

PROCEEDINGS

OF THE

Merger and First Constitutional Convention

OF THE

**MASSACHUSETTS STATE
LABOR COUNCIL, AFL-CIO**



BOSTON, MASSACHUSETTS

December 6, 1958

SATURDAY, DECEMBER 6, 1958

MORNING SESSION

(The First Constitutional Convention of the Massachusetts State Labor Council, A.F.L.-C.I.O., was called to order at 10:30 o'clock a.m., in the Grand Ballroom, Hotel Bradford, Boston, Massachusetts, with R. J. Thomas, Assistant to George Meany, President, A.F.L.-C.I.O., Washington, presiding.)

Mr. Thomas: At this time I would like to open the First Convention of the Massachusetts State Labor Council, A.F.L.-C.I.O. I will call upon Father Francis McDonnell, Director of the Catholic Labor Guild, to give the Invocation.

INVOCATION

REV. FRANCIS J. McDONNELL

Chaplain, Catholic Labor Guild of Boston

In the name of the Father, of the Son, and of the Holy Ghost, Amen. Lord Jesus, Carpenter of Nazareth, Thou hast called us to play our part in a day of destiny and decision. Grave problems face us which may not put aside. Them must we meet and solve with justice for all men. Grant that we may not be little men in a great day bequeathed by dedicated men who dared in darker hours to believe and hope; to sacrifice and starve.

We know that by ourselves we are insufficient for these tasks and for problems vaster than the measure of our best vision. Be Thou present, then, O Delegate Unseen, in our midst, to lead us and to bless us. Move us that there may be concession with coercion and conciliation without compromise. In Thy spirit may we be courageous enough to begin with confidence; fearless enough to admit mistakes; humble enough to forgive wrongs. Take away from our deliberations the temper of selfishness and shield us from the lust for power which forges chains on free men's arms. Make unity of purpose in organizing for the common good our goal and dominant concern.

May the leaders of industry find in the new merged ranks of Free Labor not enemies, but friends; not competitors but collaborators; not menaces but a mighty safeguard of their own enterprise and freedoms.

Bless, O Lord, we beseech Thee, this merger of our State's two great labor bodies and grant peace and harmony in all their deliberations and actions. Let the spirit of cooperation and collaboration prevail in the difficult days ahead when so many complex problems challenge the wisdom and restraint of its leaders. We pray Thee, bless them with knowledge and understanding, wisdom and justice in their councils. Let this new unity which brings laboring men and women together in common purpose be the means of renewing their remembrance of Thy provident care and of Thy bountiful provision for all their needs.

Mr. Thomas: Most of you delegates have done your homework in your respective conventions—the A. F. of L. the last several days and the C.I.O. on yesterday.

Under Merger Agreements which both your conventions adopted, the Constitution, as proposed by the C.I.O. Committee to its convention, was adopted unanimously; at the A. F. of L. Convention there were three amendments made to the Constitution, as proposed by their Merger Committee. I might say that these amendments have been approved since by the committee and by the C.I.O.

I have a resolution I am presenting to you from the National A.F.L.-C.I.O.

WHEREAS, under a mandate stipulated at a Merger Convention of two great organizations, the American Federation of Labor and the Congress of Industrial Organizations, on December 5, 1955, the Massachusetts Federation of Labor and the Massachusetts State C.I.O. Industrial Council proceeding shortly thereafter to work toward effectuating merger at the State level, and

WHEREAS, after long tedious negotiations, committees representing both State organizations agreed to merge and worked out a Constitution and a Merger Agreement together to guard the affairs of the new merged organization, and

WHEREAS, agreement was reached between the committees representing both organizations that a joint convention for the purpose of completing merger would be held in the City of Boston on the 6th day of December, 1958, immediately after consummation of the merger by separate conventions, and

WHEREAS, these separate conventions were held and Constitutions were adopted, therefore be it

RESOLVED, that this joint convention does hereby adopt such Constitution with the understanding that it is subject to final approval by the National President of the A.F.L.-C.I.O., and be it further

RESOLVED, that once they have been approved, representatives of both organizations here in Massachusetts shall lend their talents jointly to build through the Massachusetts State Labor Council, A.F.L.-C.I.O., a better and more respected labor organization in the Commonwealth of Massachusetts to carry out the policies and program enunciated in the approved Constitution.

I should like to have a motion supporting that resolution.

From the Floor: I so move.

Mr. Thomas: You heard a motion made and supported. Are there any remarks? Hearing none, all who are in favor signify by saying "aye," contrary "no." The motion is carried and the resolution is adopted unanimously.

Just for clarification for the delegates here, it says in the resolution about the part where this has to be submitted to President Meany for his approval comes from the rules of the A.F.L.-C.I.O. which I shall read to you. This Constitution, as you understand, has not been approved by that national organization as yet. Let me read for you from Rule No. 9. This is rules governing State's Central Bodies. These rules were made up by the Executive Council of the National A.F.L.-C.I.O.

