Proceedings and Officers' Reports

Fifty-Second Convention Santa Barbara, August 23-27, 1954

CALIFORNIA STATE FEDERATION OF LABOR

C. J. Haggerty, Secretary-Treasurer

810 David Hewes Building 995 Market Street, San Francisco



Roster of State Federation Officials

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REPORTS OF OFFICERS

REPORT OF PRESIDENT THOMAS L. PITTS

Los Angeles, July 1.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

At the outset of my report, it becomes necessary to look back to the day, approximately one and one-half years ago, which was the beginning of a reactionary administration from federal government standpoint, supported by all of those people who have been so positively opposed to the things that labor unions seek to develop as it applies to social welfare and economic living standards of the working people of the nation. Monies in huge amounts were spent in the campaigns conducted at that time to change the administration of federal government in this nation.

In my report to the convention last year, I stated, and I quote, "The results, being as they were, have caused those in this country who despise labor and reject completely the rights of workers to organize and bargain collectively, to become instilled with a great confidence that now is the time to begin a systematic program of wholesale destruction of labor unions." Such has proven to be the case.

While, from the sidelines, we have watched the Congress work, we have found that ineffective housing programs have been established by Congress, and the National Labor Relations Board has been destroyed from a standpoint of effectiveness in the field for which it was intended.

National Labor Relations Act

As a result of the appointments of the present national Administration to the National Labor Relations Board, we now find a 3 to 2 majority against the average working person of this nation; the Board, in itself, now adopting a policy of restricting its jurisdictions so that it will be less effective and serve a smaller number of people. And this brings vividly to mind the statement of President Eisenhower to the American Federation of Labor Convention held in New York City the year before last, when, in reference to the Taft-Hartley Act, he said that he knew the law might be used to break unions and that it must be changed; that America wanted no law licensing union-busting, and "Neither do I," said President Eisenhower, who was then the Republican Party's candidate for President.

After all of the fine language and discussion and speeches made to those high in office in the family of labor, we have traveled through two years of congressional sessions and, to date, have seen nothing occur in the way of reasonable and sound amendments that certainly are most necessary in the revision of the Taft-Hartley Act. On the other hand, we have seen appointments to the National Labor Relations Board, which are appointments of the President of the United States, that have, in effect, nullified even the small opportunities that might exist in today's Labor-Management Relations Act as we know it.

This in itself should inspire every leader of every local labor organization throughout the entire United States to a high degree of ambition to defeat such an administration that would hinder, particularly through appointments and changes of regulations, rules, scope and jurisdiction, the effectiveness of such a law, so that rather than give the working man his rights, many rights that he should normally enjoy under our Constitution and Bill of Rights will be taken away.

California Company Unions

As a result of this situation referred to above, great hope and confidence have been instilled in those who constantly oppose our organizations, to the extent that, particularly in the state of California, we are now faced with a great upsurge of activity in the organization of company unions. The sole purpose of the people who are organizing such company unions has been to avail themselves of the Jurisdictional Disputes Act existing in California. This has brought numerous law suits to the courts, in which many of our unions have had to defend themselves as a result of injunction suits filed and the cost has been extremely large. Naturally, all money spent on matters of this kind is that much less available for the program of organizing workers in this state. Situations of this kind must be corrected if at all possible within the time of the next session of the California legis-

Employment and Unemployment in California

Our state is undergoing a difficult period of time. We seem to be the recipient of the great migration that is occurring across the nation from other states, bringing a brand new population to California. This, of course, makes our job of finding and developing employment for all of these people doubly difficult. While most of our unions have been well able to keep abreast of rising living costs by negotiations of new contracts reflecting increases for the members of their organizations, there still is the serious problem of a measure of unemployment throughout the state and nation.

At this moment, average employment in California non-agricultural establishments, during the first six months of 1954, is off less than 1 per cent from the average for the corresponding period of last year. Nationally, non-farm employment was down by more than 2½ per cent. That is well and good as far as percentage figures appear in the state of California, except that we must reckon with this continuing increase in population.

At this moment, construction in the state is the one that has registered the most unemployment, particularly during the last half of last year and the first half of this year, 1954.

As I stated previously, wages developed by our organizations have resulted in a goodly increase which represents, on the average, I believe, about 3 per cent above one year ago; in fact, the present average weekly earnings of production workers in manufacturing industries have reached an all-time high of \$81.44 per week, which is \$2.39 higher than the June, 1953, weekly average. This alone is not the total answer, particularly with all the increased population. We must find employment for all of these people who come here because they, in themselves, are a danger to the standard of living that has been developed by the activities of the American Federation of Labor unions in California.

State Legislature

During the early part of this year, the special session of the legislature was called and, all of our people are acquainted with the fact that one of the items on the Goveronr's call was unemployment insurance. Almost everyone, I imagine, is familiar at this time with the fact that the increase of \$5.00 per week in the maximum benefit was adopted by the legislature and signed by the Governor.

Just recently, the first check in California for the \$30.00 weekly unemployment benefit was paid to a member of Miscellaneous Employees Local No. 440 of the Culinary Workers International Union in

Los Angeles. It was my pleasure to be present on this occasion—not in the sense that it is a pleasure to see someone drawing unemployment insurance, for I would much rather see them fully employed—but at the same time, I find myself conscious of all the factors that go to make up the economy and of the cushion that results from unemployment insurance, for I fully realize that the greater the weekly amount of unemployment benefits, the healthier our entire economy will be. It is for that reason, then, that the new increase brings a small portion of happiness.

Political Action Is Vital

Matters of this kind, the Jurisdictional Disputes Act, many other features that exist in the Labor Code, and other acts relating to the welfare of the American Federation of Labor movement in the state of California, urge upon all of us, I believe, a special will to get out and conduct ourselves in a fashion that will achieve the best political program that could possibly be set forth in the interest of the members of our organization throughout the state. In the forthcoming general election campaign in California, it is my fervent hope and wish that each and every representative of our organizations will conduct himself in a unified program as adopted by the California Labor League for Political Education conventions, the political arm of our Federation.

The opportunity to succeed politically is always available, but it requires the 100 per cent effort of all of the people involved as far as our labor unions are concerned, and all of such effort must be directed in one channel, else it is divided, separated, and the activity of each group nullifies the efforts made by the other. The history of the American Federation of Labor shows it to be a great democratic organization and democracy continues to succeed as long as its people accept the majority rules that come forth from such democratic organizations. Failure to heed the majority's decisions forthcoming from democratic processes can only result in wasted efforts by the parties involved and great losses to the people whose welfare is so directly concerned.

Charitable Contributions

The leadership and membership of organized labor are called upon at their place of employment and at home to contribute to an ever-increasing number of private health and welfare agencies. While we realize our responsibility and do support many of these agencies, we have also

been concerned about the numerous solicitations throughout the year.

This convention will recall that, in 1951, it was reported that the leadership of organized labor in Los Angeles County had formed the Labor Welfare Council for the express purpose of organizing a donors' or givers' plan which would adequately replace the major fund-raising drives at their place of employment as well as at home. This donors' plan is known as A.I.D. (Associated In-Group Donors). In less than three years, A.I.D. membership has grown to over 91,000 members and, to date, has given over six million, one hundred thousand dollars to the ten major A.I.D. causes. (Community Chest, Red Cross, American Cancer Society, etc.). At the same time, A.I.D. members also contributed to over 231 other "pet charities" by designating where they wanted their money to go.

There are 15 from organized labor who serve with an equal number of management and public representatives as members of the A.I.D. Board of Directors. We have received numerous requests from other cities and states throughout the country for detailed information on how to start an A.I.D. plan in their communities. It should be noted here that A.I.D. is an

association of donors; other united plans throughout the country call for the uniting of the major causes for purposes of fund raising.

On the other side of the ledger, we are able to point with pride to numerous successes attained in working with other members of the A.I.D. Board to effect changes or expansion of the services rendered by private charitable agencies.

The time and effort extended by the American Federation of Labor in establishing the Labor Welfare Council of Los Angeles County and giving impetus to the A.I.D. plan, has been well spent.

In addition, the usual amount of charitable, civic and public affairs have been attended by the office of the President.

I want to take the opportunity to express my appreciation to all of my colleagues for their whole-hearted cooperation throughout the entire year, particularly to the Secretary of the Federation, to the entire staff thereof, and to the local unions and councils who have responded so readily when called.

Fraternally submitted, THOMAS L. PITTS.

REPORT OF VICE PRESIDENT MAX J. OSSLO FOR DISTRICT No. 1 (San Diego and Imperial Counties)

San Diego, July 1.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

In dealing with economics, it is unfortunate that precision measuring tools and techniques are not available as they are in physical and other sciences. More reliance, therefore, has to be placed on judgment as the various indices are checked and summaries of them made. There can be no gain in saying that today's business activities continue to be characterized by mixed trends. Further liquidation of inventories has been helped by retail and manufacturers sales, which have averaged slightly above the winter lows. While seasonal advances in employment reduced the number of the unemployed by 4,000 from March to May, nevertheless non-agricultural employment continued its gradual down drift. A little encouraging sign was the raising of the average hours worked by employees in the manufacturing industries in May of this year. This upturn may continue, but only later developments will be able to establish it as a trend, or otherwise.

A bright spot in our economy has been the construction industry. Activity in this field continues to register increases over 1953, which was the most active year on record. For the first five months in 1954, new construction was about 2 percent above the same period last year. For May, alone, the gain has been 4 percent. The chief factor accounting for the industry boom has been the rising tempo of private construction. After lagging earlier in the year, public construction, beginning with May, was showing an equal percentage gain from the corresponding 1953 period. Commercial building has been especially prominent, and public utility construction is still a little higher than the activity for a similar period in 1953, while farm construction is considerably lower.

Unemployment

Although there has been a reduction of 1.5 million in non-agricultural employment over the past year, the total was almost 4½ million workers more than four years ago, shortly before the invasion of South Korea. To appreciate the movements in employment from which its counterpart,

unemployment, can be inferred, it is necessary to trace its development. Non-agricultural employment was rising rapidly in 1950 and the first half of 1951; in the last half of 1951, the uptrend slackened, but employment remained on a high plateau near the last half of 1952, when it again advanced more slowly until mid-1953. Since that time the decline has been continuous. By seasonally adjusted terms, the sharpest losses were felt during the last quarter of 1953, when employment dropped by 1.1 million workers.

In this period the contraction in employment spread practically to all segments of manufacturing and also affected the non-manufacturing industries, with each group losing over one-half million employees.

