Sec.-Treas.
Local 179
Chattanooga, Tenn.



Cynthia McCaughan
Vice President
Local 30
Los Angeles, Calif.



Ben J. Cohan
Sec.-Treas.
Local 153
New York City



Bill Swanson
Bus. Mgr., Local 378
Vancouver, B. C.



Thelma O'Dell
President, Detroit,
Michigan, Local 10



Jean Durack
President, Local 342
Winnipeg, Manitoba



Intl. Rep.
Art Lewandowski
of Milwaukee



Richard A.
Thompson
Pres. Local 39
Madison, Wisconsin



Margaret Clifton
Pres., Local 320
Kansas City, Mo.



Pauline Bell
Bus. Rep., Local 243
Richmond, Calif.



June Hill
Secretary-Treas.
Local 16
St. Paul, Minnesota



Ev King
Vice-Pres.,
Local 378
Vancouver, B. C.



J. O. Walker
Pres. Local 66
Port Arthur, Texas



Leo Wallace
OEIU Vice-President
Boston, Mass.



Thomas P. Jennings
President, Local 28
Chicago



Sandra Vires
Detroit, Michigan
Local 42



Max Krug
Bus. Rep.
Local 174
Hollywood, Calif.



Gwen Newton
newly elected
Int'l Vice Pres.
Los Angeles



John Cahill
OEIU Vice-President
President, Local 2
Washington, D.C.



J. B. Moss
President, Local 277
Ft. Worth, Texas



William Mullin
OEIU Vice-President
President, Local 165
Hawkesbury, Ont.



James Guthrie
President, Local 337
Palatka, Florida

On the Convention Floor



Ethel Rose
President, Local 215
Lexington, Ky.



Leah Newberry
Sec.-Treas., Local 29
Oakland, Calif.



Rose Cohen
Vice Pres., Local 33
Pittsburgh, Pa.



Edward Beaupre
President, Local 214
Sault Ste. Marie,
Ont.



Emil Steck
Bus. Rep., Local 212
Buffalo, New York



Ron Bone
President, Local 378
Vancouver, B. C.



Ronald Briggs
Local 166
Kapuskasing, Ont.



Russell Ziegler
Local 336
Kenosha, Wis.



Edwin Love
President, Local 3
San Francisco



James Beyer
Secretary-Treasurer
Portland, Oregon
Local 11



Trudy Slaughter
Representative
Union Label Dept.
ILGWU



Stephan Neary
President, Local 264
Bell Island,
Newfoundland

Gritta Outlines the Challenges Ahead

President B. A. Gritta of the AFL-CIO Metal Trades Department told the Tenth Convention that he looked forward to the establishment of additional metal trades councils, with OEIU members in them.

"As we view the scene today," Gritta said, "we see vast areas in which further progress can be made in bringing collective bargaining rights to the white collar workers of our nation and of Canada, and we know you are not unalert to these opportunities.

"These are not the easiest days in which to successfully promote organization, be it in white collar or blue collar occupations," Gritta said. Following is a portion of his talk:

"Restrictive requirements reflected in the Taft-Hartley Act

since 1947 and in the Landrum-Griffin Act since 1959, have served to impede organization gains.

"On May 18 President Johnson spoke out clearly and plainly calling for the repeal of Section 14(b) of the Taft-Hartley Act, and hearings on such repeal are presently underway in the Congress of the United States.

"This pernicious anti-labor provision has allowed for the various states to enact 'right-to-work' legislation. They are anything but what their name implies. . . .

"Union security is a basic part of good labor-management relations. There is absolutely no reason why a state should have the right to interfere in the collective bargaining process of

management and labor by prohibiting the parties to an agreement to negotiate a meaningful union security clause.

"There is no question but that the states which have enacted so-called 'right-to-work' laws have disadvantaged their own work forces.

"Wage rates and employment conditions in those states generally are far less favorable to the workers than in states where normal union security provisions may be included in working agreements.

"Strong unions help to assure higher wage rates, better fringes, and employment conditions.