"Each State Central Body shall adopt a Constitution and/or By-Laws consistent with the Constitution of the A.F.L.-C.I.O., and with these rules. Such Constitution and By-Laws and any amendments thereto shall be subject to approval by the President, and two copies therefore shall be submitted to the President upon their adoption."

Now you have adopted a Constitution at the two separate conventions, you elected officers. I, at this time, want to call upon the officers elected to come to the platform, if they are not already here, so that we may give them the Obligation.

J. William Belanger, President
Kenneth J. Kelley, Secretary-Treasurer
John A. Callahan, Executive Vice-President

Salvatore Camelio, Executive Vice-President
Vice-Presidents:

Anthony Accardi
Arthur Anctil
Thomas Binnall
Edward Brunnelle
John Burns
Jeremiah Calnan
Guy Campobasso
Vincent DiNunno
John Hunt
Arthur LeBlue
Thomas Leone
Manuel F. Lewis
James P. Loughlin
Neil MacKenzie
Benjamin Magliozzi
James R. McCarthy
Joseph D. McLaughlin
William Moran
James E. Murphy
Valentine Murphy
Daniel Murray
Helen T. O'Donnell
Richard B. O'Keefe
Oscar R. Pratt
Ralph Roberts
Thomas J. Rush
Joseph F. Sweeney
Lawrence J. Thomson
Robert L. Walkinshaw
Edward Wall
John F. Wipfler

These are the new officers of your merged organization and while I have them all standing here, I want them to repeat after me their obligation to this organization. Will all the delegates please stand while I am giving the Obligation?

"I,, do hereby solemnly and sincerely swear that to the best of my ability, I will fulfill all the obligations and perform all the duties devolving upon me in the office to which I have been elected, and at all times will abide by, and preserve the laws, and uphold the integrity of the American Federation of Labor, and will always strive for the general interest, benefit and advancement of the members of these organizations.

"I do further reaffirm, that upon the completion of my term in office, I will transfer to my successor all books and properties of the Massachusetts Federation of Labor of which I have been custodian. To all this, I do now pledge my most sacred honor as an American trade unionist."

I opened up this convention this morning, and I assume that a large cross section of the people in this room don't even know who I am. I am R. J. Thomas, one of the Assistants to the President of the A.F.L.-C.I.O. I have been one of those who have been working with your Merger Committee to hammer out the Constitution which you have adopted. This being your first convention of a merged organization in Massachusetts, I personally want to congratulate every one of these officers, and vice-presidents that you have elected in your respective conventions. I am quite sure from what I have been able to see that you elected a group of officers here who are extremely capable of taking care of the affairs of your organization. Now I would ask that these officers be seated and take their respective stations.

I have one more duty to perform, and then actually my job will be done. I have brought with me a new Charter for this organization. I even brought this with me before you voted you were going to have a merged organization; but after knowing your officers as well as I have come to know them, I was of the opinion that this merger would go through, so I thought at your first merged convention it would be the proper time to present the new Charter of the State A.F.L.-C.I.O. This new Charter is a sym-

bol of the dawn of a new day in the Labor Movement in Massachusetts. As I have often said, it is good that you even now at this late date, the forty-third state in the union, are coming together because I am sure that the rank and file of all of our organizations want unity. I don't want anyone as an individual to have the feeling that they are going to lose anything in the Labor Movement. I remember a good many years ago, when I was a president of the biggest union in America, and in those years no one challenged that statement; we had a convention, at every convention a resolution would be sent in from one of our locals in favor of unity. I used to sit back and wonder sometimes if some of my enemies were putting that resolution in trying to get rid of me, but today my only job is with the National A.F.L.-C.I.O., and I believe I can look more objectively at this situation than perhaps a lot of other people who were involved in the merger today. I say it is good because unions are built not to make jobs for us, unions are built fundamentally for the same reasons that the oldest union is represented in this hall—for better hours, wages and working conditions. We have many other things we can negotiate today, but we always get back to the fundamental big three problems—wages, hours and working conditions—so that the worker can have representation and not be discriminated as millions of the unorganized workers in this country.

George Meany, our President, asked me to convey to you his congratulations and his hope that you will continue to build a single great organization in this great Commonwealth of Massachusetts. This convention will go down in history as one of the most important in this State and I say to you that there is no reason why we can't get along together. I learned in everyday work along with George Meany, that we can get along together. You brother and sister delegates here today who are from the former A. F. of L., I don't think it will shock you to know that one time I was one who was expelled from the American Federation of Labor, yet I think today George Meany is one of the greatest labor leaders in this country. Those of you who have read a little labor history know that all my life in the Labor Movement I said what I thought if I thought I was right. I hope to continue to do that.

There is a great future for all of us and I don't care what trade or craft or industry you are in, there is a great future for all of you if we work shoulder to shoulder together. I hope that this spirit of unity will continue.

