20th Anniversary Convention Opens

President Lyndon B. Johnson has informed the International that he will forward a special message to the Convention.

Vice Pres. Humphrey to Head List of Speakers

The 10th Convention of the Office Employees International Union, AFL-CIO, CLC which will commemorate the 20th Anniversary of our Union will convene at the Palace Hotel in San Francisco, California, June 7, 1965. It is anticipated that the Convention will adjourn on June 11, 1965. Credentials received to date indicate that this Convention will be the best attended in our history.

Men and women delegates from Local Unions throughout the United States and Canada will assemble, discuss and act on resolutions and Constitutional

(Continued on next page)
Local 153 Wins Construction Company & Beer Distributor

In spite of strong employer opposition, Local 153 won an N.L.R.B. election at the Caristo Construction Company in New York City. The employees, all of whom perform duties as timekeepers voted 9-1 for O.E.I.U. representation.

Local 153 Business Representative Charles Ponti, who led the successful campaign, stated "Proposals have been submitted to management and negotiations will begin in the very near future."

Local 153 also was the victor in an N.L.R.B. election conducted at the Union Beer Distributors in Brooklyn, N. Y. Of the second ballot cast, 5 voted O.E.I.U.—1 no union and one

"Contract negotiations will commence shortly" reported William Griffin, Local 153 Business Representative.

Trucking Firm Votes for Local 32


Business Manager Nicholas Juliano of Local 32 reports that contract proposals at the Lyndhurst N.J. trucking company will be submitted soon.
Economic Goals for Canada to 1970

Canada's labour force is expected to grow faster during the 1960's than that of any other industrially advanced country in the western world, says the first annual review of the Economic Council of Canada, titled Economic Goals for Canada to 1970.

Higher than U.S.

The rate of increase is likely to be several times the expected rate of increase in most European countries, and more than 50 per cent higher than that in prospect in the United States. Moreover, it is expected to accelerate during the latter half of the 1960's and to remain at a high rate at least until well into the 1970's.

The main purpose of the review, the Council said, was to "examine the problem of achieving simultaneously and consistently certain basic economic and social goals in the Canadian economy" over the next five years.

These goals are five: full employment, a high rate of economic growth, reasonable stability of prices, a viable balance of payments, and an equitable distribution of rising incomes. The goals are defined quantitatively, expressed in the form of targets.

"We are concerned not with blueprints which are likely to become irrelevant . . . but with broad strategy, with basic difficulties, and with methods of approach . . ."

"Failure to attain the basic economic objectives set forth in this review would bring heavy costs in terms of unemployment and slow gains in living standards, or in terms of inflation and economic distortions," the Council declared in its introduction to the report.

Labour Force Growth

"An annual rate of increase of the labour force of about 2.8 per cent is prospect for the period 1965-70, a rate which is fully one third above the average rate recorded in the 1960-65 period."

OEIU Accelerates Organization Activity

By H. B. Douglas

Director of Organization

The Office Employees International Union is accelerating its organizational activity throughout the United States and Canada.

The impact of automation and technological change in both of our countries is making office and clerical workers more aware of the need for collective bargaining. The major corporations in the United States and Canada are continuing to show record profits without measurable increases in the number of workers producing those profits.

We have won more elections and organized more new members in eight of the last nine years through National Labor Relations Board elections in the United States than the total white collar workers organized by all other AFL-CIO unions combined. In the year, 1964, our percentage of elections won was greater than the percentage achieved by the AFL-CIO.

We are particularly happy with our success in Canada. Since the last Convention, our Canadian membership has increased by almost 33 per cent. While our success in the United States has not kept pace with the ratio achieved in Canada since the last Convention, we are continuing to substantially increase our American membership.

Some of the outstanding successes achieved during the past three years in the United States and Canada include: the B. C. Power Commission, Vancouver, B.C.; the Mason Rust Company at the Michoud Air Base in New Orleans, Louisiana; Que. City; S. M. McClain; The Association; Montreal, Que.; Atomic Energy of Canada at Chalk River, Ont.; Picatinny Arsenal in New Jersey; States-Marine Isbarn Lines in San Francisco; Technicolor, Inc., Oakland, California; Southwest Drug Co., Ft. Worth, Texas; Hilton Hotel in New York City; Midwest Mfg. Co., Galesburg, Illinois; the Link-Belt Co., Colmar, Pa.; San Diego Health Association in California; approximately 500 employees working for various companies in the Nevada Test Site in Jackass Flats, Nevada; MacMillan, Blue- del and Powell River Ltd., a paper company in British Columbia.

While the above represents outstanding organizational successes in the past three years, it is only a small part of the total number of companies organized into the ranks of the Office Employees International Union in the United States and Canada.

The most dramatic campaign which culminated in an organizational victory was the unionization of 700 office and clerical employees of the Diners Club in New York City. I refer to this as dramatic because this victory was achieved in a relatively short period of time without the need for a National Labor Relations Board election.