"Today the union shop predominates in our collective bargaining agreements except in states where outlawed. . . .

"The repeal of this pernicious section of the Taft-Hartley Act will require a strong and concerted effort. The anti-labor forces are well mobilized and



Metal Trades Dept. President Bob Gritta, Intl. Pres. Coughlin and Stephen Shulman, Deputy Asst., Secretary of Defense.

are exerting every possible effort to prevent its repeal.

"We are well aware of the severe impact which automation is having in your field. There is perhaps no single area which is more susceptible to the use of automated processes with the resultant displacement of large

segments of the work force than in the clerical and related field.

"We appreciate the concern which your organization has rightly shown in this impact and the attention which is being given to this matter by your president.

"There is no question but that

COMMITTEES of the Convention



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LEGISLATIVE COMMITTEE. Seated, from left: William R. Avant, 303, Texarkana; Edward Besupre, 214, Sault Ste. Marie, Ont.; Harry Van Eyck, 397, Regina, Sask.; Pauline Overly, 27, Galveston; Alma E. Herring, 129, Houston; Florence McNally, 28, Chicago; Loreen Flowers, 30, Los Angeles; Chairman George P. Firth, 33, Pittsburgh; Mabel Holleran, 42, Detroit; Jennie Lee Murphy, 367, Memphis; William Kyles, 378, Vancouver, B.C.; Gary S. Grant, 8, Seattle. Standing: Paul Powers, 151, Iroquois Falls, Ont.; Ruth Haudenschild, 333, Columbus, O.; Ronald Tardo, 403, New Orleans; Richard Neustifter, 95, Wisconsin Rapids, Wis.; Richard A. Thompson, 89, Madison, Wis.; John Trullen, 12, Minneapolis; Carlos Felix, 62, Santa Rita, N.M.

PUBLICITY COMMITTEE. From left: Joseph Shaffer, Local 14, Philadelphia; Elsie Lisle, Local 3, San Francisco; Chairman Ed Springman, OEIU Vice-Pres.; Rosemary Carr, Local 202, Hazelton, Pa.; June Hill, Local 16, St. Paul, Minn.



we must come to the establishment of a shorter work week if we are to substantially offset the employment losses which automation is bringing.

"We realize that in numerous instances in organized offices where you could have reasonably expected if not a substantial growth, at least a continuation of the size of the work force which you organized, you are now faced with displacement of workers by electronic and mechanized processes with the result that organizing efforts must be redoubled even to hold your own in a rapidly changing era.

"In the last several years our federal government has been rapidly moving to establish training programs and various other projects designed to qualify unemployed and under-employed workers for better employment opportunities.

"These programs have grown out of the Vocational Education Act of 1963, the Manpower Development and Training Act, and even more recently out of the Economic Opportunity Act.

"While the purposes behind these various federal government efforts are highly laudable, they require our constant monitoring to make certain that they are not used in such ways as to impair or lower union standards and conditions.

"Your field is one that lends itself readily to these types of training programs, and you must develop and maintain close working relationships at local, state, and national levels with the officials administering these laws.

"This is necessary in order to make certain that while you work to offset the employment losses caused by automation, you do not find yourselves faced with an ever-increasing number of new entrants in your field who have come in through government training programs and seek clerical and office employment.

"The shorter work week which the AFL-CIO has recognized as being sorely needed will not be easily won.

"It will require the concerted effort of all of us in the trade union movement and the affirmative and active support of the leaders in our federal government.



Secretary-Treasurer Hicks as he reported to the convention.



Director of Organization Douglas was presented a watch by Ind. Rep. Art Lewandowski, acting for all the International Union Representatives.

"While President Johnson in his May 18 message did not come out with a specific proposal for a shorter work week, it is significant that he did refer this problem to the President's Commission on Automation.

"It is of great importance that we make every effort through each of our trade union organizations and collectively through the AFL-CIO to point up to that Commission the great need for it to include straight-forward and strong recommendations to the president when it reports on this vital subject.

"We can't agree with those who view the present terrific impact which automation is having on employment as merely a temporary period of readjustment which will eventually bring substantial increased employment opportunities.