The effects of this situation have not been felt equally, and in the same degree throughout the country. In some industries the unemployment problem became acute, and this was also true as far as locality was concerned. There can be no doubt but what the unemployment problem has reached proportions which can no longer be overlooked by the government, even though the Administration anticipates an economic upturn and perhaps an amelioration of the unemployment situation. Certain measures should have been taken before now which labor has strongly urged from the time the downturn became evident.

Labor's Program

In these circumstances, we of labor must energetically fight for the objectives which we have recommended to the National Administration, and which should be supplemented on a local level.

First of all, there is no excuse for delaying the establishment of the \$1.00 per hour minimum wage by the national government. In California, the minimum wage for women and minors should also be upped to equal this figure. Secondly, the unemployment benefits are by far too inadequate to meet the growing needs of the workers who are out of employment. There is no reason to delay the upping of unemployment benefits so as to tide the unemployed worker over a period of unemployment without suffering irreparable losses. This would also help to maintain purchasing power which is needed in a time of growing unemployment. Social Security benefits should also be increased and brought into line with the increase in the cost of living, which is still mounting in spite of the downturn in our economy.

Taxes should have deleted from them all provisions calling for relief to special interest groups, and be reduced as much as possible for the low-income groups. The government should be urged to inaugurate projects which would absorb the unemployed until such time as the upturn in our economy becomes a definite pattern. These and other measures should be supported by labor, and it will be up to the local unions to mobilize community opinion to bring about such objectives. If labor unitedly will exert its strength, it will be possible to alleviate the present effects of the recession and minimize the suffering that it is causing the millions of workers in this country.

Educational Activities

During the past year I have accepted all assignments given me by the Secretary and President of this Federation and have served on various Federation committees. As Chairman of the Committee on Education, the Committee and myself have worked closely with the Secretary and President on all matters pertaining to it, and all actions and programs were developed by keeping in close contact with and seeking the counsel of the Secretary and President. It appears that the programs formulated by the Education Committee in complete cooperation with the Executive Council have been well received by the delegates attending various activities designed to promote a better understanding of labor's problems. As Chairman of the Education Committee, it is well for me to point out that any credit for its activities, if any, is due to the general, all-around cooperation given by the members of the Executive Council as well as the staff of the Federation.

At the request of the Secretary, Vice President Small and myself attended the Stanford Work Shop. It is generally acknowledged that effective groundwork was laid at this meeting to provide for a fuller realization of labor's role in education and labor's direct objectives and sincerity in maintaining a policy to benefit the general public.

This meeting resulted in our State Federation participating in further educational activities as well as lending its assistance in the creation of the California Education Study Council, which is now a functioning group designed to study problems facing education. I am now serving as an Executive Board member of the California Education Study Council, and on the advice of the Secretary, I have also accepted a request to serve as a member of the Ad-

visory Board of the California Parents and Teachers Congress.

"Wetback" Problem

At the request of the Secretary, I have been active in seeking solutions to the problems affecting service crafts and building trades workers growing out of the "wetback" situation in California and our nation. In this connection, I have attended a meeting in Mexico City with Secretary Haggerty, and later a meeting in Nuevo Laredo, Mexico. Inasmuch as complete reports have been supplied the Secretary and the Federation dealing with this matter, I will touch only briefly on the highlights of the problem.

To say the least, labor as a whole is facing a most crucial problem in the unwarranted exploitation which is taking place as a result of unfair and selfish action on the part of some banker farmers. The position of the American Federation of Labor is one of cooperation. It is felt that Mexican contract workers should be used only after all available means have been taken to utilize American labor. It is well to point out that Mexican labor as well as American labor is united in its stand that no worker, regardless of race, creed, color or nationality, should be exploited, and that any foreign workers employed in our country because of emergency conditions should be protected by the hardwon rights of American organized labor. Security should be provided for any foreign worker as an equal and on an identical basis with the American worker.

The meetings held in Mexico City and Nuevo Laredo, Old Mexico, have established a firm foundation of mutual respect and interest between workers of our two great republics. We are all determined to conduct ourselves in such a manner as to provide the greatest security to our two great nations and to fight Communist infiltration in every manner possible. The organization that has been created will lend itself, naturally, to a better understanding of mutual problems as well as work with the governments of both countries to prevent the exploitation of the workers involved and to protect their interests.

Other activities involving the "wetback" problems consist of the appearance of myself and other members of the Council on television programs exposing the problem and exploitation involved.

San Diego Organization and Negotiations

During the past year Plumbers No. 230 received a pay increase of 15 cents an

hour, making a prevailing scale of $3.12\frac{1}{2}$ an hour. After diligent efforts, an agreement was secured as a result of arbitration between members of the union and the Plumbing, Heating and Piping Council of Southern California.

Sheet Metal Workers No. 206 secured a two-year agreement providing for a scale of \$3.00 an hour. In addition, the agreement provides a better vacation plan and increased health and welfare contributions.

Bus Drivers No. 1309 was successful in averting a crippling public transportation strike during September, 1953, and in the negotiations secured a 6 cents an hour pay increase.

In the poultry field, Butchers No. 299 was successful in receiving an increase of from 8 cents to 10 cents an hour, and in the packing industry was able to establish a wage increase ranging from 5 cents to 12 cents an hour, with retroactivity as far back as one year. In addition, the local health and welfare program was established for salesmen as well as production workers.

At the time of this report, Teamsters No. 542 and Butchers No. 229 are engaged in a struggle with Swift and Company to secure the health and welfare plans requested by the two unions. Up to this time, Swift & Company has remained adamant in insisting that the company plan be accepted, although the company plan is far inferior to the local unions' plans. It should be recognized in this case that the entire meat industry has accepted the health and welfare plans of the two respective local unions.

Two thousand painters, carpenters and electricians returned to their jobs last January at the close of a thirty-five day strike. The terms of the agreement provided a pay increase of 5 cents an hour across the board and six paid holidays. The latter provision has been sought by organized labor in this area for over fourteen years and was one of the main points that delayed an earlier settlement of the strike.

Painters No. 333 negotiated an increase for its sign painters, which brings their scale up to \$3.00 an hour and thus places this wage scale on a par with other West Coast sign painters.

Retail Clerks No. 1222 was successful in receiving a \$4.00 increase in wages for its members. In addition to this increase, the Retail Clerks Union in San Diego is performing a responsible job in bringing about complete coverage of their members under health and welfare plans. The last to

come under health and welfare coverage are the liquor clerks, who will be covered starting August 1, 1954.

An extensive organizing campaign has been waged by Electrical Workers No. 563. Large and small shops throughout the county have been organized, covering television operations and others. A general increase of 6 cents an hour for members at Consolidated Vultee Aircraft was also received.

All Teamsters locals have made worthwhile progress during the past year, and in the milk division a constructive effort is taking place to force out company unions which are sponsored by a few small local dairies.

Difficulties Faced

Our movement this year is faced with a serious problem affecting the Building Service Union in this territory. The Building Service Union has put up an aggressive and tireless fight against a minority group in San Diego, which is refusing to establish a guaranteed forty-hour week. This controversy will soon be going into its fourteenth month.

The Culinary Workers in San Diego have been subjected to vicious and unfair attacks by a recalcitrant group of employees. In various instances attempts have been made to establish company unions when workers have struck to enforce their just demands. Recognizing the problem, the entire labor movement has united behind the officers and members of the Culinary Workers' Union to see that their members are successful in warding off this attempt to worsen their working conditions. The International Union of the Culinary Alliance is to be complimented for dealing in an effective manner with the problems as they have presented themselves.

Imperial Valley

In Imperial Valley, where the sun spends the greatest portion of its time, our local unions have been most active. In the construction industry, the Laborers have established a scale of \$2.05, the Carpenters \$2.70 and the Teamsters \$2.13 per hour. The Electrical Workers have established a rate of \$2.20 per hour, or a 10 cents increase across the board. The Painters were equally successful in getting worthwhile considerations for their members.

The Bartenders and Culinary Workers succeeded in signing up several new establishments without a strike, and this is indeed an accomplishment, taking into consideration the anti-union attitudes which prevail.

The Butchers and Teamsters, after a series of negotiations, were able to sign up the Anza Packing Company to an agreement, establishing Southern California wage rates and conditions.

Politically, the Imperial Valley Council was successful in securing greater coordination in their activities than ever before in support of candidates endorsed by the California Labor League for Political Education.

Miscellaneous Local Activities

The First North American Conference on Apprenticeship was held in San Diego in August, 1953. This conference drew delegates from labor, management, education and government throughout the United States, Canada, Mexico. More than 2,000 delegates attended. The Secretary of our Central Labor Council, Brother John W. Quimby, is to be complimented for doing a most excellent promotional job in this affair. He was selected as Chairman and Executive Director of the entire Conference for both management and labor, C. O. Taylor, President of the Council, served as acting Co-Chairman. The conference called for a revision of Veterans Administration rules that tend to restrict a natural development of apprenticeship programs. and asked that decisive steps be taken toward better public understanding of apprenticeship.

Our First Annual Labor Day Ball was a great success and a permanent Labor Day Ball committee has been maintained. The Labor Day Ball has been established as an annual affair by our labor movement to tke the place of a Labor Day parade.

A special event took place when Musicians No. 325 observed the 50th anniversary of the founding of the local union, the charter being received on September 23, 1903, when a handful of staunch union musicians banded together to form a union.

Under the auspices of our Central Labor Council, the secretaries and business agents attended a four weeks' course in union leadership and human relations. The classes met three hours one day a week.

Of special note, Electricians No. 563 has purchased property occupied by one of the branches of the Bank of America, and after extensive remodeling, the building will be used as the local union's headquarters.

In Memoriam

During the past year we have had the

misfortune to lose some outstanding leaders, among whom were M. L. Radcliff of Electricians No. 563, Tommy McGillin of the Stagehands Union, C. W. Wernsman, Building Material and Dump Truck Drivers, and George Nagel, veteran Musicians business representative. Mention is made of these names in respect to their memory and in deep appreciation of the many faithful years they devoted to our local labor movement.

Civic Activities

In our civic activities we have been busy on many fronts. The most outstanding of these was the successful campaign of our United Success Drive in which we far exceeded the established quota. Many worthwhile community projects can now be expanded, instead of being curtailed, as a result of this successful activity. Our labor movement in the county can take a great deal of pride in this achievement.