At this time, will the four executive officers stand up, I should like to present this Charter to them. I am extending to these executive officers this symbol of a new Labor Movement in Massachusetts, and they are accepting this, I am sure, for all the officers and members of the trade union movement in this State. With good wishes to your organization and I hope that in the not too distant future, I will have the pleasure of meeting many of you again when we can sit down and discuss our mutual problems. To you, executive officers, take this Charter and keep in mind that you are the custodians of that Charter for the National A.F.L.-C.I.O. Thank you. I now turn this gavel over to your permanent Chairman.

President Belanger: I am told that the photographer wishes a picture of this great convention and would like the officers to rise and all the delegates face the camera at the rear of the hall.

J. WILLIAM BELANGER
President, Massachusetts State Labor Council, A.F.L.-C.I.O.

Honored guests, my fellow officers, delegates to this Merger Convention, friends all. In ac-

cepting the honor as President of this great new organization, I am fully aware of the greater responsibilities that are attached to it. I feel, however, that you all share with me the knowledge that we are facing a great new challenge and that before us lies a splendid opportunity to do a more effective job in helping to solve many problems in Massachusetts.

As an organization representing close to three hundred thousand workers, we will have a stronger voice in our legislative halls, in the political arena and in community affairs. In order to achieve the effectiveness made possible by this merger, we must make our minds up today that there are no longer C.I.O. workers or A. F. of L. workers in Massachusetts; there are only A.F.L.-C.I.O. workers who are members of unions affiliated with the Massachusetts State Labor Council, A.F.L.-C.I.O. Let us make certain that we apply this in good faith so that we may all work together, live together, think together in one truly united organization.

We, who have been entrusted with the job of administering the union affairs, know that it won't be easy. But has it ever been easy? Details and agreements have been straightened out only by hard and cooperative work of the committees willing to work things out for the good of their membership, knowing full well that unity would have the effect of strengthening the Labor Movement itself, of making labor effective in all its spheres of activities and enabling us to defend our rights against gripping attacks by our enemies.

As we work together we will be better able to strive for a rising standard of living and for a sound economic structure in this State. We can be more influential in the defense of civil liberties and civil rights. We can march all together to greater successes in a new united labor organization, wholeheartedly dedicated to American democratic tradition.

I would like here to pay deserved tribute to my fellow officers of the Massachusetts State Labor Council, A.F.L.-C.I.O., who have served with me on the Merger Committee. That committee met many times during the past several months and spent many long hours in the discussions that led to the Merger Agreement. There were disagreements of course; it could not be expected that there would be none. We all had faith in our objective. We were all loyal to the ideals of our respective organizations and there was a general understanding of the difficult practical matters on which we had to find agreement, as the record shows, the agreement of overcoming the points of disagreement. The Merger Agreement, the Constitution and personnel problems were all ironed out before this convention.

Praise should be voiced also for the officers and members of our affiliated unions, for the sympathetic understanding we received from them during the merger process. They all recognized the extent of the goals we were seeking and almost with exception they understood the devotion to principle which kept the Merger Committee working tirelessly to achieve merger. The Merger Agreement stands as a milestone in the long and colorful history of organized labor in Massachusetts of which we are so proud. It is the culmination of a movement which started in this State back in 1948. It symbolizes the successful effort of the leaders of two great organizations to combine strength with responsibility, effectiveness with democratic procedure, into union cooperation with safeguards for the rights of all and unity in accordance with the aspirations of all workers for effective union organization.

Workers in every section of the State, in every industrial plant, and wherever craft union exists will find direct benefits as a result of this Merger Agreement. Unity will help to promote the well-being and the effectiveness of every

union and its membership in every phase of its activities—economic, legislative, political and community. We have a Constitution that was worked out through long months of negotiations. We do not claim that it is perfect, but we have it as an instrument with which we can work and carry out the basic principles of trade unionism. It is our belief that this Constitution which embodies the best of the C.I.O. and A. F. of L. Constitutions, constitutes a fundamental Charter for a democratically dedicated Labor Council.

We have come a long way in building up higher standards and greater social and economic security for the workers in Massachusetts, but we can't say that we have come all the way. However, we must look back only to draw from past experience the lessons we can apply to our endeavors in the future. Working together we will make our voices heard more clearly in our demands for improvements, but while we interest ourselves in the problems that directly effect labor, let us be mindful of our duty to the Commonwealth as a whole. What is good for the Commonwealth is good for us. Let us show the people that this Movement, this organization, is dedicated to the good of all the Commonwealth and of its citizens. No one can deny that good wages and good working conditions are good for all of Massachusetts. No one can question that fact that purchasing power which is built up mostly through the efforts of our unions is the most vital factor in this expanding economy of ours. We are going to use every means at our disposal to carry on a program designed to improve the social and economic status of all citizens of Massachusetts.

From what we read these days, the economy of this State has been shaken to its very foundation. We read about deficits that are high but underpaid government employees, about a vacuum surrounding the faction problem and few seem to have a good word for the prospects of Massachusetts as an industrial State. It is true that some of our industries are affected by acute competition but what other State in these United States is not? It might be well for us to mention sometimes that Massachusetts is also a leader in many phases of American industrial life. Just to keep the record straight, let us not forget that the electronics industry has been rapidly expanding to become the State's leading industry. Besides this, Massachusetts is fast developing leadership in the atomic field and in other new growth industries.