"This development cannot be equated with machine or tech-

nological improvement of the past. Many of the electronic computing and data processing devices coming into our industry and commerce today are capable of displacing workers in such great ratios as to defy our imagination.

"Our Department is composed of 22 national and international unions, including your own, embracing in total membership more than 3 million workers.

"We presently have more than 135 local metal trades councils chartered and functioning as collective bargaining representatives of workers employed in all types of industries and establishments throughout the United States and Canada.

"Our local Metal Trade Councils serve as the vehicles through which the members of their various affiliated unions can coordinate their organizational and collective bargaining activities in an area or an establishment.

"They provide the only means by which we can work together in concert and speak with one voice while at the same time preserving our trade and craft autonomy.

"In many of our nation's prime atomic energy installations, our Metal Trade Councils serve as spokesman for the production and maintenance workers.

"At several of these installations your chartered local unions work with our councils and serve as spokesmen for the White Collar bargaining unit.

"A prime example of this cooperation is the Sandia Atomic plant at Albuquerque, New Mexico, where our Atomic Projects and Production Workers Metal Trades Council and your O.E.I.U. Local 251 have worked together in close teamwork since the organization of that plant which occurred more than 15 years ago.

"I am pleased and proud to have had the opportunity to have worked on that original organizing effort and with your organization in connection with that campaign.

"During the past three years our Metal Trades Department has been vitally concerned with the vast new organizing opportunities which have resulted from President Kennedy's Executive Order 10988.

"While we have had Metal Trades Councils functioning among the wage board or blue collar workers in many federal activities throughout the nation for more than 50 years, it was not until President Kennedy issued his Executive Order on January 17, 1962, that the employees of our Federal Government were granted the right to organize in unions of their own choosing and to obtain through their unions and our Metal Trades Councils exclusive recognition and the opportunity to negotiate signed collective bargaining agreements with their federal activities.

"At present our Federal Em-

Organizing Remains Labor's Main Job

William Kircher, assistant director of organizing for the AFL-CIO, a man who has had a long and close relationship with the OEIU, pointed out to delegates to the Tenth Convention that the major job of the labor movement was to organize the unorganized.

There were 70,000,000 workers in the U.S., 50 million of whom were eligible for union organizations. About 18½ million are organized (14 million in the AFL-CIO), thus leaving an "organizable" group of approximately 30 million.

Factors which have contributed to the "lack of speed" with which organizing has proceeded, Kircher said, included the economic situation and the "relative stability for working people"; the tools of management, which include the "do it yourself" kits that tell employers how to cope with unions; and the legislative picture with all the road-blocks to organizing built into the Taft-Hartley law.

"Projections in the growth of the work force are in areas where we have been least successful," Kircher remarked.



WILLIAM KIRCHER

He pointed out that organization work in the future would have to be carried out among a younger age group, for by 1968 "the average age of the U.S. population will be 25 years."

He urged delegates to utilize volunteer workers wherever possible in their organizing efforts. "If we could get one hour of volunteer time a week from all AFL-CIO members," Kircher said, "it would be equivalent to assigning 2,000 aides to each of the AFL-CIO general organizers."



Secretary-Treasurer Phyllis Mitchell of host Local 3 as she presented remembrance gifts to Director of Organization Douglas, President Coughlin and Secretary-Treasurer Hicks.

Excellent Progress Reported in Canada

Executive Vice President William Dodge of the Canadian Labour Congress came to San Francisco to address the Tenth Convention to speak on organizing as it relates to Canada. In introducing Mr. Dodge to the Convention, President Howard Coughlin reported that the Canadian membership of the OEIU had increased 33-1/3 per cent since the last convention in Kansas City.

"Your union is a union with a future in Canada," the CLC officer told the delegates.

In 1931, he said, the dominant position in the Canadian labor force was shared between manual workers and agricultural workers, with each representing about 33 per cent. By 1961, white collar workers were 39 per cent of the labor force. In numbers, there were 261,000 clericals in 1931; 819,000 in 1961. "It is highly probable that by 1971, clericals will be the largest group of workers in



WILLIAM DODGE

Canada," Dodge said. "Thus it is clear that the major challenge to the labor movement in Canada—as in the United States—is to organize in the white collar field."