Scheduled to open during the 1954-55 school year will be the new Samuel L. Gompers Junior High School, named in honor of the founder and first President of our American Federation of Labor. This school will accommodate some 1,500 pupils under the direction of a teaching staff of 54 teachers.

The annual Christmas party for San Diego's underprivileged children was a great success, and over 2,000 children were provided for in this worthwhile activity, conducted under the joint auspices of the labor movement and the Salvation Army.

This has indeed been a busy year, and it has been a genuine privilege to have again served with our most efficient and worthy President and Executive Secretary, as well as with all of my colleagues on the Executive Council.

Fraternally submitted,
MAX J. OSSLO.

REPORT OF VICE PRESIDENT JACK T. ARNOLD FOR DISTRICT No. 2 (Long Beach and Orange Counties)

Long Beach, June 15.

To to the Fifty-Second Convention of the California State Federation of Labor—Greetings:

The year that has elapsed since the last convention has been one of progress, with not too much of an unemployment problem. Unemployment in both the building and construction and service crafts was aggravated by the influx of workers from other parts of the country who had been led to believe that work was plentiful in Southern California.

Long Beach Area

The Building Trades Council under the able, dynamic leadership of Secretary Bryan P. Deavers, has forged steadily ahead. Due to the fact that construction work started slowly in 1954, some of the trades were for a short time faced with the threat of serious unemployment. Most of the locals, however, now have all of their people working, and from all indications work will be available in the construction field.

Construction Activity

Housing tracts, while not as large as in the past, have increased numerically and the school building program is still under way. Lakewood Center is increasing commercial building constantly, and while construction of the proposed hospital and the office building has not been started, it is still on the agenda for the Center. The City of Long Beach will, before too long, start construction on our new Marina in Belmont Shore and the addition to the Civic Auditorium. It is the prediction of the building trades that money will be spent in the Long Beach Naval Shipyard to offset subsidence and a twenty million dollar program has already been started in the Long Beach Harbor to overcome the subsidence problem.

Wage increases have been general, with health and welfare plans the rule with all of the sub-trades. The basic crafts are insisting upon a health and welfare plan in their agreements with the respective employer associations. The Laborers Union, having outgrown its present headquarters, is constructing a new \$100,000 building in North Long Beach.

Service Trades

The service trades in this area have also kept abreast of the times, with most of the crafts securing wage increases and fringe benefits. The Retail Clerks Union, after months of arbitration, emerged victorious in January, 1954, with a substantial wage increase, retroactive to April 1, 1953. In February, dependency coverage was secured for all full-time employees for the Drug and Shoe Company employees, and in July

this dependency coverage will be extended to the Food Store employees. Additional benefits have also been secured for the employees themselves. With admirable tenacity and in spite of seemingly unsurmountable obstacles, the clerks have maintained picket lines on the Pep Boy stores, the Circle Drug and the Standard Market, which is located in Huntington Beach. The officers and members of this very fine local are to be commended highly for their unceasing efforts and determination to organize the unorganized and to secure better wages and working conditions.

The Cleaners and Dye House Workers Local here, though somewhat small numerically, is nevertheless very active. They have maintained a picket line for approximately ten months on the Olympic Cleaners, and will, of course, emerge victorious. They have just recently renewed their agreement with the employers.

The Sales Drivers and Teamsters continue to forge steadily ahead, securing wage increases and better working conditions, and are always ready to lend a helping hand to the other organizations—which is not only commendable but deeply appreciated.

Culinary Crafts

The Local Joint Executive Board of Culinary Workers and Bartenders were successful in negotiating a substantial wage increase and additional benefits in the form of life insurance through the health and welfare plan. We believe that the following information is worthy of thought and consideration in connection with future negotiations: the nationally known Victor Hugo Cafe in Laguna Beach was badly damaged by fire on Easter Sunday, and was closed until July 1st, but the employer carried insurance which covered the payroll, and none of our members suffered loss of pay during the period the establishment was closed.

Bellflower Herald-Enterprise

Following the tradition of the International Typographical Union not to walk away from a battle, the strike at the Bellflower Herald-Enterprise has been actively prosecuted by the Long Beach Typographical Union since February 7, 1951. Under the direction of Hobart M. Hall, President of the Long Beach Local, continuing pressure is being maintained, with the result that the struck paper is now but half the size of the union paper being published in the same area. Although in the past year the union's officers have been haled into

court on contempt charges, which case they won, they have also secured a favorable decision liberalizing the original court order which dissolved the picket line under the Jurisdictional Strike Act. All in all, the year has been one of progress and it is hoped that a complete victory will be won in the not too distant future.

The Central Labor Council, under the able leadership of President Callahan and Secretary Brown, has functioned very smoothly and has been able to adjudicate most of the problems which have arisen.

Orange County

The labor movement in Orange County has been able to retain all of the gains made in the past and to make progress, in the face of its share of unemployment and stubborn employer resistance in the form of anti-labor organizations. One of these anti-labor contractor organizations which was formed by several so-called labor relations attorneys to combat unions in the building trades, has been successfully defeated by disqualification before the NLRB.

All unions affiliated with the Central Labor Council have cooperated to the fullest extent, with the result that all have made steady progress. The construction crafts have won advantageous recognition in the past six months and have consequently been able to tighten up on working conditions to the point that Saturday work has been practically eliminated and all members are required to secure work orders before going on the job.

The service crafts continue to make slow but steady progress both in the interior and on the coast line in Orange County.

Construction Plans

It is our prediction that Orange County will in the very near future become not only one of the busiest counties in the state, but one of the best organized. Construction is scheduled to probably reach an all-time high, with Disneyland Inc. planning the construction of a combination playground and real life museum, near Anaheim, at a cost of twelve million dollars. The Aldon Construction Company and the Halper Construction Corporation will build approximately 12,000 homes in the county as well as two large shopping areas

The Central Labor Council, under the able and alert leadership of President Conzelman and Secretary Devine, has done a splendid job and has cooperated to the fullest extent with all unions, thus ac-

counting for this very remarkable progress in one of the most labor-hating counties in the nation.

In closing this report, I would like to stress one point, which in my opinion is largely responsible for the progress made in the district: it is the complete accord and cooperation that has existed between the building trades, the service trades and the councils, with each one at all times ready and willing to help in the others' problems.

It has been a privilege and pleasure to have worked with President Pitts, Secretary Haggerty, the other members of the Executive Council, and the entire staff of the Federation.

Fraternally submitted,

JACK T. ARNOLD.

REPORTS OF VICE PRESIDENTS FOR DISTRICT No. 3

(Los Angeles City Proper, Hollywood, North Hollywood, Burbank, San Fernando, Glendale, Pasadena, Pomona, Whittier, and San Bernardino and Riverside Counties)

REPORT OF VICE PRESIDENTS C. T. LEHMANN, HARVEY LUNDSCHEN, PAT SOMERSET, WILLIAM C. CARROLL, AND JOHN T. GARDNER

Los Angeles, June 30.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

Teamsters

In spite of a general business letdown in the past year, the trucking industry has continued to grow, increasing the number of employees it hires until it has become one of the largest industries in California with over 250,000 people on its payroll.

The increase in employment was reflected in the membership of Joint Council of Teamsters No. 42 and their wages, hours and conditions.

The same general improvement held in contracts negotiated with the industry. Wages were brought up to or above levels in other sections of the nation. Holiday and vacation provisions were improved. The greatest gains were made in the establishment of health and welfare plans for members not previously covered and improvements for these already under various plans.

However, all of these gains did not just occur. They were earned around the bargaining table, and, in a few instances, by economic action. And they did not come easily. Because of a general business letdown in other industries and an increase in the already stiff competition in trucking, union requests for wage increases and other benefits met with considerable opposition from management.

Another obstacle facing the industry and indirectly Teamsters Unions is the secret war against trucking being conducted by the railroads. Nationally and locally, the trucking industry is being forced to sap its

strength fighting a propaganda and legislative barrage aimed at running trucks off the highways and streets.

The Teamsters are solidly behind the trucking industry in this fight for survival, and are marshalling all forces at their command to stop anti-truck legislation and inform the public of the vital role trucking plays in the nation's economy.

New and intensified organizing drives have brought union wages, hours and working conditions to workers in several industries locally. Some of these have been sparked by the establishment of national trades divisions. All of them have been helped by the latter development.

Legislatively, the Teamsters joined with other AFL forces locally and on a state level to help defeat some of the worst antilabor legislation ever introduced.

The intense world situation has placed a decided emphasis on civilian defense and the Teamsters Joint Council is cooperating wholeheartedly in this preparedness effort.

Los Angeles Teamsters Unions have joined and are supporting the Los Angeles Union Card and Label League and its principles and aims. This new promotional organization will, the Teamsters feel, go a long way toward the patronage of union label goods and services.

Joint Council No. 42's progress is due in great part to the fine spirit of cooperation which Teamsters locals show each other and the splendid leadership of the council. Without these two factors, the council's progress might be a different story.

Operating Engineers

Again in 1954, Local No. 12 of the International Union of Operating Engineers is happy to report continued outstanding

progress. Membership of the organization now exceeds 14,000 and the unity of the members in supporting their organization and its officers remained at a high level throughout the past year.

Continuing an aggressive campaign of organizing any unorganized equipment operators throughout the territorial jurisdiction covering twelve Southern California counties and four Southern Nevada counties, Local No. 12 has grown in both size and prestige. Organization of civil and technical engineers has continued, with the result that it is anticipated that an agreement embodying several surveying classifications will be consummated, resulting in better working conditions and wage scales for this particular group of operating engineers.

The winter months of 1953-54 saw construction work reach an unusually low level, with the result that many members were out of work for considerable periods of time. Despite this fact, the membership of the organization proved their loyalty and confidence in their administrative officers by giving their negotiating committee full authority to take whatever action might be necessary in reaching a favorable settlement of contract negotiations with the Contractor Associations of Southern California. More than 5500 of the Engineers, meeting on June 5, 1954, voiced their support of their organization by extending this authority.

Operating Engineers Local No. 12, feeling that they had not received benefits rightfully due them under operation of the old master labor agreement with the Southern California contractors, negoiated in 1954 for a separate agreement covering engineers alone. While at the time of writing this report negotiations have not been concluded, it appears certain that the Engineers will reach a favorable settlement with the contractors, so that the entire membership will benefit.

