Convention Hears Top Leaders

During the course of the Ninth Convention of the Office Employees International Union at Kansas City, delegates in attendance were addressed by William J. Dressman, Secretary of the Kansas City Central Labor Body, Frank Murphy, Secretary-Treasurer of the Missouri State Federation of Labor, Elmer Walker, Secretary-Treasurer of the International Association of Machinists, Russell Berg, President of the Boiler-makers International Union, William Dodge, Executive Vice President of the Canadian Labor Union, and Joseph Strong, President of the International Brotherhood of Electrical Workers.

Other speakers included H. Roe Bartle, Mayor of Kansas City, Congressman Richard Bolling, C. H. Heatley of the Treasury Department and John Holcombe, Commissioner of the U. S. Department of Labor's Bureau of Labor-Management Reports.

Convention Acts on Proposed Legislation

In addition to its many other actions, the Office Employees International Union at its Ninth Convention held in Kansas City, Missouri:
- Endorsed the King-Anderson Bill.
- Endorsed legislation now pending in the House of Representatives calling for equal pay for equal work.
- Aided for the repeal of Section 14 (b) of the Taft-Hartley Act which permits states to enact "right to work" laws which foster dissunity and discontent among workers and impedes the orderly process of collective bargaining.
- Recorded itself as favoring legislation which would provide Federal aid to education.
- Strongly supported existing proposed legislation which will provide for public works programs for immediate use in areas of economic disaster and for use when an economic down-swing occurs.

Executive Board in Post-Convention Meeting

Seated, left to right: Vice Presidents Morton and Hille, Director of Organization H. B. Douglass, OEIU President Howard Coughlin, Secretary-Treasurer Howard Hicks, Vice Presidents Lee Wallace, John Cahill and Helen Wise. Standing, left to right: Vice Presidents J. O. Bloodworth, Edward Springman, George Firth, Bill Lowe, William Mullin, John Kintz, Don Camp and Gene Corem.

9th Convention Calls for More Organizing

Delegates Give Rousing Welcome to Truman, Return Coughlin and Hicks by Acclamation

The Ninth Convention of the Office Employees International Union passed numerous resolutions calling for more intensified organizational work throughout the United States and Canada.

It urged all Local Unions to work with city Central bodies, State Federations of Labor and Provincial organizations for purposes of insuring the rapid growth of our organization.

The Convention overwhelmedingly changed the Constitution to provide for a 10 cent per capita tax increase effective with the per capita tax paid for October 1962 and 5 cents effective October 1963.

The Convention also increased the minimum and maximum dues schedule from its present $2.00 to $5.00 to $3.00 to $6.00 effective October 1, 1962.

In order to bring our Conference program outside of the limiting restrictions of the Landrum-Griffin law, the section of the Constitution dealing with Conferences was changed to provide that these meetings will in the future be called "Educational Conferences." The organizational conference payments will be converted to the per capita structure at the rate of 25 cents per member per month for the first 400 members. This (Continued on page 2)

FORMER President Harry S Truman, left, receives his convention badge from Secretary-Treasurer Howard Hicks, while President Howard Coughlin, rear, beams approval.

FORMER President Harry S Truman appeared on the Convention floor on Tuesday morning, June 12, and received a rousing ovation from the hundreds of delegates assembled in the Grand Ballroom of the Hotel Muehlebach in Kansas City.

Introducing President Truman, OEIU President Coughlin stated: "Sometimes, we are too close to be able to place present events in their proper perspective. As time passes, however, we realize that Harry S Truman is one of our very great Presidents ... When I say this, I am not speaking as a trade union leader, or as a member of the same party as Mr. Truman. I am speaking as an individual whose patriotism, like yours, understands and loves freedom.

"In the days when Russia was numbered among our Allies against Hitler, some of our well-meaning but misguided liberals were taken in by the arguments that Stalin's policies could coexist with Democracy. "Harry S Truman, a student of history, after meeting with Stalin at Potsdam was not taken in . . . Because of his courage, vision and decision, Greece, Turkey, Iran, Italy, France, West Germany and Korea are still free countries . . . Harry S Truman's sponsorship of the Marshall Plan, the Berlin Airlift, NATO and his instantaneous acceptance of the challenge of Korea, made policy for the free world. "At the time of Mr. Truman's decision to fight in Korea in 1950, James Reston wrote, in the New York Times: 'The action of June 25 to 27 which may well go down as noblest days of contemporary American history, was an attempt to demonstrate that promises meant something, that the decencies of life cannot be defiled with impunity, that it is possible, even in this cynical and opportunistic generation, for men to act upon their finest instincts." "All of us owe much to this great man . . . At a moment when AFL-CIO President George Meany is leading a delegation of outstanding American labor leaders to attend the International Confederation of Free Trade Unions in Berlin, we must listen closely to the words of President Truman. "Mr. President, I take very great pleasure in introducing you to a group of men and women who are Americans and Canadians first and trade unionists second. "It is a very great honor for me to present President Harry (Continued on page 2)
ORGANIZING WORK STRESSED
(Continued from page 1)