Dodge said he was "very pleased to note the progress your union has been making in Canada."

Defense Department Official Is Speaker

Stephen N. Shulman, Deputy Assistant to the Secretary of Defense for Manpower, told the Tenth Convention that job security was of paramount concern to the Department of Defense when making base closures. "We have guaranteed jobs" to employees, he said, and described the elaborate use of computers to keep tabs on jobs and men available to fill them.

"Labor is interested in jobs, and management is interested in profits," Shulman said. "Both come from defense contracts."

He told of the role of the Department in drawing in firms to make advance planning for projected base closures, and re-

viewed contracts and their implications for jobs in the months ahead.



STEPHEN SHULMAN

(Continued on page 6)

Gritta's Convention Address

(Continued from page 5)

ployee Metal Trades Councils have moved forward so that we now have 20 effective signed agreements in various installations throughout the land covering about 80,000 employees.

"At an additional 13 installations, we have won bargaining rights and are in the process of negotiating signed agreements which will benefit an additional 20,000 federal workers. . . .

"We know your job is an exceedingly difficult one. Office workers through their close association with management, their relatively high turnover in employment, and their aloofness to group action have cut themselves short in their pocketbook.

"There are far too many of them that still feel that the way they can make the most progress for themselves is on an individual basis. We don't live in that kind of a world anymore!

"While it is true that some office workers may 'cozy-up' to the boss and seem to make progress on an individual basis,

they have no assurance of their future. What is given can be taken away. What is bargained for has durability.

"It's a sad thing that all too frequently the workers of your trade have to be shocked into the 1960's by being hit with impeding automation, with change in management practices, and the many other things which threaten the job security and future of the unorganized.

"How much you could do for them through collective bargaining if they didn't lay back and wait until they were in immediate jeopardy before they woke up!

"We are still living in an era of prosperity. Many workers have a tendency to drift with the current and to think that it can't happen to them.

"Well, it can and is happening to a lot of people, and a lot of those people in your trade are starting to realize that they'd better do more about their future than they can do by playing it alone.

"I know that some times it

must seem to you that it is impossible to get through to office workers the simple message that organization and collective bargaining holds out the same possibilities of achievement for them as it does for their brothers in production and maintenance trades.

"All they need do is look at the record over the years and realize that while 30 years ago they may have considered themselves as a privileged class enjoying such things as paid holidays, sick leave, paid vacations, and other fringes, that in the intervening period the craftsmen and plant workers through trade union organization have picked up all that the office workers had and has gone beyond. Yes, and in many cases, has had to carry the too-proud to organize office workers with him on his back.

"You have one of the greatest potential fields in which to work of any labor organization in the world; you have before you the living example of the success of collective bargaining not only for those that you have thus far organized, but also among the millions of your fellow workers

who daily dramatize its effectiveness. . . .

"A growing larger proportion of our work force is constantly shifting into white collar work.

"While some of our old-line trades are approaching the point where they are relatively completely organized, you continue to be faced with a broadening horizon.

"To an increasing measure the future success of our trade union movement and its principles lie in your hands and those of the other white collar trades. We trust and know that you will

measure up to this responsibility.

"Let me suggest here and now to your officers, representatives, and delegates from the various states and provinces, that when you return to your respective communities, you check to determine whether we have functioning local Metal Trades Councils in your areas and if so, that you get acquainted with the leaders of those councils and explore with them organization possibilities which may be open to you with their cooperation and help. . . ."

Mourn Powell, Finnerty

The Office Employees International Union mourns the passing of International Representative Joseph F. Powell who passed away on June 3, 1965, and former OEIU Vice President and President of Local 17 John T. Finnerty who died on June 17, 1965.

We deeply grieve their passing and extend our deepest sympathy to the families and friends of both these devoted Brothers.



Opening day registration of delegates.



