President Howard Coughlin told delegates to the OEU'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 in-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 OEU tribute (story or 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. Grinn, 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. Shuman, Deputy Secretary of Defense for Manpower. (Summaries of these talks appear on inside page.)

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 acted on 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 will be determined.

(Continued on page 8)
...With Vice President Humphrey

Educational Conference Has Varied, Stimulating Program

JOE FINLEY
J. E. OSBORNE
GERSHON KEST

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, OEUU general counsel; J. 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."

Humphrey Captivates Hall

(Continued from page 1)

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 Low, left, Vice President Mullin, speaking from right, as they conferred with delegates from Quebec local unions.

JOE FINLEY

Humphrey is one of the most original and influential politicians of the times, and a man with a unique mind that is not necessarily measured in terms of quantities 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, over-worked 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 the audience?
- 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.

Subscription Price $1 a Year
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 are now settled without going to an umpire."

Kirkland, a former member of the OEU, expressed his thanks to 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 he was "glad to report that not one complaint had been filed against the OEU, regarding raidering."

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 OEU providing a union shop for its employees."

"We needed you and your membership's expansion of support in the fight to repeal 14(b)."

President Meany didn't say 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 deal with present 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.

Lane Kirkland

On the Convention Floor

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

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

Donald Briggs
Local 166
Kapuskasing, Ont.

Russell Ehrig
Local 336
Kenosha, Wis.

Edwin Love
President, Local 3
San Francisco

James Hoyer
Secretary-Treasurer
Portland, Oregon

Trudy Slaughter
Representative
Union Label Dept.
IGWU

Stephen Neary
President, Local 264
Belch Island
Newfoundland

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

George W. Johns, Secretary of the San Francisco Labor Council, conveys welcomed remarks.
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 OEHU 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 unaware 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 fringe and employment conditions.

"Today the union shop predominates in our collective bargaining agreements. Each 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 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..."
we must come to the establish-
ment of a shorter work week if we are to substantially offset the em-
ployment losses which auto-
mation is bringing.

"We realize that in numerous in-
stances in organized indus-
tories where you organized, you
instances of automation of the size of the work force which you organized, you
are now faced with displace-
ment of workers by automation 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 qual-
ify unemployed and under-em-
ployed workers for better em-
ployment opportunities.

"These programs have grown out of the National Basic Education Act of 1963, the Manpower Development and Training Act, and the Economic Opportunity Act.

"While the purposes behind these various federal government efforts are highly admirable, they require our constant moni-
toring 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 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 employ-
ment.

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

"It will require the concerted effort of all those in the trade union movement and the affir-
mative and active support of the leaders in our federal govern-
ment.

Defence Department Official is Speaker

Stephen N. Shulman, Deputy Assistant to the Secretary of Defense for Manpower, told the Tenth Convention that job sec-
urity was of paramount con-
cern to the Department of De-
Fense when making base clos-
ures. "We have guaranteed jobs, and employment, said Shulman, and described the elaborate use of computers to keep tabs on jobs and men available to fill them.

"The main problems of 'jobs, and management is interested in profits," Shulman said. "Both come from defense contracts."

He told of the role of the De-
partment in drawing in firms to make advance planning for pro-
ected base closures, and re-
novational improvement of the past. Many of the electronic computing and data processing devices coming into our industry and commerce today are capa-
bile of displacing workers in such great ratios as to defy our imagi-
..."

"Our Department is com-
pounded of 22 national and inter-
national unions, including your
own, embracing in total mem-
bership more than 3 million workers.

"We presently have more than 135 local metal trades councils chartered and functioning as collective bargaining representa-
tives which are employed in all
types of industries and establish-
ments 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 organiza-
tional and collective bargaining activities in an area or an establish-
ment.

"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 installa-
tions, our Metal Trade Councils serve as spokesman for the pro-
duction and maintenance work-
ers.

"At several of these installa-
tions your chartered local uni-
tions work with our councils and serve as spokesmen for the White Collar bargaining unit.