change will not specifically result in any increased income to the International Union. It will merely do away with the need, after Contract No. 1, 1962-1965, for conference payments to the Secretary-Treasurer of the respective Local Unions. These payments will be made directly to the Secretary-Treasurer of the International Union for the regular per capita structure.

The Convention recognized the right of workers to skilled workers supplied by manpower agencies and urged all Local Unions to negotiate clauses in their contracts which will require employers to pay the fee for anyone hired from a private employment agency.

The Convention also passed the following resolutions which call for—

- Either the elimination of temporary employee staffing or insistence that such workers join our Locals and be entitled to all collective bargaining benefits.
- The introduction of a four (4) day work week for office employees or the change of work through the extended use of paid vacations and holidays.
- Support of the unemployed areas to localities placed workers, early retirement, employment training and rehabilitation.
- Endorsement of OEU's V.O.T.E. program and urged Local Unions to do everything possible to make V.O.T.E. a success by collecting voluntary contributions from the membership of our Local Unions.
- An end to the concept of double time for overtime rather than the existing practice of one and one-half in order to encourage employers to add to their existing practice to distribute work through the extended use of paid vacations and holidays.
- Support to the Daily Portland Reporter through stock purchases by our Local Unions and the membership.
- Counteracted the effect of laid-off workers and the inclusion of clauses in our collective bargaining agreements which enable laid-off workers to be hired.
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Local Unions to continue to work for protective clauses to continue the impact of automation and mechanization and to continue to press for automation clauses which will provide for training of present workers to fill automated jobs and for liberal severance pay in the event of layoffs.

- Advocated uniform requirements for welfare assistance throughout the United States using federal legislation to accomplish this end and asked Local Unions to work for a change in the administration of welfare assistance in their communities to bring about a new approach in rehabilitation.

- Urged all Local Unions to eliminate subcontracting in every way possible and to set up employment services on a voluntary basis to eliminate the need for the use of manpower agencies.

- Passed a broad Civil Rights resolution calling for equal rights for all citizens of the United States and Canada in employment and union membership.


- Urged all Local Unions and the Executive Board of the OEU to gather, compile and preserve all material including the personal recollections of members and former members to be used in connection with the publication of the history of the International Union.

We have just passed through a period wherein the AFL-CIO, the CLC and the OEU have faced numerous obstacles... the monumental works... the workweek in the United States has increased... the problem of workers who find themselves without work... We have seen a tremendous impact on our membership and the unorganized... the companies manufacturing EDP installations are not able to meet the heavy demand. In two years, however, based on a survey of 4,000 companies made by the National Office Management Association, major industries have gone from a minimum of electronic data processing to between 80 and 90 per cent of such utilization... banking, insurance, electronic equipment manufacturing and public utilities are examples of the inroads made by automated processes. We have the additional problem of entire industries becoming obsolete because of the development of new industries... For example, the airframe industry is fast ahead of its competition... Natural fibres have already been replaced by synthetics... Dislocation of personnel through automation and technological changes have created problems which appear to defy solution.

A recent two-day meeting called by the President of the United States on National Economic policy I learned that workers being retained through the distressed areas bill are still not prepared for typing and stenographic positions.

Only a few weeks ago, however, the Radio Corporation of America announced and demonstrated an electronic system in which words spoken through a microphone are instantly and automatically reproduced on a typewriter in the original language or translated into as many as three other languages.

This system can also translate in sound into two other pre-selected languages. It is possible that we are training people for jobs which may not exist for few years, may cease to exist.

A shorter workweek is inevitable... the opposition to a reduction in hours... Opponents would lead you to believe that the 40-hour week is sacred. Actually, however, the workweek in the United States has decreased by three hours per week since the 1940's... Despite the reduction in the workweek through the introduction of machines, our production per worker increased... We believe the same is true today... We can reduce hours and still increase production.