Howard Coughlin and H. B. Douglas in a serious aside.



Barbara Nardella of Los Angeles Local 30 leading demonstration for OEIU President Howard Coughlin.



Convention visitors were William Rose, left, and Arthur C. Viat of the Federal Mediation and Conciliation Service.



Convention staff led by Mary Elder, secretary to J. Howard Hicks.



Dorothea Kroeber, secretary to Pres. Howard Coughlin.



Soloist Beryl Mitchell



Delegates departing on a late afternoon cruise in the bay.



Phyllis Mitchell and Marygail Shaffer of Local 3 being serenaded.



Howard Coughlin accepting gavel from Phyllis Mitchell on behalf of membership of San Francisco Local 3.



Ruth Wilke, official convention reporter.



James Whitson, TVA-OEIU Local 119, Leo Wallace, John Garrett of Merkle Press and Jean Reichmann of BNA's 'White Collar Report' enjoying cruise.



Election Committee members Walter Schulze, Alice Parent and Ed Kubicki at work.



Norma Martin and Joanne Moss of Ft. Worth singing along with Susie Rose of Lexington, Kentucky during demonstration.



Ann Draper of the Amalgamated Clothing Workers with prize winners I. L. Delisle, of Alma, Quebec, Marjorie Whitten, Toronto and Ed Kubicki of Milwaukee.



J. B. Moss, Ft. Worth, Chairman of the Elections Committee conducting election proceedings.



Boy Scouts of Troop 45 flanked by national flags.



Susie Rose of Lexington, Ky., presenting Howard Coughlin with citation from governor making him a Kentucky Colonel.

Coughlin's Convention Address Reviews Progress of OEIU

(President Howard Coughlin delivered the following talk at the opening session of the OEIU Convention in San Francisco.)

It is a pleasure for me to open this 10th Convention of the Office Employees International Union which commemorates 20 years of progress. It is particularly fitting that this 10th Convention is held in San Francisco, one of the finest cities in the United States.

We are happy to report that we are continuing to grow in numbers and we believe the immediate future will bring even greater growth to the Office Employees International Union.

Our collective bargaining agreements are the finest attained for white collar workers throughout the United States, Canada and Puerto Rico.

In these days of a troubled International scene, it is good to know that our Unions in the United States and Canada are free to organize and bargain collectively with our employers. There are too many countries throughout the world today which are deprived of this freedom.

You will recall at the last Convention, we told you of our appearances before various Congressional Committees and our efforts to have an equal pay for equal work law enacted.

This law was enacted and has prevailed in the United States for the past two years. I believe the Office Employees International Union can take a great deal of credit for the passage of this much needed legislation. Women who make up a great part of the labor force in the United States, some 24 million, and who are a majority of the membership of the OEIU must now be treated equally with men insofar as employment is concerned. We believe a similar law should also be enacted in Canada.

The Office Employees International Union supported the original proposals for a Canadian pension plan. We are indeed happy to see that Canada's first National Pension Plan has been enacted into law and will take effect January 1, 1966.

The OEIU also endorsed the report of the Royal Commission on Health Services and forwarded this endorsement to all members of the Canadian Parliament.

Our endorsement of this program is consistent with our position in the United States where we have always supported legislation designed to meet the health needs of the population.

We are outspoken advocates of the passage of Medicare in the United States. We feel it is imperative that attention be given to the need for hospitali-

zation and nursing care for those over 65.

We think the Medicare program stands a good chance of passage in the Congress of the United States this year. We believe, however, that it will be necessary for our membership in the United States and all of our citizens to continue to pressure Congress for the passage of this vitally important legislation.

We believe that our membership in the United States and Canada must take a greater interest in the fight for social legislation. Our Local Unions should make their views known and should communicate these views to all members of Parliament in Canada and to all members of Congress in the United States.

President Johnson recently called upon Congress to repeal Section 14(b) of the Taft-Hartley Act. This provision of the Taft-Hartley Act enables states to pass legislation designed to outlaw the Union Shop. These laws commonly referred to with the misnomer of "Right to Work" laws, have nothing whatsoever to do with the right of an individual to gain employment.