Local No. 12 was particularly active in support of the State LLPE-endorsed candidates in the recently conducted primary campaign. Offering every possible support to Governor Knight, including presentation to him of an honorary membership card in the organization, the local union went down the line all the way in order to give the best possible support to the AFL-endorsed candidates. Plans are now being laid for an all-out effort in support of endorsed candidates in the general election next November.

Among accomplishments of Local No. 12 during the past year has been the estab-

lishment of a burial expense fund, paid for by the members at very low cost, but providing a sufficient amount for decent burial of any member passing away. Repeated expressions of gratitude from the beneficiaries of these members have proved beyond all doubt the value of the plan.

Through the medium of a monthly newspaper, the Engineers News-Record, Local No. 12 has kept all members informed and up to date on various items of importance to the membership. The local union expects to continue its organizing campaign and to constantly work toward the betterment of all members throughout the years ahead.

Motion Picture Studios

We are glad to report that employment in the Southern California motion picture studios currently is higher than it has been for several years. Many of the craft unions report 100 percent employment of their members. There are two reasons for the improved situation. One is an increase in production at the major studios producing theatrical movies. While they are not making as many pictures numerically as they used to, they are making more big pictures than they have for some years. For this we can thank the wide screen and other technological improvements which call for large-budget productions. There are few small or so-called "B" theatrical pictures being made in Hollywood today.

The other reason for the increase in employment is the fact that the Hollywood area is now firmly established as the television capital of the world, with more and more television programs switching from "live" to motion pictures. Ninety-eight series of filmed television programs were produced here during the last 12 months, providing a great amount of employment for our members. And almost weekly, announcements are made of new series to be produced.

This upbeat in motion picture production has resulted in a serious shortage of studio space for independent producers.

While the Hollywood employment picture is presently quite bright, the craft unions are still concerned over the problem of "runaway" production. "Runaway" companies are those American producers and American financial interests who, for one reason or another, are making in foreign countries movies for the American market which, if made in this country, would supply thousands of additional jobs for Americans. There has been a large

increase in "runaway" production since the end of World War II.

The unions recognize that some American pictures must be made abroad because they require authentic foreign locales. But we will continue our opposition against the practice of any American producer going abroad because he can employ foreign actorians and foreign actors and extras at lower wages than the going American scales.

During the past year, a lawsuit of great importance to all unions was tried in the Los Angeles Superior Court. In this suit, a dissident member sued the AFL Screen Extras Guild for \$431,000 libel damages, claiming he was injured by a newsletter which the union distributed to its members only, in reply to a written, untrue attack on the union which the member had circulated.

The trial was of special interest to all Hollywood unions because, in order for the union to successfully defend itself, it was necessary to introduce evidence concerning the Commie influences which existed in the late but unlamented Conference of Studio Unions. CSU spearheaded two disastrous jurisdictional strikes in the movie studies in 1945 and 1946. We are gratified that the dissident union member was unable to convince the jury of the validity of his claim, the case resulting in a jury dead-locked six to six.

The crafts of the Hollywood AFL Council during the year negotiated a five percent wage increase plus, for the first time, an employer contribution of two cents an hour for establishment of a pension fund, which is separate and apart from the previously negotiated health and welfare fund. After one year, the employees will start paying two cents an hour into the pension fund. The new agreement also embodies a cost-of-living clause, under which if the cost-of-living rises five percent, the unions may reopen the contract.

The motion picture unions and guilds, as did the State Federation, warned all their members to be on guard against the film, "Salt of the Earth," made under non-union conditions by persons identified as Communists and Communist Party.

Culinary Crafts

In the past year the Hotel and Restaurant Unions of Los Angeles were successful in negotiating a 7 cents wage increase, 30 cents a day effective January 15th, 1954, and an automatic 25 cents a day increase January 15th, 1955. Further automatic quarterly increases are provided

should the cost of living exceed the increase, by 1 percent.

Members of the Cook's Union won a cash allowance of 20 cents a day for the uniforms are furnished. Other crafts' uniforms are furnished by the employer. Three-year extensions of contract were negotiated in the drug and drive-in industries.

Employer contributions to our Health and Welfare Trust Fund were increased from 5 cents to 6 cents per hour effective July 15 to meet increased premium costs and to finance a dental care service to the 22,000 persons who are now provided with life insurance and complete hospital and medical care. A \$5000 polio insurance is a new protection which has been provided this year. Another innovation has been to allow each member to choose between the (Kaiser) Permanente medical plan and an alternate reimbursement and free choice of hospital and doctor medical plan. The premiums for each plan are the same, \$9.50 a month and are paid by the Trust Fund. Additional services cost \$3.50 a month and are also paid in their entirety by the Trust Fund.

Our new dental plan is the first within our International Union and the third in the United States. This service will start September 1 and will provide complete dental services, including denture and orthodontic care, to our members and their dependents.

The services of a trained social worker are provided to assist members in receiving the services to which they are entitled and for the investigation and prompt adjustment of their grievances.

In the past 26 months the Trustees of our Trust Fund have expended over \$2,000,000 in premiums for benefits and at the same time accumulated \$750,000 in surplus and reserves.

Our unions have been harrassed by company union organization for the purpose of preventing legitimate organization. An injunction case was won against the Laura in Beverly Hills where a company union was organized behind our picket line. Picket lines continue at the Laura. Damage suits against the Cooks and Bartenders Unions have been instigated and are seemingly sponsored by the so-called Committee for Trade Union Democracy. These are nuisance suits but result in costly litigation.

In 1953 the Joint Board won a wage arbitration against the Stan's Drive-In chains which was rejected by management.

We were forced to go to court for confirmation of this award. A court order was won and was promptly appealed by the employer. We were successful in getting the court to order the posting of a \$25,000 bond guaranteeing back wage claims. This order has also been appealed by the employer. This litigation alone has cost the Joint Board over \$800 this year, an amount almost equal to the retroactive wages due.

In the past year the NLRB has extended its jurisdiction into the chain drive-in industry in southern California. Bob's Drive-Ins in Burbank were declared under the jurisdiction of the Board and an election ordered in spite of an unexpired contract which was in force with our local in Burbank. This chain also has units in Glendale and Pasadena. The company union which won the Board election in Burbank has also filed for certification in Glendale and Pasadena. This assumption of jurisdiction by the Board is being fought by our local union in these cities in conjunc-

tion with the Joint Executive Board of Los Angeles,

The Joint Executive Board has marked \$50,000 for an organizing drive on Van De Kamps in conjunction with other involved unions. This drive is to be started within the next few weeks. Organizing committees of the Joint Executive Board have organized and won contracts with over 180 restaurants in the past year.

All unions affiliated with the Joint Executive Board are affiliated with the local and state political leagues and actively supported league-endorsed candidates in the recent elections. We plan an all-out campaign to help elect a democratic congress in November.

Fraternally submitted,

C. T. LEHMANN, HARVEY LUNDSCHEN, PAT SOMERSET, WILLIAM C. CARROLL, JOHN T. GARDNER.

REPORT OF VICE PRESIDENT ELMER J. DORAN FOR DISTRICT No. 3

Riverside, June 23.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

Another year has passed and as we look back over the activities of labor in San Bernardino and Riverside counties we find most of the organizations are in sound condition, but there has been some retrenchment. This has been brought about chiefly by the lack of work in the construction field and unemployment is quite prevalent in the two counties. Unfortunately, there is not too much in the foreseeable future to alleviate the unemployment situation.

As usual, many rumors are being circulated about big jobs coming into the area, but as yet we have no definite information as to when and where they will start.

Building Trades Developments

Negotiations have been carried on throughout all of the building trades crafts, and, in most instances, the subtrades have gained increases in wages and improvements in their health and welfare program. The negotiations that are carried on with Associated General Contractors and Building Contractors' Association have added the Excavating and Grading Contractors' Association and the Home

Builders Institute. These negotiations are being carried on with basic trades, and at this time, it is reported, settlements have been arrived at by the Laborers and Cement Masons, in which they have gained a health and welfare program for their members embracing the twelve southern counties of California. The remaining four crafts, namely, Engineers, Teamsters, Reinforced Ironworkers and Carpenters have not reached an agreement.

Culinary Workers vs. Company Unions

The Culinary Workers have had quite a successful year despite the terrific struggle they had in Barstow in combatting the vicious attacks by employer groups in setting up company unions. While the fight is not over, at this time definite progress is being made and we can assume that in a reasonably short time the Culinary Workers will be very solid in Barstow. I might add that the Culinary Workers were successful in having a restraining order against them in Barstow thrown out. and they were able to prove in court that the employer financed the setting up of a company dominated organization. I would like to point out at this time that although throughout the state of California the press is very biased against labor, quite the opposite is true in Barstow where the organization received the finest cooperation from the local press.

Anti-Union Activity

During the past year we have noted a terrific increase in the development of company unions, which are a challenge to the whole labor movement. At this time the Retail Clerks and the Butchers are engaged in court action involving the infamous Betty and Bert's Store. This firm, with the assistance of legal counsel, has taken the lead in injecting itself into any case where legitimate unions have difficulty and beginning formation of company unions.

We find several vicious types of ordinances in several of the outlying areas at this time. Serious study has been given to two ordinances in Palm Spring, dealing with the subject of picketing.

Organization in Trona

A decision of great importance has come out of the campaign to organize the Potash Company at Trona, in which the National Labor Relations Board acknowledged the rights of craft unions to carve out a unit. In this instance, Electrical Workers No. 477 was successful in its drive, and have now been certified for employees in its unit. It is hoped that, step by step, District 50 of the Mine, Mill and Smelter Workers will eventually be eliminated from this plant.

Apprentice Training

May 26th of this year marked one of the greatest days in the San Bernardino and Riverside area when a very large class of apprentices were graduated. The occasion was marked by a dinner and the presentation of certificates at the National Orange

Show Building. The outstanding speaker for the occasion was Governor Goodwin J. Knight of California. Standing-room was at a premium for this affair.

Central Labor Councils

The labor movement in Riverside, in my opinion , is one of the most progressive in the southern part of the state, and deserves tremendous credit for the spirit and unity demonstrated in the building of its new home, located at 1074 La Cadena Drive, Riverside. The building is now complete and houses practically all of the unions in the Riverside district.

The Central Labor Councils of both San Bernardino and Riverside counties have been successfuwl in promoting public relations with various groups in the district, and are quite active in LLPE work. They are uniting for the drive in November.

While the past year shows that labor has made gains and has improved its position in the district, we have also seen an outcropping of certain activities of the anti-union groups, which means that we will have quite a battle in this district. It is our sincere hope that employment will pick up in the construction industry and improve the situation.