So instead of spreading dejection and despair, let us start talking of the future with confidence, let us remind everyone that the welfare of the community depends on the health of its economy and that sound economy in any State depends on what level the economic status of its citizens is maintained. For labor here in Massachusetts, the merger of our two organizations should give everyone new hope and new confidence. We come together as no strangers. It is not a new beginning but a continuation to achieve our goals and objectives.

To the delegates I would suggest that when you return home, convey to the local membership what you have heard and experienced today, that there will be a genuine effort to build a stronger organization, to get along as practical sound trade unionists and also tell them it is subject to review ten months hence.

As the saying goes, "By their deeds, ye shall know them," it will rest with you finally to pass judgment. That is the only way, the democratic way, and we accept the big challenge to do the job.

At this time it is my privilege to introduce a man who is well known to all of you. He has also held an exalted position in organized labor for several years. He, like myself and our other parties on the Merger Committee, spent

many hours and days working out the Merger Agreement and the Constitution. As I said in my address, we had disagreements of course but in the end the agreements overshadowed the disagreements. It was my pleasure to have worked over these months with him. He has been selected as the Secretary-Treasurer of this organization and I assure you that as an officer—and I believe I speak for our other officers when we say that we will cooperate with the office of Secretary-Treasurer to the end that it will afford the type of service that I know he can render to our new State Labor Council. Therefore, it gives me great pleasure to present to you our Secretary-Treasurer of the Massachusetts State Labor Council A.F.L.-C.I.O., Kenneth Kelley.

KENNETH J. KELLEY

Secretary-Treasurer, Massachusetts State Labor Council, A.F.L.-C.I.O.

Thank you President Belanger, other Officers of the State Labor Council, George Meany's Executive Assistant, R. J. Thomas, and Delegates to this the First Constitutional Convention of the Massachusetts State Labor Council. As you can see without any explanation from me, my voice has suffered as a result of the strenuous three days of convention that the Massachusetts Federation of Labor has just gone through at the Hotel Somerset; so my remarks here, of necessity, will be brief and, I hope in spite of the hoarseness, at least understandable to you.

I want to thank Bill Belanger for the very fine introduction that brought me to you here this morning. On behalf of those of us who came from the Federation of Labor, through the 33 meetings over a period of two and a half years we have worked out a Merger Constitution that will serve as a blueprint for all State organizations. Over that period of two and a half years, we got to know each other, and our respective problems, and while there are certain features in the Merger Constitution perhaps not wholly to the liking of all segment of the former two organizations, it represents the best in the art of negotiations and compromise that we were able to develop.

I know that men of goodwill who recognize that the interests of the members of the organization take precedence over the personal interests or preferences of any officer or member will assure the success of this venture we have embarked upon. With that kind of motivating spirit, the Massachusetts State Labor Council will work in a much finer manner than even in our fondest hopes here this morning ever anticipated.

No doubt you read some of the proceedings of our convention in the newspapers. A few days ago it appeared as though the principal item before the Massachusetts Federation of Labor's Seventy-second Convention was the question of whether or not we were going to reaffirm our previous opposition to a Sales Tax. Until yesterday I think the press and a few delegates thought that was the major business before the Convention. The officers of our former Federation Executive Council and the various committees of our Convention knew that the major business before the Convention was the ratification of the Constitution of the Massachusetts State Labor Council. May I say that with some very skillful parliamentary activity and with a very conciliatory spirit on the part of President Belanger and the C.I.O. Convention meeting here at the Bradford, the few minor changes in the Merger Constitution were readily agreed to. Here is a document, which may in cold black and white seem to be just a lot of words, it will have meaning and life breathed into it as the Executive Council of the

new organization interprets and administers it.

I want to say one more thing about our Convention over at the Somerset. Last night the delegates to the Seventy-second Annual Convention of the Massachusetts Federation of Labor by a vote of 624 to 106 voted to oppose a Sales Tax. I sincerely hope that this First Constitutional Convention of the Massachusetts State Labor Council A.F.L.-C.I.O. will concur in this action which by a 6 to 1 vote put us on record against the Sales Tax in any form from any source.

May I assure my fullest cooperation to President Belanger, the two Executive Vice-Presidents, the thirty-one other Vice-Presidents, who constitute the Executive Council of the Massachusetts State Labor Council A.F.L.-C.I.O., and to the four department Directors that have been appointed. Since under the merger agreement the selection of the Director of Legislation and the Director of Education and Research were assigned to the former Federation of Labor; our selections for those two positions are Francis E. Lavigne to be Director of the Department of Education and Research, and James A. Broyer to be Director of the Department of Legislation. I have been informed that the selections for Directors of the departments assigned to former C.I.O. are Mr. Joseph Cass for the Committee on Political Education, and Mr. Gerard Kable to be the Director of the Publications and Public Relations Department. I know that these directors along with your executive officers and Executive Council will bring back to you ten months from now, on the first Wednesday in October 1959, a great record of accomplishment. We recognize that in man's never ending struggle for a greater degree of economic, political and social security, merger is the best thing that has ever happened to Massachusetts workers and their families.