States passing such legislation through the pressure of the National Association of Manufacturers and the United States Chamber of Commerce do so in order to create a more favorable climate for business. These states go much further in creating a pro-business climate by enacting licensing laws for organizers and by failing to enact minimum wage laws. Thereafter, companies located in other parts of the country are deluged with communications describing the advantages of relocation into these so-called "Right to Work" states with promises of a more favorable labor climate.

By more favorable climate, they mean a low wage area with guarantees that workers will not be unionized. As a result, states which enacted such legislation



President Coughlin acknowledges the applause of the delegates following his re-election by acclamation. At the stand is Vice President George Firth.

are the low wage areas in the United States.

None of the 19 "Right to Work" states match the Federal Government's \$1.25 per hour minimum.

Only 2 of the 19 have minimums of even \$1.00 per hour and this applies only to women.

Eleven have no minimum wage legislation.

Arkansas provides a minimum wage of \$1.25 a day, which applies only to experienced women. Inexperienced women receive \$1.00 a day.

Only 3 of the 19 "Right to Work" states have equal pay for women laws.

Only one of the "Right to Work" states, Kansas, has a Fair Employment Practices Law.

"Right to Work" states are all deficient in providing adequate Unemployment Insurance and Workmen's Compensation programs.

The majority of "Right to Work" states allow children to work long hours, day and night at hazardous occupations. Most non "Right to Work" states protect children against exploitation.

In those instances where we

have successfully organized in the face of these massive obstacles, we must re-organize and organize again in order to retain our collective bargaining rights. In such cases, employers at contract time invariably force us to reorganize in the face of possible decertification procedures.

It is indicated that we have a possibility of repealing Section 14(b) of the Taft-Hartley Act in this year of 1965. We need help of all of our members particularly in the Southern States. We need regular communications forwarded to Congressmen and Senators from those areas if we are going to rid ourselves of the yoke of Section 14(b).

If we are successful in repealing Section 14(b), it will be imperative that the OEIU send additional organizers to the Southern part of our country in order to organize thousands upon thousands of office and clerical workers who will finally be free to organize and be covered under a union shop agreement.

The repeal of Section 14(b) will be a tremendous stimulus to organization in the Southland.

The greatest problem facing our membership in the United States and Canada today is automation and technological change.

There are more than 25,000 computers installed in the United States and over 1,000 in Canada. Computer manufacturers report the largest backlog of computer orders than ever before in history.

I.B.M., the largest manufacturer of computers is now selling and delivering Series 360 which is a third generation computer. Advertisements testify to the fact that this new computer is faster, more efficient and will do more work than any of its predecessors.

It is inevitable that more and more jobs in the clerical field will be eliminated by virtue of the on-rush of automation and technological change. There is no denying that automation and technological change play a large part in the continuing problem of unemployment in the United States. Canada, too, has an unemployment problem which has improved somewhat in recent months.

It is also true that we read official statistical reports which indicate that the white collar force of the United States is continuing to grow. However,

clerical and kindred workers have maintained the same ratio to the total work force for the past several years. By 1970, 8 million more young workers in the United States will have entered the labor market than there were in the same period in the previous decade.

With increasing automation and improved technology, it is difficult to understand how the economies of the United States and Canada can provide jobs for our expanding work force.

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 recommend policies for using the new technology to the best social advantage.

A leading authority on the question of automation in the United States is Thomas J. Watson, President of the International Business Machines Corporation. He stated recently: "Already we see 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."

David Sarnoff, Chairman of the Board of R.C.A. in a speech made to the American Bankers' Association, dealing with the social impact of computers, predicted: "Science and technology and the progressive refinement of automation will in the next twenty years justify the reduction of the work day to 4 or 5 hours."

Actually, more than 8 million workers in the United States are presently working a basic work week of less than 40 hours. Sixty-two per cent of office employees in the Northeastern part of the United States are working a weekly schedule of less than 40 hours.

The O.E.I.U. not only favors reducing working hours but also the working week. We favor a 4-day work schedule.