I wish to express my appreciation to the AFL leaders in the area and to the officers of the State Federation of Labor for the marvelous cooperation received in the past year. It has been a privilege to serve as a vice president of the California State Federation of Labor.

Fraternally submitted, ELMER J. DORAN.

REPORT OF VICE PRESIDENT ROY BREWER FOR DISTRICT No. 4 (San Pedro, Wilmington, Redondo, Inglewood, Venice and Santa Monica)

Wilmington, July 1.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

The labor organizations of this district during the past year have experienced both prosperity and unemployment. At the start of my term in office, employment was at a high level and remained so until December of 1953. From then until the early part of April, we had quite an unemployment slump to deal with. Many local unions reported that they had more members on the out-of-work list than at any other time prior to the start of World War II. By mid-April, however, business

began to pick up and it has steadily increased until today there is only an average unemployment problem in District No. 4.

Building and Construction

The Building Trades Unions in the harbor area have had several large projects under construction, especially a large development of medium homes in the Palos Verdes Hills. For years this has been a choice site for those with sufficient monies to live in this exclusive district. Today it has come within the reach of the workingman or woman and more and more workers are purchasing homes

in this great residential area. Another large project is the building of an Oceanarium at Portuguese Bend which lies on the coastline of the Palos Verdes Hills. This three million dollar project will attract tourists from all over the nation when it is completed. It is still in the process of construction, but it is expected to partially open in August of this year.

Industrial Relations

We in the Fourth District are gratified to report that there were no major strikes in the area during the past year. I am sure it is a well recognized fact throughout the state that the cities comprising District No. 4 have been almost 100 percent organized for a great number of years, and as new industry is moving into the area all our local unions are continuing their organizational programs and making great strides.

One of the cities in our district has become quite an industrial center. The City of Torrance is growing by leaps and bounds, and new industry from the eastern states is locating in this area every day,

employing a vast number of our union members.

Collective Bargaining

Many of our local unions are now in the process of negotiations and they report that they are having a tougher time than they expected in winning any of their demands. It seems that the general trend of employers today is to keep labor from making any more gains and to turn back the clock of labor's advancement whenever and wherever they can.

At this time I wish to convey my deepest appreciation to the local unions and councils of the Fourth District for the cooperation and support they have given me during my term of office.

It has been a great pleasure to me to have served as the vice president of District No. 4, and I only hope that I have done my job well and have not been a disappointment to those who were responsible for my election to this office.

Fraternally submitted,

ROY BREWER.

REPORT OF VICE PRESIDENT WILLIAM A. DEAN FOR DISTRICT No. 5 (Ventura, Santa Barbara and San Luis Obispo Counties)

Santa Barbara, July 1.

To the Fifty-Second Convention of the California State Federation of Labor— Greetings:

The past year has been rather slow, with many of our people unemployed. At the present time, however, most of them are back at work. It has been a greater struggle this year to obtain increases or other benefits. The majority of the locals were faced with requests for a decrease, but, for the most part, they have been able to receive some increases for the benefit of their membership.

Construction Outlook

The outlook in the construction field is very good in all three counties, with several large projects starting that should give employment to our people for some time come. In San Luis Obispo County, they are working on several projects with more to start in the near future. In Santa Barbara County, Johns Mansville is starting a large project in Lompoc, and the University of California has been building for some time in Santa Barbara, with another large building starting. In Ventura County, there has been a big housing boom, with projects in Heuneme, Oxnard and Ventura, and more being planned.

Political League

Our Tri-Counties LLPE has adopted some fine by-laws, and we feel that this will help us in our organization as more locals have affiliated with us since these by-laws have been in effect. We were not too successful in the primaries, for we lost two of our candidates, but we are very hopeful for the general election.

Federation Convention

The Committee for the Convention that was selected from the Central Labor Council and the Building Trades Council has been working very hard at arrangements for this convention. We hope, however, that too many of the delegates are not disappointed in their reservations, being put in motels, as motels seem to be the thing today and a great number of them have been built here in the past few years.

I wish to thank the officers of the Federation for their assistance and cooperation this past year, and to state that it has been a privilege to serve on the Executive Council.

Fraternally submitted, WILLIAM A. DEAN.

REPORT OF VICE PRESIDENT PAUL L. REEVES FOR DISTRICT No. 6 (Bakersfield to Merced)

Fresno, July 1.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

It is gratifying to report that local unions contacted have reported material gains during the past year, which has been a rather trying and unusual one in the Sixth District.

Only the continued hard work of the representatives, who are too few in number, have prevented a disaster to some local unions in the District.

Employment Conditions

In October of 1953, the Republican Administration raised interest rates, and with tight money resulting, many industries were caught off-balance in mass lay-Through the winter and spring months, unemployment mounted to twenty-five percent in the construction industry, hotels, restaurants, bars, laundries, automotive, packing houses, clerical and agriculture. When the Administration changed policy, money began to loosen some, and starting in May 1954, things began to look brighter. At this writing less than five percent unemployment remains in most of the industries mentioned above. The construction industry looks particularly good now.

Housing Projects

Construction of housing and motels being built now and those reported for immediate construction will actually cost more than the total amount for the same type of construction in 1953, and should assure a better fall and winter season.

State Projects

New contracts let by the Division of Architecture for new building on the Fresno State College and the hospital at Porterville, plus the contracts let by the Division of Highways for many miles of four lanes on Highway 99 and the freeway through Fresno will aid the Operating Engineers, Teamsters, Laborers, and Cement Masons.

Heavy Construction

Vermillion Valley Dam being constructed for the Edison Company in the Sierras is fifty percent complete. Housing at Big Creek Number One for the same company has started, and Mamouth Pool Dam is

to be constructed soon and will add to employment opportunities for construction workers.

The Pacific Gas & Electric Company has received their permit to go ahead on the Kings River, where three power houses and dams will be constructed at a cost of around 90 million dollars.

Eight and a half million dollars has been voted in Fresno School District to construct more class rooms, which assures continuance of employment on school construction. For the public welfare, this perhaps is as good news as any I might give for the Fresno area.

School construction also continues in Madera, Kings, Tulare and Kern Counties at a rapid pace.

Construction of concrete laterals to carry water from Friant-Kern Canal and Friant-Chowchilla Canal to the agricultural areas of the valley continue. Many thousands of acres of the valley are now receiving water from these canals through the newly laid pipe lines. When completed, the added fertile acres of land will add to the agricultural wealth of the San Joaquin Valley.

Jurisdictional Struggles

During the past year, the State Builders Exchange and the California Employers Councils have again reared their ugly heads. The Builders Exchange instituted a program that no agreements would be signed by sub crafts or basic trades without first having approval of the Exchange. The California Employers Council circulated petitions in different parts of the District, which were signed by many employers, that the Council would furnish strike-breakers if the employers would guarantee to continue their business behind picket lines. This was particularly true in Tulare County, which remains a testing ground for the strength of organized labor. These two organizations are constantly picking out the weak spots of organizations and are a continued threat.

With too few representatives, who are constantly overworked, it is indeed a challenge to organized labor and should be watched by all concerned. If they are successful in making headway in this area as they have in the northern part of the valley, we will be placed in a very dangerous position.

Labor League for Political Education

The primaries are over, and labor-endorsed candidates have done very well. Financial assistance may be necessary if they are to be successful in November. There are still many local unions reluctant to do their share by becoming members of the State Political League. Lip service alone cannot elect candidates. It takes money, and sometimes lots of it, to elect a candidate of our choice. It also takes political know-how. Both money and experience can be gained by affiliating with the California Labor League for Political Education. The talent is available, but they need money to operate. Just three cents per member a month sent to

the League by all affiliates of the California State Federation of Labor can bring the desired results. Why not do all you can to see that our leaders, both on the state and local level, have the necessary finances to do a thorough job? Nothing can show we are behind their activities more than to give the power of the dollar.

It has been a pleasure to work with the officers and members of affiliated organizations during the past year.

I wish to thank the state officers for their splendid cooperation. They have done an outstanding job for the entire state.

Fraternally submitted, PAUL L. REEVES.

REPORT OF VICE PRESIDENT C. AL. GREEN FOR DISTRICT No. 7 (Stanislaus, San Joaquin and Adjacent Counties)

Modesto, July 1.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

And so another year has flown past us since our last convention in San Francisco. District No. 7 has not seen too much change. I am glad to report, however, that there have been no major losses as a whole, or at least, none have been brought to my attention. In checking with the various representatives in my district, I find that the local unions have lost only a very slight percentage of membership and then due only to the lack of industry or building programs. Many of the locals report a slight percentage of increased membership.

Stanislaus County Laborers

In the matter of negotiating contracts, it was pleasing to learn that for the first time in many years the Laborers had no trouble at all in their meetings with the AGC for the forty-six northern counties. An increase of $2\frac{1}{2}$ cents on health and welfare will start in February, 1955, and on wages, $7\frac{1}{2}$ cents raise has been in effect since May of this year. There has been much less work for the members than the previous year; still, locals have maintained their membership plus a slight increase.

Machinists

The Machinists Union has reported very much grief given by the California Employers' Association. However, they too, received an increase in wages. A very slight drop in membership occurred, due to lack of industry in the area. They dropped one business representative's service because of this decrease. The Modesto Machinists have built a new building which they moved into during the month of June. This building includes their office and meeting hall.

Musicians

The Musicians' Local at Modesto has over 200 members, and 25 of them are in the armed forces. Practically all of their music business is derived from week-end performances and most all members have other daytime jobs. Their secretary-treasurer, Mrs. Blanche Matthews, is very energetic and active. She is also the recording secretary for the Stanislaus Central Labor Council. This local, although small, is very sound financially and carries a \$500.00 death benefit for each member. Funds are suppled by an annual Musicians' Ball, which is always a big success. These members are very conscious of the importance of labor in politics. Their International President, James Petrillo, is on the Board of Directors of the National LLPE, and at their recent convention he strongly stressed this subject, emphasizing and urging the delegates to study the literature sent out by the LLPE, and to support LLPE financially.

Culinary Workers and Bartenders

The Culinary Workers and Bartenders had it tougher than ever this year to negotiate for a raise. This was their first attempt in two years and although they did get a slight increase, it was nowhere near the demand. They have a terrific

amount of transfers in and out continuously. They do not have a health and welfare plan, but do have a good life insurance policy for their members. Their business representative reports that they are having a hard time holding on to what they do have, and had to fight to hold in rather than take out conditions of the current contract.

