

ISSUES IN DISPUTE REGARDING MERGER

I. OFFICERS

Agreement was reached on the amount of officers, but we are bogged down on the allocation. The CIO requests that the President be allocated to the CIO (non-paying job) and the Secretary-Treasurer be allocated to the AFL (a paying job) and there be two Executive Vice-Presidents, with each of the parties being allocated one.

The AFL, on the other hand, proposed that they be allocated the President and Secretary-Treasurer Officers, both of which would be paid jobs and they would allocate the two Executive Vice-Presidents positions to the CIO.

II. EXECUTIVE BOARD COMPLEMENT

Although there has been an agreement on the amount of Executive Board Members, there is a continuing disagreement on the question of the amount each of the parties shall be allowed.

III. DEPARTMENTS

The CIO proposed that there be four departments:

- (a) Cope
- (b) Legislative
- (c) Education and Research
- (d) Publications and Public Relations

Each of these Departments to have a head, with the understanding that they are to be appointed and the Executive Committee of the merged Organization would direct the functions of each of these heads.

The AFL, on the other hand, proposed three departments:

- (a) Cope and Education
- (b) Legislative
- (c) Publications and Public Relations

The head of the Cope and Education to be elected by the Convention; the Legislative head to be the Secretary-Treasurer; the head of Publications and Public Relations to be appointed by the Executive Committee. They are agreeable to have an assistant to the head of Cope and Education who would be appointed by the Executive Committee.

IV. PER CAPITA

There has been an agreement that the per capita would be five cents (5¢) per member. Although the task of selling this, insofar as it concerns the CIO, will not be an easy one, especially when each of the CIO Local Unions will assume a two cent (2¢) per month per capita tax increase for each of the members.

On the other hand, the AFL is only going to assume a half cent ($\frac{1}{2}$ ¢).

V. CONSTITUTION

Recognizing that there have been various insignificant agreements reached which directly relate to constitutional matters other than those mentioned in items I through IV, there is still a lot of work to be done toward drafting a workable constitution. However, the CIO Merger Committee does not envision any of the remaining items as being insurmountable.

SUMMATION

If merger is to be accomplished in the Commonwealth of Massachusetts, it is incumbent upon the AFL Merger Committee to fully recognize that the CIO Organization in the Commonwealth of Massachusetts has been and still is a potent force for good -- socially, economically and politically.

The AFL Committee should and must agree that the President should come from the CIO; the Board complement should be divided as evenly as possible; the Department heads should be appointed by the Executive Committee and work under its direction.

In simple terms, the AFL Committee must recognize that the CIO has much to contribute to the merged organization both in physical strength and in mental strength; and we are sincerely desirous of merging, not submerging.