Good luck and God bless this new organization that we have established today.

From the Floor: (Point of information regarding Department Heads)

President Belanger: There are four departments and five personnel that formerly did somewhat similar work. The five are to be retained by the organization and by the merger agreement, as has been announced to you, the Legislative Department, directorship will be headed by James Broyer; the Department of Education and Research will be headed by Francis Lavigne; the Department of Political Education by Brother Joseph Cass, the Department of Publications and Public Relations by Gerard Kable; and Al Clifton will work at large with the officers, the departments and the Executive Council.

At this time it is my privilege to introduce one of our two Executive Vice-Presidents, one who has been associated closely with me for many years in that he was the former Secretary-Treasurer of the State C.I.O., and I want to say that he, too, did a magnificent job in the merger negotiations. I know that he has a message of interest for us this morning. Our Executive Vice-President Sal Camelio.

SALVATORE CAMELIO

Executive Vice-President, Massachusetts State Labor Council, A.F.L.-C.I.O.

Mr. Chairman, in my remarks I am going to be very brief. As I look out in this audience, it is hard to distinguish A. F. of L. or C.I.O. people. It seemed to me that once we got all the people together, we all look pretty much alike, think alike, our aspirations are the same. I might say it is with great pride that I stand here before you today. I feel that there is much work to be done. I can assure you of one thing. This will be not be a one- or two-man

organization. It will be an organization of all the people with all of the officers working in harmony and in conjunction with each other. Thank you.

President Belanger: Now it is my distinct pleasure to present a young man whom I have had several occasions to serve with, not only at labor but civic functions as well as in the political arena since he was President of the former A. F. of L. I have always found him pleasant, cooperative and I consider John a friend. It is my pleasure to introduce to you this morning John Callahan, Executive Vice-President of our new Council.

JOHN A. CALLAHAN

Executive Vice-President, Massachusetts State Labor Council, A.F.L.-C.I.O.

Mr. President Belanger, members of the Executive Council of the Massachusetts A.F.L.-C.I.O., my brother and sister Delegates here assembled. I am very happy to come here this morning to join with each and every one of you in the solidifying the ranks of the working people of our State.

I tell you in all sincerity when the curtain came down at our final session last evening, there was a tug at my heartstrings because you don't live with an organization for 23 years as I did, and not feel that twinge of sadness. The same holds true with you in the Congress of Industrial Organization—you, too, must have felt that twinge of sadness in your hearts when the curtain came down at your Convention. But we met here this morning our ranks solidified, and we say to Massachusetts—Labor together stands together, no more A. F. of L., no more C.I.O.

We serve notice on Beacon Hill that we are going to walk together and fight together for our people, and have the type of legislation passed that we are entitled to. We are going to go out of this convention hall later with heads high, banners unfurled, a great organization, the Massachusetts State A.F.L.-C.I.O. Thank you most sincerely.

President Belanger: Now we shall call on the Vice-Presidents. There are so many that I know we can't receive speeches from each of them although they are good talkers. I shall ask them to rise and stay standing and we will give one ovation to the whole group.

(Vice-Presidents called in alphabetical order and a standing ovation given)

Having attended several merger conventions, particularly in New England, it has been customary for the merger convention to hear from one who represents the National A.F.L.-C.I.O. in this region. This man has been with us a few years and, has always tried to be helpful. In his travels he meets many problems and it gives him a vast reservoir of ideas that he transmits to us for the improvement of our organizations. Therefore, it's a pleasure and a privilege to introduce to you N. E. Regional Director of the A.F.L.-C.I.O., Brother Hugh Thompson.

HUGH THOMPSON

**New England Regional Director,
A.F.L.-C.I.O.**

Thank you, Mr. Chairman, and Officers of the Massachusetts State Labor Council. This is a very happy occasion and I certainly don't want to take the time of this convention, from whatever business you have to complete.

I say it is a happy occasion for me because this is the completion of mergers in the six state New England Region. Now the job of all of us who are not merged on the local level, is to proceed immediately with merger of the local central bodies. Our office is here to assist and

help you at all times. As stated before, it is a happy occasion, yet it is a solemn occasion, as John Callahan has said; he had feeling for the departed organization and also the C.I.O. group had feeling for theirs. I believe now that the death has occurred there is no A. F. of L., there is no C.I.O. in Massachusetts. Those organizations are dead and have been waked in the last week and buried however, the family still must eat, the family still must be clothed, the family still must be housed. This new babe in arms here today is starting out taking the place of the old—such is life, and the same struggles that we have fought in the past will continue in the future.

We have had arguments, we have had disagreements and they have been many and undoubtedly we will continue to have some of them in the future; but the important thing is that we will still have a job to do. The most important thing that has happened in this past week is that here today are four men whom you chose to lead you for the next ten months, and each one made their statement of unity and cooperation.