Because of the introduction
(Continued on page 3)
Coughlin's Convention Remarks (continued from page 2)

of welfare plans, pension plans and other fringe benefits, it is cheaper for employers to work their employees at time and one-half for overtime rather than to hire additional workers. Premium pay for overtime was originally instituted in order to compel employers to add to the work force. This is still a sound principle today.

We should insist on double time for overtime in order to encourage employers to hire additional workers at straight time salaries.

I believe that the organizational climate is becoming more favorable in the United States and Canada. In order to insure our continued growth, we must take advantage of this more favorable climate and expedite our organizational programs.

In 1949...

President Truman's Fair Deal message to Congress in 1949 pays special note to white collar workers:

"Here we are now with a new start. All I want to do is to carry out the will of the people of the United States—the greatest of all great nations.

"I want a lasting, fair and honorable peace in the world. I want a fair deal for every part of the population of this great nation—the farmers, the laborers, the white collar workers, the small businessmen. . . ."
Welcome Committee for President Truman

President Truman Greets Welcoming Committee

Convention Committees

Delegates Speak Up
Canadian Section

Canadian Delegates—President Truman

William Dodge, Vice President
Canadian Labour Council

William Mullin
Newly elected Canadian Vice President, Region I.

Winnie Evans, Local No. 320, Kansas City, Mo., administers oath of office to newly elected officers.

Field Representative Arthur Lewandowski presents Plaque of International Field Staff to President Florence Carlson of Host Local No. 320 in appreciation of the efforts expended by the Host Local in making the convention such a success.

Delegation from Local No. 13, St. Louis, Mo.

Delegate James Beyer, Local No. 11, Portland, Ore., confers with International Secretary-Treasurer J. Howard Hinks of Local 11.

Leah Newberry, Local No. 29, Oakland, Calif.

Marie McLoughlin
Local No. 329
New Haven, Conn.

Helen D. Wise
Local No. 323
Fort Wayne, Ind.

William A. Lowe
Local No. 278
Vancouver, B. C.

Russell Harvey
Local No. 131
Toronto, Can.

Mabel L. De Forrest
Local No. 243
Richmond, Calif.

Max Krug
Local No. 174
Los Angeles, Calif.
Resolutions Passed at Convention Regarding Canadian Legislation

Among the many resolutions passed at the recent OEU Convention were the following which were recommended by the Commission on Legislation:

WHEREAS the Canadian labour movement has always been concerned with improving the living standard of the people of this country; and

WHEREAS Saskatchewan fought in the 19th century for another country under another government; and

WHEREAS the Saskatchewan Government has recognized the need for the provision of medical care for the people of that province; and

WHEREAS the Saskatchewan Medical Care Insurance Act was passed by a special session of the Legislature in November 1961; and

WHEREAS this Act provides for an actuarial determination of costs for medical care based on the experience of Saskatchewan; and

WHEREAS the Government of Saskatchewan has noted the serious financial drain on the fund over and above normal unemployment insurance benefits as covered by the Act; and

WHEREAS the Act places an income ceiling on those who may be covered by the Act through employee-employer contributions; and

WHEREAS the Act excludes coverage of employees of hospitals, charitable or fund-raising organizations and other agencies whose income is derived from public subscriptions or taxation: Therefore be it

Resolved, That this Convention goes on record as favoring amendments to the UCIC Act which would extend coverage through point contributions to all employed persons regardless of income or occupation; and be it further

Resolved, That this Convention favours the setting up of a special fund to meet the needs of the seasonal employed workers; and be it finally

Resolved, That this resolution be brought to the attention of the Prime Minister and his Cabinet, all members of Parliament, the CLC and its affiliated unions, with the request that action be taken.

WHEREAS the general fund of the Unemployment Insurance Commission has been depleted during the past few years as a result of a high and sustained level of unemployment benefits to persons not hereafter covered under the Act and in respect of whom no contributions have been paid nor any provisions made; and

WHEREAS the situation could have been and could yet be made less critical if the income level, on a monthly salary basis at which persons covered under the Act and who do not elect to remain insured, was either eliminated or substantially increased and also if persons presently excluded by reason of their type of employment were permitted to become insured under the Act: Now therefore be it

Resolved, That the Office Employees International Union submit this resolution, or the context thereof, to Members of Parliament in Canada, to other Canadian labour organizations, or to other groups or persons requesting that they exert their influence toward seeking appropriate amendments to the Unemployment Insurance Act which will for the present substantially increase the ceiling over which persons not elect to remain insured and which will also extend coverage under the Act to these persons by extending the reason of their type of employment.