We do not think that a 4-day week will necessarily come about overnight. We do feel, however, that the shorter work week is inevitable.

Incidentally, a group of machinists were able to negotiate a 4-day week in Denver. More recently, Local 11 of the International Brotherhood of Electrical Workers in Los Angeles started on a 4-day week due

(Continued on next page)



Canadian delegates gathered for this group photograph.



Delegates from Puerto Rico, Rafael Reyes of Local 402 and Manlio Muniz, Local 392, as they conferred with Secretary-Treasurer Hicks and President Coughlin.

to heavy unemployment in that area.

The shorter work week will have many advantages for the community as a whole. In addition to providing a broader and more equitable sharing of available jobs, it will reduce unemployment, increase the number of wage earners and thereby create more purchasing power. It will create a real boom in the service industries, particularly leisure and recreation. We feel, too, that it will create an educational boom, particularly adult education.

Full employment in the United States, for example, will add between \$60 and \$80 billion in goods and services to our gross national product.

Our International Union has undertaken the widest possible campaign of public education regarding the 4-day week.

We believe, however, it is imperative that local unions join in the quest for the shorter work week. While it is true that our collective bargaining agreements provide higher wage rates and better fringe benefits than the wages and fringe benefits received by the unorganized, it is also true that we have not been able to achieve a more dramatic differential such as the 4-day work week.

The establishment of a 4-day work week in O.E.I.U. collective bargaining agreements will spotlight our Union in the eyes of the public and the unorganized.

It will add new impetus to those white collar workers seeking unionization. It will give us a selling point more readily understood by the unorganized.

The Building Trades in the United States have achieved

wages, hours and working conditions second to none. This is well understood by every unorganized person in the United States and Canada. This is the reason unorganized craftsmen seek to join Building Trades Unions.

We must establish for ourselves the same type of reputation. The shorter work week will accomplish this objective for the Office Employees International Union.

It is absolutely necessary that we emphasize our subcontracting problems. Only a few short years ago, when Director of Organization Douglas and I predicted subcontracting difficulties at educational conferences, numerous delegates indicated a lack of interest because the problem had not yet arrived.

Today, however, with 25,000 computers in the United States and 1,000 in Canada, we find that this doesn't mean that 26,000 firms are using these machines.

Actually, because of computer centers which perform a great deal of clerical work on a subcontracting basis, it can well mean that several hundred thousand firms are making use of computers.

Computers are not the only form of subcontracting. There are certain manpower agencies which are willing to do subcontracting work on the premises of the subcontracting employer.

It is imperative that Local Unions make use of the contract language forwarded by the International Union to protect our collective bargaining units against the in-roads of subcontracting.

I would be remiss in discussing automation, technological

change and subcontracting if I did not call the attention of the delegates to the need for supporting legislation designed to provide double time for overtime as proposed by President Johnson to the Congress.

While there is no one single measure which will resolve our unemployment problems, I believe it essential to support this proposal if we are to provide jobs for all available workers in the coming years.

When the time and a half provision was originally incorporated in the wage and hour act, it was for purposes of discouraging the use of overtime and encouraging employers to hire additional workers at straight time rates of pay.

As a result of the fringe benefit gained through collective bargaining and those required under respective state laws, time and a half is no longer penalty enough for overtime so as to encourage the employment of additional workers.

Actually, it is cheaper at the present time for employers to pay time and a half than to hire additional workers.

The O.E.I.U. calls upon its Local Unions to support President Johnson's proposal.

The AFL-CIO recently filed a brief with the National Labor Relations Board in support of four pending cases wherein the Federation took exception to interpretation by that body which allowed employers to address captive audience meetings prior to NLRB conducted elections.

In its brief, the AFL-CIO stated that an employer starts the election campaign with certain built in advantages over the Union, flowing from his employees' awareness of the job control exercised by the employer and certain paternal figure advantages frequently reinforced in the community by local newspapers, civic leaders and, sometimes, even by churches.