When the management of the Diners Club insisted that it would not agree to an election until approximately August 1st, 1965, because they were installing automation equipment and contended that the present collective bargaining unit was a contracting one and, therefore, not suitable as a legal collective bargaining unit, a strike was called. The strike so crippled the activities of the Diners Club in New York City that recognition was granted after five days. This recognition was accomplished as a result of a card check conducted by an Impartial Arbitrator.

Our experiences at the Diners Club prove again that it is not always the unions' task to change the thinking tactics by the employer at the NLRB which may result in apathy, disillusionment and loss of enthusiasm caused by NLRB delays.

Our organization is encouraging the use of tactics, which are granted by the International Union where a Local Union or a group of Local Unions indicate that they are willing to financially assist in organizational programs. The International Union is subsidizing approximately ten such programs at the present time.

In addition, where the organizational spadework has been accomplished and a campaign appears to have promise, we have assigned International Representatives to assist in bringing such campaigns to a point where success is achieved. On numerous occasions, we have assigned several organizers where the number of potential union members was large or where the circumstances indicate that more than one organizer was needed.

It is essential that the OEIU organize unorganized office and clerical employees. We must accomplish this desired result not only to benefit the unorganized, but also to assist the organized. It is impossible to continue to insist in working conditions of organized office and clerical employees if competitive firms in the same industry are to be allowed to pay inferior wages. We will price ourselves out of business in organized firms unless we recognize our responsibility to organize the unorganized in those industries.

While the figures will present to our Tenth Convention will indicate that our paid up membership for the last fiscal year is close to 60,000, actually since the close of our fiscal year, this figure now is well in excess of 100,000.

As Director of Organization, I want to do everything possible to increase our membership. I invite Local Unions to discuss ways and means of increasing their respective memberships. All I ask in return is that Local Union representatives be willing to work and participate in any program arrived at.

H. B. DOUGLAS

MINISTER OF LABOUR

CANADIAN NEWS

TELEGRAM

CPR OTTAWA ONT 13
MR. HOWARD Coughlin OFFICE EMPLOYEES INTERNATIONAL UNION SUITE 510 265 W 14TH ST NEW YORK

I AM VERY GLAD TO TAKE THIS OPPORTUNITY TO SEND MY BEST WISHES TO ALL MEMBERS OF THE OFFICE EMPLOYEES INTERNATIONAL UNION AT THE TIME OF YOUR 10TH CONVENTION.

THE GREATEST GAPS IN UNION ORGANIZATION IN NORTH AMERICA ARE IN THE OFFICE OCCUPATIONS -- IT IS A FIELD THAT HAS SCARCELY BEEN TOUCHED UNTIL RECENTLY. OF COURSE THERE ARE SPECIAL DIFFICULTIES IN ORGANIZING OFFICE WORKERS. ONE OF THE GREATEST PERHAPS IS JUST THEIR LACK OF IDENTIFICATION WITH LABOUR, AND THEIR LACK OF KNOWLEDGE OF UNION AIDS AND ACCOMPLISHMENTS.

I SHOULD THINK THEREFORE THAT YOU HAVE A TASK OF EDUCATION AS WELL AS ORGANIZATION. THE NEED FOR YOUR TYPE OF UNION IS GREATER THAN EVER BEFORE NOW THAT COMPUTERS ARE CHANGING THE WHOLE PICTURE OF OFFICE OCCUPATIONS AND THREATENING THE SECURITY OF MORE OFFICE WORKERS YEAR EVERY.

I HOPE THAT YOU HAVE A GOOD CONVENTION AND EVERY SUCCESS IN THE FUTURE.

ALAN J MACAGUIEN MINISTER OF LABOUR

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from the desk of the PRESIDENT

Old Fears Prevail

How many times have we heard the statement "I don't need a Union"? How many times have we met people who feel that Unions are only for those others who lack initiative or who do not have sufficient capabilities to sell their own services without the need for collective bargaining?

Generally these people are young, inexperienced and not mature enough to know that industry, people and labor are organized to achieve any type of attainment whether it be in the area of wages, hours and working conditions, social legislation or special legislation for industry. The countries of Western Europe organized for their own collective security. NATO was the result. The countries of the Western Hemisphere organized into the Organization of American States for the same reason. The National Association of Manufacturers and United States Chamber of Commerce are the legitimate voice for industry in the Halls of Congress. They have legislative counterparts in every State in the United States.

Despite the obvious need for collective action in all forms of life throughout the world, 75% of the workers in the United States and Canada is unorganized. How can this be? The answers are numerable.

In the United States, for example, through the free speech provisions of the Taft-Hartley Act, industry fights every attempt on the part of workers to organize. Workers in this country and in Canada are constantly subjected to propaganda against Unions and collective bargaining.

The greatest single reason for workers' failure to organize is fear. This fear takes many forms. One is fear of the employer and possible discriminatory employer actions. Another fear is the loss of prestige in the company or in the community and a third is fear of loss of advancement within the company.