It behooves every delegate to this Convention to go back to their local unions, and communities and to set aside all of the feelings that you may have had about the opposite organization or the members of that organization. I am sure, as R. J. Thomas said, the rank and file member has no interest in the quarrels at the top, he has no interest in any quarrels that you may have had in these two Conventions this week. The job now is to face the future, and to get the things that we are here for, building a stronger and a better organization in the Commonwealth of Massachusetts, an organization that all of us know will be heard effectively. There will be no more running to one side or the other by the politicians making deals here and making deals there. Now there is only one side, the Labor Movement in Massachusetts united together, going down this road together. I assure you that the Regional Office and my assistant Frank Murphy and all of the staff are here to assist every one of you in any problems that you may have if it comes within our province. It is a happy occasion, much more happier than the completion of an era. The new era is here and let's each shake hands with each other. I will ask every delegate in this Convention to turn to the person on his left or his right, shake their hand in unity; show the symbol that will mark our efforts now and in the future.

From the Floor: May I suggest that we discard our individual Convention badges so we will be one big family.

President Belanger: The brother suggests that we discard our badges. I think that we can endure them. We understand the situation of the Merger Agreement and know that we will work it out all right.

I might also supplement what Brother Thompson said. He did mention the fact and I know it was an oversight about the guidance of the organization being among the four executive officers. We have a common understanding that the official family and the officers of this new organization are 35 good men and women.

At this time, for a special item before this Convention, the Chair will call upon Brother Francis Lavigne, the Director of the Department of Education and Research.

FRANCIS E. LAVIGNE

Director, Committee on Education

President Belanger, Officers of the Massachusetts State Labor Council A.F.L.-C.I.O., Delegates to this opening Convention of our newly merged organization. Let me say at the outset that no one enjoys a greater thrill than that which comes to me with the opportunity to

continue to tell the story of labor to the people of Massachusetts in an affirmative way for the merged organization we represent.

I am sure in the days ahead, that the children in our school system, the people in our State, will learn something new about the physical structure of the Labor Movement, and they will learn the glorious history of the American Federation of Labor and the C.I.O. and now the merged organization. To do that, you do it with a program. We have been in the school system of our Commonwealth for the past ten years endeavoring to bring to students in competition, the story of labor. Today we culminate that effort by presenting two young students from our high schools, who are now in college, with scholarship awards for outstanding effort made in competition held in the schools. A competitive examination held annually in which 13 hundred students participated this year, resulted in us making awards to 21 students across the State, assisting them to further their education in higher institutions of learning throughout the nation.

Today I am pleased to bring to the Convention a young fellow from Medford, a graduate of Boston Latin School, now studying at Williams College, and a young girl, Miss Marie Begin, who was a student at the Jeremiah Burke High School in Boston, and is now a student at Boston Teacher's College. I am going to ask the Presidents of our former organizations, the President of the State C.I.O. and the President of the A. F. of L. jointly to present to each a check for \$500 for the Scholarship Award which they have earned.

President Belanger: Marie Begin, on behalf of the organization, we are delighted to present this to you, and we know from your previous work that you will make good use of it. Good luck in your further studies.

(Presentation of five hundred dollar check)
Executive Vice-President Callahan: James Gordon, I take the liberty of calling you Jimmy, I congratulate you on your achievement. Good luck, and I hope many more students come along the same as you who will be the recipients of these checks in the future. Good luck and good health.

(Presentation of five hundred dollar check)
Director Lavigne: I would like at this time to have stand for a bow, the proud parents of the young students. Over under the balcony is Mr. and Mrs. Gordon, and here is the proud mother of Marie Begin.

We will continue, I hope, annually to conduct in conjunction with the Governor's Inter Agency Committee the program that permits us to bring into the schools the subjects of workmen's compensation and unemployment compensation, as it concerns those who have been injured or who are unemployed as the result of a physical handicap. We try through this program to teach the children the responsibilities that will be theirs when they take their place in the outside world. This has been a rich opportunity to bring to the school children this important phase of work.

Customarily at the Federation's Convention, the presentation of these awards have been made by the Governor of the Commonwealth. Today we have with us the Lieutenant-Governor of the Commonwealth, Robert F. Murphy, who will make these presentations. Lieutenant-Governor Murphy.

ROBERT F. MURPHY

Lieutenant-Governor of Massachusetts

Frank Lavigne, President Bill Belanger, distinguished visitors, Mr. R. J. Thomas, officials of the A.F.L.-C.I.O. and my fellow citizens. I am happy indeed to have the honor, as the Acting Governor of Massachusetts today, to

be here, and to bring to all of you the greetings of my some 5 million fellow citizens who make up the population of this great State.

To me, if I might just briefly comment, this marks the end of an era and the beginning of a new one. It was 25 years ago this year that the C.I.O., as we knew it, came into being; 25 years in which all of us have been part of a tremendous progressive advancement in world history. A period that has seen man virtually conquer distance and now is about to launch into orbit of space; an era, that has seen the mind of man virtually captivated through the advent of television and radio; a period where slowly but just as surely, I hope, the time is not too far off when we will have seen the conquest of disease, a period wherein the time is not too far off when I think that any boy or any girl who has the desire to attain it, will have within his or her reach the benefits of higher education.