The AFL-CIO asked the NLRB to give all workers a free and equitable choice in representation elections by guaranteeing unions the right to employee address lists and equal time to respond to management "captive audience" speeches.

We do not know how the NLRB will respond to the request made in the Federation's brief. We do know, however, that under the guise of free speech contained in the Taft-

Hartley Act, employers in the United States are not only allowed the use of the captive audience tactic, but are also able to intimidate voters without actually coercing them.

The O.E.I.U. has long held the position that the law should be amended to bring us back to the policy of the Wagner Act when a worker's right to join or not to join a union was guaranteed to him without any interference on the part of the employer.

We would remind the delegates in attendance at this 10th Convention of our International Union that they must dedicate themselves to the task of organizing the unorganized.

Local Unions which have not been financially able to attain full time representation should attempt to do so at the earliest possible moment.

The International Union stands ready through its subsidy program to help Local Unions hire full time representatives to do the necessary organizational work and collective bargaining.

The International Union, has for the past two years, encouraged Local Unions or groups of Local Unions to participate in our subsidy program.

It is noteworthy that some Local Unions which have taken advantage of this program have grown to the point where they have assumed the full cost of full time representation.

We will always be willing to help subsidize Local Unions or groups of Local Unions where there is a program and an indication of interest in organizing the unorganized.

We encourage all Local Unions to participate in regular educational conferences. We feel that these conferences have provided a means whereby information relating to collective bargaining, organizational techniques, arbitration procedures, NLRB rulings, the latest court decisions and information relating to the administration of health, welfare and pensions funds can be given to all delegates in attendance.

We believe that regular attendance at the educational conferences will help to stimulate interest within our Local Unions and will add to the growth of our Locals.

The organizational climate in the United States and Canada has improved in the last 3 years.

Automation and technological change are important factors.

The administrations of President Kennedy and President Johnson in the United States has helped considerably.

While I have made some criticisms of the National Labor Relations Board, I feel that our present Board is a distinct improvement over the Eisenhower Board.

I think that we should all take advantage of the more favorable organizational climate and local unions should work hand in hand with the International Union for purposes of organizing the unorganized.

This can be done.
This will be done.

Strike Benefit Fund Established

(Continued from page 1)

Executive Board will be paid. One of the encouraging things about the floor discussion was the way in which locals with no-strike clauses overwhelmingly supported the establishment of the Strike Benefit Fund.

The Convention also approved a proposed name change in the International, to Office and Professional Employees International Union. The change, dependent upon approving action by the AFL-CIO Executive Council, reflects the OEIU's interest in organizing white collar workers holding a broad and expanding variety of professional jobs. President Coughlin said he was hopeful that the name change would be approved by the AFL-CIO.

Other Executive Board resolutions backed by the delegates endorsed the work of VOTE (Voice of the Electorate), political arm of the OEIU; called for the repeal of Section 14(b) of the Taft-Hartley Act, and asked that the Congress be notified of the OEIU position; called upon every local to "make every effort to establish an OEIU Pension Plan through negotiations with the employers"; urged the delegates to seek double time for overtime provisions in all of its collective bargaining agreements; supported medicare; gave

endorsement to anti-poverty program; asked that every local be encouraged to use the Federal Mediation and Conciliation Service; called upon every local to "make every effort to establish an OEIU Welfare Plan through negotiations with the employers; called upon all locals "to expand their organizing efforts and to avail themselves of the International Union's subsidy program"; advocated the four-day work week and asked that all locals be encouraged to seek this goal in collective bargaining agreements; asked the banning of "lie detectors" (polygraphs) as an infringement on the fundamental rights of citizens; asked the OEIU and all its affiliated locals to "continue to exert every effort to secure equality of opportunity in every area of life"; went on record in favor of a full tax deduction for child care for working mothers. An amended resolution was adopted providing that local unions charge a minimum of \$2 initiation fee, with a \$35 maximum, and regular monthly dues of not less than \$3 and not more than \$7.



Post-convention meeting of the International Executive Board.



Ed Love, President of Local 3, San Francisco, as he administered oath of office to the International Executive Board.