"A prime example of this co-
operation is the Sandia Atomic plant at Albuquerque, New Mexico, where our Atomic Projects and Production Work-
ers Metal Trades Council and your O.E.U.I. Local 251 have worked together in close team-
work since the organization of the plant in 1962, that 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 vastly increasing organiza-
tion opportunities for many of our affiliates 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 is-
exed his Executive Order on January 17, 1962, that the em-
ployee of our Federal Govern-
ment were granted the right to organize in unions of their own choosing and to obtain through their unions and our Metal Trades Councils exclusive recog-
nition and the opportunity to negotiate signed collective bar-
gaining agreements with their federal activities.

At present our Federal Em-
(Continued on page 6)
Gritta's Convention Address

(Continued from page 5) Emloyee 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 1960s 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 fringe benefits, 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 for 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 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 trade. 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 your 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.

CONVENTION ALBUM

Opening day registration of delegates.

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

Delegates departing on a late afternoon cruise in the bay.

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

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

The Office Employees International Union registration with Governor of State of California.
Coughlin's Convention Address
Reviews Progress of OEU

(President Howard Coughlin delivered the following talk at the opening session of the OEU 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 twenty-nine 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 and Canada now have the right to organize and bargain collectively with employers. The majority of the membership of the OEU 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 OEU 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 also spoke in support of the passage of Medicare in the United States. We feel it is imperative that attention be given to the need for hospitalization and nursing care for those over 65.

We think the Medicare program is in line with a good defense 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 press Congress for the passage of this vitally important legislation.

We believe that our membership in the United States and Canada must make 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 laws designed to outlaw the Union Shop. These laws commonly referred to with the label of "Right to Work" laws, have nothing whatever 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 deterred with communications describing the advantages of relocation into these so-called "Right to Work" states with promises of a more favorable labor climate.

We say by a favorable climate, they mean a low wage area with guarantees that workers will not be unionized. As a result, states which enacted such legislation have successfully organized in the face of these massive obstacles, we must organize and reorganize 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 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 OEU sends additional organizers to the Southern part of our country in order to organize thousands upon thousands of office and clerical workers and in fact 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 manufacturer reports 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 most 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 forces of the United States is continuing to grow. However, clerical and kindred workers have maintained the same ratio to the labor 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 automation, technology, automation and economic progress to study the impact of automation and recommended 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 in encouraging 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, on technology, automation and economic progress to study the impact 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."

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

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

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

Delegates from Puerto Rico, Rafael Reyes of Local 492 and Manuel Muniz, Local 392, were conferred with Secretary-Treasurer Herrick and President Coughlin, at the opening of the convention.
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 $50 and $60 billion in goods and services to our gross national product.

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

We believe, however, that 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.

We will add new impetus to these 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 unionized person in the United States and Canada. This is the reason unorganized craftmen 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 Doughlas 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 obtained by local unions of the International to protect our collective bargaining units against the inroads 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 single solution to the problem of subcontracting, 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 originally incorporated in the wage and hour law 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 benefits gained through collective bargaining and those required under respective state laws, time and a half is no longer penalty enough for overtime as to encourage the employment of additional workers.

The present full time week provides that it is cheaper at the present time for employers to pay time and a half than to hire additional workers.

Which is the reason why the various Unions to support President Johnson's proposal.

The AFL-CIO recently filed a job in what is known as the "4-Day" week. The purpose of the program is to encourage employers to use the four-day week.

The AFL-CIO stated that an employer starts the election campaign with certain advantages, but it is not clear what these advantages will be.

In its brief, the AFL-CIO stated that an employer starts the election campaign with certain advantages, but it is not clear what these advantages will be.

The National Labor Relations Board in support of four pending cases wherein the employer has an "existence of a free and full opportunity for the unorganized employees to express their preference for collective bargaining; or to organize a union of their own choice; or to refrain from engaging in any concerted activity for the purpose of compelling their employer to deal with them as a bargaining agent".

The NLRB stated that it is not the purpose of the Act to "create a free and full opportunity for the unorganized employees to express their preference for collective bargaining; or to organize a union of their own choice; or to refrain from engaging in any concerted activity for the purpose of compelling their employer to deal with them as a bargaining agent"

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