Sign Painters

The Sign Painters are negotiating at this writing and are expecting to receive 35 cents an hour raise. Contract negotiations have been completed all but the signatures. The contract will be retroactive to March 1, 1954. They are sending a delegate to the Painters International convention this year. Have increased their membership since our last report.

Packing House Employees

The Packing House Employees at Modesto have organized two more plants; namely, Sunset Sternau Food Products and Farmers' Frozen Foods. They expect to do more organizing in the future. This union has just received a health and welfare plan in the packing house industry for the first raise of 2 cents across the board, plus the check-off system. It is negotiating now on a master agreement for the frozen food industry, which involves four plants in this area. The membership is holding its own.

Painters

The Painters, Paperhangers & Decoraters had their International Vice President Al King come into their territory to help them negotiate with the Master Painters for a new contract. They settled for the same conditions as the Bay Area spray regulations, receiving a 12½ cents raise per hour, making the scale now \$2.621/2 for brush painting and \$2.871/2 for spray painting. The membership is holding up and practically every member is employed. This was the first contract since 1952. Last year the Painters had moved their office to the Carpenters Building, but they returned to the Labor Temple a few months back.

Cannery Workers

The Cannery Workers Union at Modesto reports normal operations; same as last year. Two new plants opened up in Turlock; namely, the Schuckel and Western Frozen Foods. Membership has decreased some, due to one plant going into bankruptcy. Wages have not been negotiated

since the last convention because their last contract was signed for two years.

Teamsters

The Teamsters Union at Modesto has shown great progress in the past year. They received an increase in wages in all the various types of contracts. Membership has increased substantially. They have moved into their new headquarters (911-13th Street, Modesto) and have installed an automatic bookkeeping system in the office, which is being authorized by their International It is very unique and modern to the nth degree. Contrary to the usual happening when machinery takes over, this time it did not mean eliminating any hired help. Prior to moving their office, the members had much difficulty in finding a place to park their cars or trucks when necessary to do business in the office. The new location offers ample parking space at any time, which was found to be most welcome, and has speeded up the service to the members.

Carpenters

The Carpenters Union has moved into the quarters formerly occupied by the Teamsters. The office has been remodeled to suit the needs of the Carpenters Union, including a special room for the Carpenters' Ladies Auxiliary. Also, a portion of the office space has been partitioned off for the purpose of a waiting room with chairs for the unemployed members' use.

This local has been very much involved in the organizing program being carried on since last November which I previously mentioned in this report. In fact, the Carpenters spearheaded the drive, along with the Cement Masons, Lathers, Plasterers, and Painters locals. The Carpenters have continuously contributed the majority of man-hours in their mass picketing. They have maintained a picket captain and have a carpenter standing by at all times in a special office, equipped with a telephone set up purposely for the organizing committee's use for area contacts. Like other unions, the Carpenters have received increases in wages and health and welfare plans through their statewide negotiations. Membership has decreased due to lack of construction.

Building and Construction Trades Council

The Building and Construction Trades Council has had its problems in the past year. Our State Federation of Labor has sent in an organizer to help out with their organizing program. Many unions throughout the state have sent in financial help and many meetings have been held, with the International and district representatives coming in to tour the construction and picketed areas. Many volunteers came from adjacent counties on Saturdays and Sundays to help out with the picketing. Countless non-union built homes were not sold due to the Sunday picketing. Since most everyone concerned is already familiar with the Modesto situation, it is not necessary to go into detail.

Central Labor Council

The Central Labor Council in Stanislaus County has increased its affiliates by two in the past year. The Carpenters Local at Modesto reaffiliated in December, and the Radio & Television Technicians No. 202 has affiliated its Modesto members with the Council.

At the present time, the Council is sponsoring a Little League Baseball for Boys team along with the Building Trades Council. The local unions are sponsoring boys' teams also. Affiliated locals are responding to the newly formed Delta Blood Bank program, which will enable the members to receive blood transfusions if necessary through the coming year.

Both Councils always respond favorably to worthy programs for the health of the community. The Labor Council's affiliates presented the City of Modesto with a portable iron lung, which was purchased with money donated by twenty-three unions. The Women's Auxiliary to the Labor Council and the Postal Clerks Auxiliary also participated. A public program was attended by the daily press, and photographs were taken of the officers of the Council and committee members presenting the iron lung to the Stanislaus County Hospital directors and supervisors. Both Councils purchased tickets to the Shrine Circus so that the less fortunate children might be able to attend. The local baseball park also had a labor night for a baseball game with prizes, musical entertainment (furnished by our Musicians' local) and special ticket rates.

CIO-Riverbank

In my last report I mentioned that the CIO had succeeded in being recognized at the Riverbank ordnance plant, but as of this date, I understand that the CIO office is closed and only a smattering of members left. Also, no organizers seem to be around at present and have not been for several months. CIO union members in the

plant have indicated by vote that they no longer desire their union.

San Joaquin County

The San Joaquin County Central Labor Council is composed mostly of the miscellaneous crafts. Very few of the building and construction trades locals are affiliated. The Council's secretary reports they have been very successful in consummating new contracts and have had only one loss in their organizing program—the Payless Drug Store in Stockton, which is a chain store. All its affiliates are well established and very few strikes are necessary to reach agreements. At present they are having a strike in the Lumber and Sawmill industry which is being negotiated on a six-state basis, thus eliminating the Council from any part in the consummation of the agreement.

They have been very successful in handling miscellaneous craft difficulties. The secretary of the Council has stated that they do not have the needed affiliation and cooperation of the building trades unions. This Council has taken interest in city affairs, and at the present time labor is well represented in the city government and most all civic affairs.

Political Activity

The San Joaquin County Labor League for Political Education has been very active again this past year. They were successful in electing some favorable candidates to political office on both city and state levels. The League feels that the building trades unions do not cooperate, and so many of the union leaders seem reluctant to allow their membership to take any part in political programs. They were successful through the LLPE locally to get a favorable candidate nominated for Congress for that district, and feel they have a very good chance of getting him elected.

The Stanislaus County Labor League for Political Education was organized a few months ago and officers elected, and they have been active in getting favorable people nominated to the city, county and state offices.

I want to close by saying that I wish everyone the best of everything always, and also to express my sincere thanks for all the kindness, courtesy and cooperation offered to me by the members and officers of my district. I wish to give special thanks to our president and secretary, Tommy Pitts and Neil Haggerty, not only for their advice and cooperation extended

any time it was asked for, but also for the wonderful job they are doing for the Federation. constructive and beneficial gathering we have had since its beginning.

Yours IN UNION,

May our convention in '54 be the most

C. AL GREEN.

REPORT OF VICE PRESIDENT THOMAS A. SMALL FOR DISTRICT No. 8 (San Mateo and Adjacent Counties)

San Mateo, June 25.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

Unemployment problems beset the Eighth District during much of the past year, although at this writing the work picture is good and future prospects are bright. In spite of unemployment, the economic gains have been plentiful and public relations have hit a new high in all areas.

This district contains about 200 unions and between 80,000 and 90,000 union members. Unofficial estimates at the peak of the bad months were that at least 8,000 union members were out of work. It's not a pretty picture, but happily one which is much brighter now.

Despite the employment situation, most unions of the area were able to make contract gains, including either wage increases, improvements in conditions, or welfare programs. This is a heartening sign and indicates that continued good times are ahead.

Throughout the past 12 months the unions have been stressing improved public relations. In Salinas a labor council scholarship was created and awarded this year. San Jose unions resumed their radio programs, with daily and Sunday shows to keep advancing the cause of our A F of L unions. San Mateo building craftsmen donated labor for the Ground Observer Corps' "Operation Skywatch," building an entire observation station in a few hours atop a downtown building. Santa Cruz County workers built a Little League Stadium at Watsonville as a public service.

Of major interest to this district are three contributions to the field of arts by union people. Marvin L. York, San Jose bartender, wrote a published novel of the oil fields, "Come Hell or High Water." A San Mateo painter, Fred Harris, published his novel of the sea, "All's Well." William J. McCartney, a Redwood City painter, published some songs which have become popular.

Some apprentices of this district made

history, too. Robert Ohran, San Jose bricklayer apprentice, was named the best in the nation in national competition during the Union Industries Show in Los Angeles. Joseph Brennan, Redwood City painter apprentice, took lesser national honors in his field.

One of the most important of organizational gains was made in San Benito County, which has few unions and very little union activity. Here the Auto Mechanics Union was involved in the area's first National Labor Relations Board election and won the right to represent mechanics of a Hollister garage. Maybe this is the start of big things for that county.

Because it has been a big year, and because the counties of this district are proud of their accomplishments, let's look around:

Santa Clara County

Labor relations head the achievements of the year for this county. The Bricklayers Union celebrated its 50th anniversary with a big dinner. Retiring Deputy Labor Commissioner William Walls and his successor, Gene Barry, were honored at a big testimonial dinner. Labor took to the air with a big Labor Day radio show. I was happy to participate in all these events, and made many trips to the county otherwise on Federation business.

Two union officials were elected to the San Jose City Council, Fred Watson of the Bus Drivers, and Paul Moore of the Motion Picture Operators and Electricians. Dan MacDonald, secretary for San Jose union plumbers and also of the State Council of Plumbers, was named to the Plumbers' National Health and Welfare Planning Board which met in Washington, D. C.

Another San Jose youth won last year's labor scholarship, and we honored Sal Pusateri at last year's convention. Harold Thornton, office secretary of the Building Trades Council in San Jose for 20 years and during terms of several executives, was given due honors by friends and co-workers.

San Jose was the scene of a major national conference, the National Resources Conference, in which I participated in the name of the Federation, Many union groups had conventions in San Jose, including the Teamsters' Western Cannery Council, Barbers, Electricians, Lathers, and others. National Printing Week was observed in great style with radio shows, public demonstrations, a gala banquet, and an attractive "Miss Printers' Devil" to enliven proceedings.

The Painters conducted a successful expose of a racket by unscrupulous outfits trying to bilk the householders with a phony mastic paint proposition. The Paper Hangers conducted public classes in the craft. The Plumbers launched a campaign for a stronger building code. Welfare plans were put in effect by most unions. Ladies' Auxiliaries were more active than usual with public parties and other events. Christmastime parties were numerous, and popular.

One of the biggest gains was the organization of public employees, including policemen and firemen in San Jose, Santa Clara, Los Gatos, and firemen and deputy sheriffs in the county government. Contract negotiation was started late in June.