The Convention also called on the Canadian Parliament to provide for a fund to meet the needs of the seasonal employed workers in equal pay for equal work for women workers.

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Elections Set in B. C.

The Labour Relations Board of British Columbia, after a hearing held for purposes of setting on an application by OEU Local 378 in its request for certification for all employees of the British Columbia Hydro and Power Authority in B.C., ordered an election to be conducted July 16 and 17, 1962.

The B. C. Hydro and Power Authority has approximately 1,700 employees, 1,300 of whom were employed by the former British Columbia Electric Company and 400 formerly employed by the British Columbia Power Commission.

In view of the fact that all of these workers are now included in one bargaining unit, the election will determine the representation desire of all 1,700 white collar employees.

In effect, therefore, if a majority vote "yes," Local 378's certification will be extended to cover the former employees of the B. C. Power Commission.

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Vancouver Elects Officers

The following officers for 1962-63 were selected by Local 378, Vancouver, B. C., in recently conducted elections:

President, Ron Bone; 1st Vice-President, Vic Daykin; 2nd Vice-President, Ev. King; 3rd Vice-President, Mrs. Mar-

ian Shirley, Secretary-Treasurer, Art Broomhall; Recording Sec- Producer, E. Lopushenski; Executive Board Member, I.P.E.C., Art Foreman; Execu-

tary, Miss E. Lopushenski; Executive Board Member, Victoria, Ralph Freethy.

Delegates as They Visited Truman Library

In an unexpected appearance after having addressed the Convention on the preceding day, President Truman talked to some 300 OEU delegates on the steps of the Truman Library at Inde- pendence, Mo. These delegates had been previously transported to Independence from Kansas City in buses supplied by host Local 320.

After posing for several pictures in front of the Library, President Truman's gift of a gold pen was asked for attention. He proceeded to outline the history of the Library, its founding, and the fact that it had recently been turned over to the United States government.

He told the delegates of the numerous manuscripts, documents and gifts to him during his terms as President which were all on display in the Library. He stated that even though the Library was built and financed through private contributions, it had been turned over to the United States government because he felt that everything relating to his tenures in the Presidency belonged to the federal government particularly as it related to its historical value.

During the course of his conversation with President Truman on the steps of the Library, OEU President Howard Coia informed Mr. Truman that he had been given a lifetime membership in the OEU.
International President Howard Coughlin was in attendance at the White House Conference on Economic Issues.

Representatives of labor, management and the government were present at the invitation of President John F. Kennedy who delivered the keynote address.

The purposes of this Conference and others to be called in the future is to obtain the benefit of the thinking of the industry, government and labor representatives on matters affecting the Nation's economic progress.

One of the session's highlights was a blunt challenge by AFL-CIO President George Meany to NAM's representative Charles Stig who contended that the nation's economic ill's and unemployment problems could be cured by increased business profits, already too high, said Meany.

$8 Increase At Abitibi

The collective bargaining agreements with the Abitibi Power and Paper Company, Ltd. has been renewed by O.E.I.U. Locals 151, 214, 236, 316, 191, 161 and 282 for a period of one year.

The agreement provides for an $8.00 per month general increase and increased company contributions to the hospital and medical-surgical insurance plans.

An outstanding gain in this contract was the agreement on a 5-day workweek for camp clerks, scales and tallymen.

Assisting the Local Union representatives in these negotiations were Director of Organization Ralph D. Douglass and International Representative Russell Harvey.

Gains Scored In Seattle

New collective bargaining gains were scored by Local 349 in their recent negotiations with the Western Farmers Association in Seattle, Wash.

The two year agreement will bring a wage increase from 7 cents to 11½ cents per hour, retroactive to April 2, 1962. An additional increase of 6 cents to 10 cents per hour is effective during the second year.

Improvements were also added to the Health and Welfare Plan, and Group Insurance Plan.

A fourth week of vacation is now earned after 15 years of service.

The agreement was negotiated by O.E.I.U. Vice President Gene Corum.

OEU Wins Two Elections in Puerto Rico, Leads in Third

The OEU scored two recent wins at the Colgate-Palmolive Peet Company in Puerto Rico. In the home office, as a result of an NLRB election, the OEU received 42 votes for the union and 14 against. In the warehouse, the vote was 19 for and 5 against.

These victories climax a campaign led by OEU International Organizer Heriberto Ortiz.

In a third election involving the office and clerical employees of the South Puerto Rican Sugar Company, the OEU led in the balloting with 26 votes for and 23 against. We are awaiting NLRB election on three challenged ballots.