We have lived through a period that has seen man march against political tyranny. It has been rather an unhappy period, I think, for kings and tyrants. We have lived through a period that has seen man march against economic tyranny, and as a result specifically of what you represent surely it can be said that all of us are the beneficiaries of the fruits of your labor. And so it is a happy occasion for me to be part of this program, to represent the great Commonwealth of Massachusetts. You do in fact, by your presence here, and by an earlier action, merge into a unified entity that will benefit all men and your fellow citizens.

I say this as one who has been for a long time associated with government, that you and I too must have uppermost in our minds, this goal—we must strive, yes we must contrive, to close the gap between the great promises of democracy and the sometimes not too great performance which we see in this country, fortunately not so much in Massachusetts, which still denies man his dignity, which still denies certain people equal opportunity for an education.

I am very delighted to be a part of your program today. As Frank Lavigne has told you, it is my function to make three awards; a happy one because I think government at last has recognized its responsibility in trying in this instance to help and assist those who are not physically strong. Through the Governor's Inter Agency Committee to aid the physically handicapped, it is my proud privilege to make these awards. The future plans of that Commission are threefold. One, they aim to place greater emphasis on finding jobs for the disabled through closer cooperation between labor and industry and veteran's groups and civic and governmental organizations. Two, the Commission aims in the formation of 42 local committees to help in this work on a year round basis. Three, it aims to aid and lower governmental costs by taking the disabled off of the welfare rolls and putting them to work. You would be interested to know that Massachusetts right now is spending some 13 million dollars on such programs and such aid will come in the nature of full relief.

The first winner is not able to be with us today, but I will tell you who she is. Frank Lavigne incidentally has asked me to hold on to the check and mail it to her, and I shall when I get back to the office. The first winner, who has established herself as a result of competition in the essay that she wrote, the sum of \$150, will go to Miss Mary A. Gilmore of St. Charles Borromeo High School in Waltham.

Now I am going to ask the second winner to step forward. This, ladies and gentlemen, is the proud possessor or will be momentarily of an award on your part amounting to \$75, and I know you would like to know who this very lovely and gracious young lady is. She is Miss

Rhoda Krey of Haverhill High School in Haverhill.

(Presentation of award to Miss Krey)

The third winner is a young lady from Hingham High School. She, too, is an award winner, amounting to \$50. Miss Roberta Thomas of Hingham High School in Hingham.

(Presentation of award to Miss Thomas)

Ladies and gentlemen, it has been a great personal privilege to be asked to come here. I revel in the thoughts that you are merged and united. I rejoice in it and I am sure that every right thinking person does. Best good wishes to your organization and to all of you, good afternoon and God bless you.

President Belanger: Lieutenant-Governor Bob Murphy, we would like to present you with a badge of this Convention to be our guest to remain as long as you wish.

Director Lavigne: We carry on in conjunction with the Harvard Trade Union Program, the opportunity to enable members of the Trade Union Movement to acquire additional education. I know that this program will continue in the future, and I want to see the opportunity for members of the former C.I.O. organizations to compete for this opportunity to attend the Harvard Trade Union Programs under the auspices of the A.F.L.-C.I.O.

Yesterday afternoon at Harvard three former members of the A. F. of L. completed the course and graduated, and I would like the three of them to stand and take a bow—George Lewis, Paul Flynn and Theodore Johnson. Those are some of the propositions that we have for assisting people in the education program. These functions are usually taken care of at the Convention.

At this time I want to express my sincere thanks to Mr. Thomas who agreed to the arrangements for the presentations here this morning, and to Peter McGavin who came here and made it possible for us to have this Convention. My sincere thanks, too, to the officers of the merged organization who have given me assistance over the years in fields of political activity in which I have previously had opportunities to work. Now I join forces with great guys like Joe Cass, Al Clifton, Jerry Kable and Jimmy Broyer, and I assure you that the five of us will work as a team to broaden the scope of education in all departments and make it possible for a closer operation of unity—to the end of success that will spell victory all along the line.

President Belanger: As a special privilege and with your indulgence, the Chair feels that there is an important matter affecting several communities in the Eastern section of the Commonwealth, which President John Leonard, of Local 1509 of the Eastern Massachusetts Drivers' Union, would like to present to the Convention. Hearing no objections, Brother Leonard.

Delegate Leonard: First I want to thank the Convention and the delegates here for giving me an opportunity to bring to you the situation confronting the boys on the Eastern Mass. It isn't a case of where we can sit down and negotiate. It isn't a case of where they will listen to any proposal. It's a case of cold bloodedness where they want to eliminate an organization. These bus drivers on the highway are entitled to their day in Court. I have negotiated as all true labor men negotiate. We get up to the State House and to any proposal put to them, the answer is "no."