San Mateo County

Here in my home county we are proud of our public standing also. Support given by unions to the Blood Bank, which was founded by organized labor, and to the United Crusade and other public campaigns is the highest. Late last year labor leaders entertained several prominent German union officials on a good will tour of this county.

Culinary and Bartenders No. 340, bought, remodeled and moved into new quarters in downtown San Mateo. We had a lot of our good friends from all over the state at a day-and-night "open house" to celebrate our new building.

A feature of the San Mateo County unity of action by labor leaders is the monthly luncheon meetings of union officials. Such prominent personages as State Labor Commissioner Ed Park, State Federation Research Director Jack Henning, San Francisco Labor Council Secretary George Johns, and many others have been speakers at these popular luncheon gatherings.

Several unions celebrated during the year, including the Plumbers who had a big 50th anniversary party with 1200 persons present. Most unions had Christmas parties and are holding summertime picnics this year.

One of the bright spots of our labor council meetings, incidentally, has been the showing of films on educational and labor topics. Delegates enjoyed motion picture stories of the City of Hope and of the Junior Museum program, as well as several union films of varying nature.

Monterey County

Salinas unions joined to create a \$250 scholarship for Hartnell College of that city, the first year winner being Bryant Low, who spends his evenings as a switchboard operator to get extra money.

The annual Christmas Party for youngsters given by the Labor Council here was bigger and better than last year, so big that a larger auditorium was procured. Many unions had big holiday parties for members and children also. A Labor Day barbecue was held in Monterey and an Easter party was held by the big Fish Cannery Workers Union. Teamsters Union offices had "open house" for members during the holidays.

A "full employment" campaign was launched by the labor council in Salinas, first such program in the state and one with a varying degree of success in city and county. A county building code was enacted after pressure by union leaders.

Monterey unions assisted in the campaign to make the Hearst Estate into a memorial park. With sardines still missing, some plants along Monterey's Cannery Row were being converted into industrial units, one to become a big fiber firm's western branch. Monterey Carpenters Union devoted a full evening to old timers and charter members at a 50th anniversary party.

Randolph Fenchel, veteran Salinas labor leader, died unexpectedly. Another oldtimer, John Mattos, became business agent for the Salinas Laborers Union following the prolonged illness of Bill Empie. After carpenter unions of both Salinas and Monterey joined the Building Trades Council, the council voted to reinstate a full-time business agent, with Dial Miles selected. Monthly luncheon meetings of building trades' agents were also started.

Union blood banks were created, Little League baseball teams were sponsored by unions, the Kennel Club show was supported, queen candidates were launched in Salinas Rodeo contests, the Carpenters Hall in Salinas was remodeled, the Culinary-Bartenders Union in Monterey moved to modern quarters—these are but a few of the high spots of a busy year.

Santa Cruz County

The campaign of culinary workers and bartenders to unionize Santa Cruz city restaurants, bars and hotels attracted widespread attention. Motion picture companies, union conventions, and other groups were asked to stay away until contracts are gained.

To keep public relations at a high spot, Watsonville union people donated labor to erect a new Little League ball park and to remodel the YMCA building. The big Labor Day celebration in Santa Cruz attracted state leaders and about 2000 people, with the State Federation's attorney, Clarence Todd, as keynote speaker. Several big dinner parties, plus Halloween and Christmas events were held by unions.

Watsonville Labor Council sponsored a public series of classes on labor problems and general forum sessions on social security benefits and to hear political candidates at an old-fashioned rally.

Santa Cruz Labor Council had a big party to help its secretary, Tommy Deane, celebrate his 50th wedding anniversary. Paul Burnett, president of the Building Trades Council, was reelected by the Laborers Union for a new 5-year term in a precedent-setting election. Burnett had been active in assisting the state in exposing the "wetback" problem as it affects industry and construction.

Work in Santa Cruz County was heightened by full scale activity on the Wrigley chewing gum plant in downtown Santa Cruz, first major industry in that area. In addition there were numerous road, pipeline, and housing projects. Santa Cruz Carpenters Union moved its headquarters to the Veterans Hall to gain needed additional space.

Conclusion

I regret that limited space prevents more detail, but only the highest points can be mentioned in such a report. I trust that omission of other names and events will not be cause for concern.

I consider it a privilege to serve this enterprising area as a vice president of the California State Federation of Labor. I have tried to cover the territory whenever called upon, and have made trips to every city and to most unions at some time or another, always on call when needed. The cooperation I have received from union officials and members in the district has been substantial and very pleasing.

May I express my sincere thanks to friends and supporters for giving me the opportunity to serve the district. I also extend good wishes to all delegates and officials at this State Federation convention.

Fraternally submitted,
THOMAS A. SMALL.

REPORTS OF VICE PRESIDENTS FOR DISTRICT No. 9 (San Francisco)

REPORT OF VICE PRESIDENT ARTHUR F. DOUGHERTY

San Francisco, July 1.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

My report as one of the vice presidents of the California State Federation of Labor's District No. 9 deals primarily with the activities of the culinary workers, bartenders, and hotel and club service employees in the hotel and restaurant business of San Francisco.

This has been an extremely busy period of lengthy negotiations with the employers, during which a strike was narrowly averted and arbitration was resorted to. The end results have, however, been gratifying, both for the members of our unions and for organized labor's industrial and public relations in this great city.

1953 Negotiations

The San Francisco Local Joint Executive Board and its affiliated unions; namely, Waiters No. 30, Bartenders No. 41, Cooks No. 44, Waitresses No. 48, Miscellaneous Employees No. 110, and Hotel and Club Service Workers No. 283, commenced negotiations with the San Francisco Hotel Employers Association on June 3, 1953. The end result was not reached until October 22, 1953.

After many weeks of continuous negotiations, the parties deadlocked and all issues were submitted to Hubert Wyckoff, impartial chairman, selected by the parties. The award which was handed down by the impartial chairman on October 22, 1953, resulted in a 70 cents per day increase in all classifications for some 5,000 culinary workers, bartenders and

hotel and club service workers, plus improvements in many of the working conditions.

During this same period, the agreement between the unions and the Golden Gate Restaurant Association was open for wages and hours only.

The negotiations resulted in a deadlock at the outset. Under the agreement with the Restaurant Association, the unions had the right to strike for wages only. After much publicity, a city-wide strike threatened. Three mass meetings were called by the unions, with a total attendance of some 12,500, and a strike vote was taken. The vote was 11.750 for strike against some 500 who did not approve. The strike was set for midnight, August 31, 1953. It was the unions' representatives, however, who, on the night of August 31, 1953, after full strike action had been granted to them by the San Francisco Labor Council, took the initiative in requesting further meetings with the employers, instead of exercising their prerogative of proceeding at once to bring about a shut-down of San Francisco restaurants.

In taking this step, the unions once again demonstrated that there are very few times when a common meeting ground between people of good will cannot be found through diligent search.

The postponement of the strike resulted in forty-eight hours of continuous negotiations. Ed S. Miller, vacationing in San Francisco at the time, participated in the last hour negotiations with the San Francisco unions, which resulted in a wage increase of 60 cents per day in all classifications, covering some 17,000 members of the unions.

On November 18, 1953, after two weeks of negotiations, Hotel and Club Service Workers No. 283 and Apartment & Hotel Employees No. 14, of the Building Service Employees International Union, were instrumental in correcting in all of the remaining small hotels the inequity created by the arbitration award with the Hotel Employers Association, granting to these two unions, improvements in their working conditions plus 35 cents per day increase in all classifications. Some 2,000 union members benefited by this contract.

1954 Negotiations

Ordinarily, contract negotiations for the year 1954 would not be completed prior to the 1954 California State Federation convention.

This year, however, the unions were confronted with a termination of an agreement with the Golden Gate Restaurant Association on September 1, 1955. at which time, in order to avoid any economic action, it would have been necessary to accomplish many things at the same time, such as: first, write a new agreement; second, improve all fringe wage compensations, particularly in the medical, surgical and hospital benefits and the contributions thereto; third, find ways and means to provide the proper reopening dates so as not to freeze all conditions for the full term of the agreement; and, lastly, to find ways and means of settling differences with the employers through arbitration.

In the San Francisco hotel industry, the unions were confronted with a similar problem, plus preserving arbitration in the agreement. After many weeks of off-the-record exploring, the unions succeeded in reaching an agreement with the hotel and restaurant industry prior to any reopenings provided for under their collective bargaining agreements. The following statement was released to the newspapers on June 25, 1954:

"San Francisco was assured of peaceful labor relations in the city's hotels and restaurants until at least 1960 by the signing today of long-term union contracts. The signing took place in the Mayor's office in a ceremony presided over by Acting Mayor Clarissa Shortall McMahon.

"The contracts are between the AFL culinary and hotel service unions affiliated with the San Francisco Local Joint Executive Board of Hotel and Restaurant Employees and Bartenders International Union and the Building Service Employees International Union, representing some 24,000 employees, and the city's major hotels and restaurants represented by the Hotel Employers Association of San Francisco and the Golden Gate Restaurant Association.

"Providing for periodic reopenings for amendment, the contracts prohibit strikes and lockouts and specify that all unresolved differences arising between the parties during their terms shall be settled by arbitration.

"Replacing prior agreements with one year more to run, the new contracts provide for increased employer contributions to the health and welfare funds and for major improvements in the employees' medical and hospitalization benefits, as well as other improvements in working conditions.

"Wage increases granted by arbitration award and negotiation last fall are continued unchanged, with provision for further review of wage scales next year.

"In a joint statement, union and management officials expressed their gratification with the mature attitude adopted by both sides in approaching the mutual problems of the industry and its employees, and it was announced that all parties would continue this cooperation through the joint participation of labor and management in the current efforts of the city and public-spirited citizens to provide increasingly better convention and tourist facilities in San Francisco. It was strongly emphasized by the unions and employers alike that the guarantee of a stable labor situation would permit long range planning by the city, by industry and by organized groups, with the assurance that San Francisco's reputation for hospitality will be maintained. This is our contribution to the future progress of San Francisco."

With the exception of the San Francisco Club Institute, representing all the private and residential membership clubs, all contract negotiations are now completed for the year 1954.

In closing, I wish to express to the members of the California State Federation of Labor my appreciation of the privilege it has been to serve it as one of the vice presidents of District No. 9, and to thank my colleagues on the Executive Council, President Pitts and Secretary Haggerty for the generous cooperation I have received from them at all times.