Representative Ortiz predicts a final victory at the South Puerto Rican Sugar Company.

SIGN WITH ST. CROIX

Features of a new two-year agreement with the St. Croix Paper Co. include general wage increase of 4 cents and 6 cents per hour during the first and second years respectively, a fourth week of vacation and an added paid holiday.

The contract was negotiated on behalf of Local 295, Woodland, Maine, by President Pauline L. Travis, Vice President Norman Sprague, Arnold E. Kildler and International Vice President Leo Wallace.

Wages were also improved by an increase in the shift differential of 2 cents per hour and reclassification of several jobs.

Non-wage improvements were also made in the hospitalization plan, promotion procedures, and several working conditions.

Phyllis OK

Phyllis Mitchell, Secretary-Treasurer and Business Manager of OEU Local 3, who was taken ill the last day of the Convention, has fully recovered and has returned to her duties.

Sister Mitchell takes this opportunity to thank the many delegates at the recent Convention who contributed towards the gift she received on her return home to San Francisco on the Saturday following the convention.

Milwaukee Settlement

A settlement was reached between OEU Local 9 and the Miller Brewing Company, Milwaukee, Wis., with the assistance of a Federal Mediator under pressure of an approaching strike deadline.

The new four-year agreement covering the 140-member bargaining unit provides for a general wage increase of 1½ per cent and increased company contributions with added increases of 2 per cent and 2¼ per cent during the second and third years.

Insurance benefits were improved to provide an increase in life insurance coverage from $4,000 to $7,500 and payment up to $7,500 for permanent total disability. Hospital insurance benefits were also improved.

The company also agreed to set aside 4 per cent of the payroll for merit and promotion increases in 1963 and 1964.

Other agreements recently settled by Local 9 included a two-year contract with Cudahy Brothers Company covering 25 office clerical employees.

Local 2 Signs With Pension Fund Group

An agreement negotiated between Local 2, Washington, D. C. and Carday Associates, pension fund administrators, will result in weekly wage increases ranging from $2.50 to $14.00 over the two year period of the contract. In addition, certain job classifications were upgraded.

The contract vacation schedule was also improved to provide a third week of vacation after 5 years of service.

Other important changes included the upgrading of a newly created job and awarding of three months retransferive pay.

Another paid holiday was added; life insurance benefits were increased $1,000; sick pay and accident benefits were increased to $50.00 per week.

Local 352 was represented by President Raymond L. Karns, Carl A. Haus, Margaret Garrett, Sabena M. Brown, Larry E. Williams and International Representative Jim Steinhoff.

Tom Watawana

Thomas Watawana, long time member of Local 77, Manitowoc, Wisconsin, and Chairman of the bargaining committee at Manitowoc Shipbuilding Co., passed away on May 16. He was approaching his 63rd birthday.

Seattle Health Co-op Signed

A new two-year agreement has been negotiated between Local 8, Seattle, Washington and the Group Health Co-operative of Puget Sound, a prepaid health service program.

By terms of the new agreement, wages were increased $10.00 per month across the board retroactive to January 1, 1962.

An additional increase of $10.00 monthly will go into effect on January 1, 1963.

The contract vacation schedule was also re-negotiated to provide two weeks vacation after one year of employment, three weeks after six years and four weeks after 11 years.

Other improvements included improved sick leave provisions providing for the accumulation of sick leave up to a maximum of 60 days.

The results of these negotiations were reported by Carl M. Kieck, Business Representative of Local 8.

Family Income Up

The U. S. average family income last year advanced $200 to an all-time high of $7,500.

The median family income last year was $5,720—half of the American families had more earnings.

Fifty-three per cent of all American families and unattached individuals had incomes below $6,000 a year. Six per cent had incomes of $15,000 or over.

Paper Group Votes OEU

The office employees of the International Paper Co. at Weed, Calif. voted 22-2 in favor of representation by OEU, Local 29 in an NLRB conducted election.

The victory among the office clerical workers of the International Paper Co. was the result of a campaign conducted by Local 29 and assisted by International Representative Gene Corum. Business Representative Joseph Nademan represented Local 29 at the NLRB election.

The campaign among the company employees at Weed was a follow-up to an earlier OEU victory among the office workers at the company's Longview, Washington location. The earlier campaign was led by International Representative Corum.

The wide margin by which the employees voted for the OEU will assist Local 29 in negotiating favorable provisions and fringe benefits in their first contract with the company.