We postponed the strike at the request of the Governor of Massachusetts, so as not to embarrass him. Who wants to put men on the street? Far be it from me or my Executive Board. Of course, sometimes they say if you allow politicians to get into the labor field, then maybe it's too bad for labor. This is the problem that I am facing. If the Governor con-

siders the suffering of the school children, and of the people who cannot get transportation, he can't help but be concerned about this dispute. The mayors were at the State House, and registered their interest in this dispute. I welcomed the mayors into our meetings. The company would not. They told the mayors that maybe they should go back and tend to their cities. The clergy was told that they should be on the pulpit and not trying to interfere with their business. You know when you get pushed to the wall then you must fight. We are fighting now and I am asking you for your moral support in this situation. I am asking you to let the Governor and his office know that you are interested, just as much as we in Local 1509 and the 1200 men I represent.

They will tell you that they pay 25 dollars toward a uniform, and we have to have two a year. For Blue Cross and Blue Shield, they pay nothing, our members pay it all. They have a sort of a sick fund. If you are in the hospital they will give you five dollars a day. If your wife is in the hospital they will give her 3 dollars a day; nothing for children. So that would mean you could buy aspirins one day in the hospital, never mind anything else. Our own men pay their own Blue Cross-Blue Shield. They pay for their own sick benefits. There is nothing this company gives whatsoever for these charges. We are entitled to some improvements and we are going to fight for them.

I want you to know that we are not radicals, we are not trying to do this so that this company can get a subsidy from the State of Massachusetts. The taxpayers will not have to pay for the Eastern Mass. because Eastern Mass. today is in the black, they are a going concern and one of the few in New England. They are trying to break up an honest labor organization. They were in the past able to buy union presidents and union executives, half of the managers are ex-presidents and an ex-secretary-treasurer is leading this fight against us today. We are not only fighting a company but we are fighting tin horn labor men who sold their members for an inspector's or manager's job. I don't want to take too much time but I am thankful to Pres. Belanger for giving me this opportunity. I have been coming to Conventions for 35 years and I have never asked anything of organized labor before. I love labor. You have to love it in order to do the work which it requires a man to do. I am asking you, ladies and gentlemen, to give us all the help that you can. Now that we are one big family, let no organization be hurt while you have the power to say it is your business as much as the other fellow's business. Thank you.

President Belanger: Thank you, Brother Leonard. I understand that there were appropriate resolutions on the subject matter submitted at both former organizations' conventions, and, with your approval, we will submit them to the incoming Executive Council, and give them due consideration because it is a worthy cause, I assure you.

From the Floor (Delegate from Local 202, International Electrical Radio Machine Workers): I make a motion that we make donations individually at the door for this local of the Eastern Mass. Street Railway Company.

President Belanger: I appreciate the motion, but it has been suggested by the officials of the organization involved that they prefer to refrain from collecting donations at this time.

We have some unfinished business from yesterday. Because of the business of the Convention and all activities related thereto we overlooked awarding a suit of union-made clothes. If there is no objection by the Convention we will present this suit at this time. Will Mr. Bob Wiesman, of the Amalgamated Clothing

Workers' Union A.F.L.-C.I.O., please come forward.

Delegate Weisman: President Belanger, Vice-Presidents, Past President Salerno, Mr. Thomas, and warriors of labor. As you know, we attend these meetings from the Amalgamated in New England, and we try to pass on to you a message for your benefit. In looking over suits for union labels, I have found at this Convention approximately from 40 to 45 members who did not have a union label in their clothing. Of course, when you go to look, the member generally says, "Well let me think, do I have one?" The thinking time is before you buy the suit and not after. It brings to my mind the story about the Jewish fellow who met his Jewish friend on the street one day and said to him, "I would like to tell you the story about the two Jewish fellows who met on the street," and the Jewish fellow said, "Just a minute, every time I meet you, you are always going to tell me a story about two Jewish fellows. For a change you couldn't tell about two Chinamen?" He says, "Yes I will do that. Two Chinamen met on the street and one said to the other, Sam, where are you going for Yom Kippur?" That is what I mean by the same old story.

At the present time we are having a little difficulty, or, I should say, a lot of difficulty

with the Piedmont Shirt Co. that makes Wings Shirts and Hagers Slacks, and also London Town or London Fog Rainwear as it is best known. We are asking that the delegates to this Convention notify their memberships of these non-union products and please ask them to refrain from buying them. I won't take up too much of your time. I just ask that the members of this delegation and their membership be more vigilant and that they refrain from buying non-union products, not only clothing but also O'Sullivan Heels, Koehler Products, and any one of the other non-union products. At this time I would like to ask one of the members on the rostrum here to please step forward so we can make a drawing and see who wins the suit. On the second pick we are going to give a box of shirts.

(Drawing took place for a suit of clothes and box of shirts)

President Belanger: This about concludes the activities of this day's Convention. The Chair would entertain a motion to adjourn.

From the Floor: I move we adjourn.

President Belanger: Motion made and seconded that we adjourn. All those in favor say "aye," opposed "no." It is a vote and so ordered.

(The Convention adjourned at 1:00 p.m.)