It is noteworthy that white collar workers very seldom talk about and organize through their membership in a labor union to their friends and neighbors. They would rather have these friends and neighbors feel that any economic advantage they have attained has been gained solely on their own ability and initiative.

If lack of economic advantage was the only thing lost through failure of workers to organize, possibly this penalty would not be so serious. However, the loss pays much further. If we did not have labor movement in the United States, we would not have public education, worker's compensation, social security, unemployment insurance, and the benefits of numerous other social legislation attained which were enacted because of the strength of organized labor.

Because of the impact of automation and technological change, the organized labor movement has been fighting to improve private pension plans to provide for earlier retirement and to revise the social security system accordingly. Amendments to the social security program which provide for retirement at the age of 62 would have been enacted if we did not have organized labor movement in the United States. As a result of those amendments, private plans have been changed accordingly and men and women are taking advantage of early retirement thus providing jobs for younger workers. For example, 56% of the 1,040,000 workers who began receiving pensions in 1964 were 64 years of age or younger.

The Medicare program which will take care of those people whose golden years are the tarnished years because they are ill, discouraged, hopeless and helpless could not be enacted if organized labor did not exist. A proposed 7% increase in social security benefits expected to be approved this year would never have been proposed if it weren't for the strength of organized labor in the United States.

We must constantly remind the unorganized that Union membership means far more than improvements in wages, hours and working conditions. Union membership is a must for all workers if they are going to have a collective voice in the way they will work and live.

Local 139 Organizes Hospital and Clinic

After signing a contract with the San Diego Health Association, Emily Jones, Secretary of Local 139, directed the efforts of her Local Union towards organizing the Stevenson Memorial Hospital and the LaMesa Clinic.

As a result of a successful organizational campaign, both the Stevenson Memorial Hospital and the LaMesa Clinic agreed to apply the contract with the San Diego Health Association.

Pre-Convention Education Conference

An Educational Conference will be held in the Grand Ballroom of the Palace Hotel on Sunday, June 6th, at 3:00 p.m. H. B. Douglas, Director of Organization, will preside over the session. General Counsel Joseph Finley will present to the delegates a run down of the recent National Labor Relations Board and Court rulings which affect organizational activities and collective bargaining. He will also be available for questions and assistance throughout the Convention.

Mr. J. E. E. Osborne, Director of Research and Statistics Division of the Department of National Health and Welfare of Canada will outline the new Canadian Pension Plan to the delegates assembled.

Gershon Kelst, an expert on publicity and public relations, will talk on ways and means of obtaining affirmative Local Union publicity.

Fashion Show Raises Fund for Delegates

An eye-filling fashion show and buffet luncheon was presented Saturday, April 3, from 12:00 noon to 4:00 p.m. at the Maccineth Building auditorium, St. Louis. The models, all members of Local 13, are, from left, Pat Kuper, Teresa Deacon, Betty Brunson, Mary Lavazza and Virginia Hunt. Fashions were by Libson, shoes by Martins. Chairman was Jane Willey, and co-chairman was Julia Riggle. Over 250 attended.

Local 139, AFL-CIO attended the gala affair.

SOME OF THE MODELS AT THE OFFICE EMPLOYEES LOCAL 13 BUFFET LUNCHEON AND FASHION SHOW held in St. Louis. The models, all members of Local 13, with their friends and neighbors. They would rather have these

Attends Shareholders Meeting

Helene Moody, right, bargaining committee member of Local 95, chats with Sam Casey, president of Nekoosa-Edward Paper Company, Fort Edwards, Wisconsin, following the company's annual shareholders meeting. Union officers attended the meeting as guests of the company.

Renew Pact

Members of Southern Union Gas Company, Local 27, Galveston, Texas, voted unanimously to accept a new two year collective bargaining agreement.

Benefits obtained in the new agreement include the following:

(a) Holidays. An additional 1/2-day holiday on each Christmas Eve or New Year's Eve.
(b) Funeral Leave. Increase up to three days when traveling by automobile.
(c) Wage increases of one cent effective May 1, 1965 and cost of living adjustment in May, 1966.

The Union's Negotiating Committee was Mike Burke, Business Representative, Joe Ramirez and Luis Tripp.

Jobs Still Main Need—AFL-CIO

"A substantial and sustained increase of job opportunities remains our major unmet manpower policy requirement," organized labor's top economist has told Congress.

"Individual opportunities to compete in the job market and the functioning of the job market is continuously improving, but without more job, "the improved opportunities will lack fulfillment and the social tension of unemployment will continue to grow," said Nathaniel Goldfinger, AFL-CIO Director of Research.

At Joint Hearing

His statements came in testimony at a joint hearing of the Subcommittee on Employment of the Senate Committee on Labor and Public Welfare and the Select Subcommittee on Labor of the House Committee on Education and Labor, considering the President's Manpower Report of 1965.