Fraternally submitted, ARTHUR F. DOUGHERTY.

REPORT OF VICE PRESIDENT GEORGE KELLY FOR DISTRICT No. 9

San Francisco, July 1.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

The San Francisco labor movement has completed another extremely active year. In addition to advancing the cause of labor, our unions have traditionally played an outstanding role in community affairs, and this year was no exception.

United Crusade

The San Francisco AFL movement extended all-out cooperation to the 1953 fund raising drive of the United Crusade, the city's overall charity organization.

Specifically, the movement took the following steps to support the United Crusade Drive:

- 1. The Labor Council appealed to all local unions to endorse the Crusade and support labor-management participation.
- 2. Teamsters Local 85 came up with a labor version of the Crusade's "loaned representative" program. As a result of this program, various business agents were assigned to campaign committees to carry out on-the-job solicitation.

Labor monies collected went to finance the activities of the 76 member agencies of the Community Chest, along with the American Red Cross, American Cancer Society, Arthritis and Rheumatism Foundation, San Francisco Heart Association, and the United Defense Fund—USO.

Political Activities

Four out of five labor-endorsed candidates were returned to office in the city election of November, 1953.

Elected by substantial margins were supervisors Francis M. McCarty, George Christopher, J. Eugene McAteer and Marvin Lewis. The voters turned their backs, however, on six major bond issues supported by the AFL movement.

Iin the primary elections of 1954, all but one of the AFL-endorsed candidates won their party endorsements for the state Assembly. Assemblyman Thomas A. Maloney (R) won both party endorsements and was thereby elected. Candidates Milton Marks (R) and John A. Busterud (R) both won their party nominations, but face serious fights in the November runoffs. Candidate Phillip Burton (D) lost to incumbent William C. Berry (D), deceased. The Democratic County Committee has since elected a candidate to run in the November election in Berry's place. Former Assemblyman Edward M. Gaffney (D) won his party nomination but also faces a runoff.

Labor Paper

"San Francisco Labor" completed its second year in December of 1953.

In a survey of its two-year existence, the paper announced it had been able "to muster only 10 percent of the AFL in San Francisco as subscribers." The first year's operation showed a loss of \$1,296.31. The

second year's operation showed a net gain of \$44.72.

Circulation revenues were \$1,621.58 lower in 1953 than in 1952. Advertising revenues were higher by \$2,642.30. Expenses were lower the second year by \$320.31. Average circulation over the two years was very close; in the first year the average was approximately 20,300; in the second year, 18,900.

The paper received its third award of merit from the International Press Association—this time the first award for the best original cartoon. The paper was likewise recognized in its first year of existence for its format,

In an appeal for more support at the end of its second year, the paper's editorial board declared: "The success of a labor publication rests on its circulation and readership. It cannot achieve fullest influence without a greatly increased circulation. Both the results of a readership study, as well as its recognition by national groups, testify to its ability to do a good job editorially of telling labor's story. The problem remains now, as it was in the beginning, of telling that story to a great many more thousands of union members."

Christmas Cheer

The Union Label Section of the San Francisco Labor Council played Santa Claus once again last Christmas to some 200 'teen-age youngsters from three city orphanages. Picked up in special buses, the youngsters were greeted at the Labor Temple with gay and colorful decorations. They were entertained with special movies and with a star-laden entertainment program. The youngsters were given an excellent Christmas dinner and were later presented with gifts, each of which was in response to their own requests previously obtained through a questionnaire.

The young guests came from Edgewood. Homewood and St. Joseph's. Chairman of the annual program was Jim Symes, head of the Union Label Section.

Health and Welfare Plans

Some 370 representatives of AFL organizations this April attended the Health and Welfare Conference sponsored by the 12 northern California central labor councils.

Delegates attended sessions considering types of plans, medical care, costs, and actual experience under plans.

The following recommendations highlighted the two days of conference study:

- 1. Eliminate widespread abuses under current prorgams in the form of over-charges and unnecessary and wasteful medical procedures.
- 2. Continue to press for realistic schedules of fees for doctor and hospital services and to seek to enlist the medical profession in maintaining those schedules.
- 3. Increase emphasis on preventive health care and on covering family dependents under welfare plans.
- 4. Encourage experimentation and competition among the various types of health plans to provide unions and union members with a continuing and expanding free choice among them.
- 5. Continue exploration looking to the establishment by labor of its own labor health centers.
- 6. Continue to work towards a program of national health insurance, in line with the strong stand taken by the American Federation of Labor.
- 7. Extend coverage of plans to retired, disabled and unemployed workers.

In closing, I want to thank the membership of the California State Federation of Labor for the privilege of serving them as one of the vice presidents of District No. 9, and to express my appreciation of the cooperation extended me at all times by President Pitts, Secretary Haggerty and my fellow members of the Executive Council.

Fraternally submitted, GEORGE KELLY.

REPORT OF VICE PRESIDENT HARRY LUNDEBERG FOR DISTRICT No. 9

San Francisco, July 1.

To the Fifty-Second Convention of the California State Federation of Labor—

Greetings:

In the past year the affiliates of the American Federation of Labor on the waterfront—seamen, fishermen and fish cannery workers and guards and watch-

men—have had their usual ups and downs the same as the rest of the labor movement, but, on the whole, we are able to bring a report of progress to this convention.

Fishermen and Fish Cannery Workers

During the past year, the Fishermen and Fish Cannery Workers Unions in Cali-

fornia have been able to negotiate a 12½-cent raise in wages, and have also succeeded in establishing a health and welfare plan—the first in the fishing industry on both coasts. The minimum wages now for women is \$1.60 an hour and for men \$1.80, which are the highest in the industry on a nationwide scale.

However, the fishermen and fish cannery workers naturally have faced many problems in the past year. For instance, in Monterey the fishing industry is practically extinct due to the fact that the sardines have disappeared. The Port of Monterey was one of the biggest fishing ports in California and depended mostly on the sardine fishing. During the past few years sardines have practically disappeared from the coast, which has made a big difference for the Fishermen and Fish Cannery Workers, not only in Monterey but also in San Pedro, where our affiliated Fishermen and Fish Cannery Workers' organization has felt the decline of this particular type of fish.

In addition, the Fishermen and Fish Cannery Workers are always faced with the problem of the low tariff on foreign fish. This problem has been with us for some time, due to the attitude of the State Department, which evidently believes that the foreign countries should be built up economically at the expense of the American workers.

The recent report of the "so-called" Randall Committee, which was composed essentially of big business men, was brought in to the President for the specific purpose of having it approved by Congress. If such a plan had gone through, it would have seriously affected not only the American seamen, fishermen and fish cannery workers, but also hundreds of thousands of American workers in various industries. Fortunately, Congress was in no mood to accept this report and it is definitely pigeonholed. We are in hopes that this scandalous report will never be accepted by the United States Congress.

The spark plugs in these various drives to lower the tariff come from big business and big manufacturers, both in the automobile and steel industries, and there is a very good reason why.

They have no objection whatsoever to building factories in foreign countries, using cheap foreign labor, and then selling the products in the United States. They always get their share of the loot. The American workers will lose out, however, because of this cut-throat competition from the foreign imports.

We have no objection to these "do-

gooders" helping foreign countries to get on their feet. They obviously must be on their feet now because of the billions of dollars poured into the various countries by the United States for economic aid. We do, however, object to the same people doing this at the expense of the American workers. We believe that the standards of living of the American workers should not be broken down; on the contrary, we feel they should build up the standards of foreign workers to the level of those of American workers.

Seamen and Shipping

Unfortunately, the only time the American seamen have full employment is during either a war or a near-war. Now, after the Korean war is over, unemployment is being felt quite heavily in the maritime industry for seamen on all coasts. This is nothing new. It has happened every time this country has been in war. During a war, this country and the American seamen are good enough to carry almost all the military cargo all over the world.

During the last war, for instance, with over fifty million tons of shipping, American shipping was called upon to do the job of bringing supplies to our armed forces overseas. They found that they had to depend upon American ships, American shipyards and American workers to build them, and American seamen to sail them. There was no one else around to do the job.

As soon as a war is over, however, this country has always had a peculiar policy -they forget all about the American merchant marine; as a matter of fact, since the last war they established a policy of helping all countries of the world to build merchant marines at the expense of the American merchant marine. Actually, through the phony policies of the U.S. State Department, outright gifts of ships were made to various countries of the world in order to help them rebuild their merchant fleets, and today some of those nations have more ships than they ever had before. Consequently, there are fewer American ships running.

Not only has this country encouraged and helped various countries to build their finances and build new merchant fleets, but countries that are not true maritime nations have been encouraged to establish themselves in the shipping industry for the benefit of fly-by-night American capitalists who want to operate their ships under cheap foreign flags, such as Panama and others. The last of these unholy

so-called maritime nations to enter the shipping industry is Liberia.

Liberia is a little republic on the west coast of Africa that was established in 1822 by the American Colonization Society, who shipped out small colonies of freed slaves.

By 1840, these freed slaves had acquired enough importance and had dominated a tribe of Negroes in the area to the extent that, with the blessing of the American Colonization Society, they were able to declare themselves an independent solvent Republic of Liberia, supposedly basing their constitution on that of the United States.

In 1948 a group of American business men, bankers and shipowners conceived the idea that this republic of Liberia would be a first-class refuge for shipping which might have to seek a foreign flag. The government of Liberia was consulted and they agreed to cooperate 100 per cent.

As a result of this swindle with this "so-called" republic, American capital and American shipowners, together with some foreign shipowners, have been able to establish a real haven for chiseling—chiseling on American taxes, chiseling on American labor and chiseling all the way around.

As soon as this deal was cooked up in 1948, hundreds of thousands of tons of brand new ships were built abroad, placed under the Liberian flag, and operated by American capital for the benefit of American capital exclusively.

They gave as their reasons for having their ships under the Liberian flag, oppressive legislation, high taxes, as well as the high maritime labor costs in this country. These are responsible for these people swinging their ships under these phony flags. The sad part of the whole deal is that many of these ships operating under the Liberian flag are carrying United States government cargo and receive quite a lot of consideration at the expense of the American shipyard workers and the American seamen.

These flag ships do not, of course, repair their ships in American yards, they do not buy any provisions in American ports such as food and oil supplies, and, naturally, they do not use American seamen. They repair their ships in the cheapest yards in the world, hire the cheapest crews, and many times their ships are crewed by Commies—as long as they can get them cheaply.

They make big profits: the owners do not have to pay taxes in this country and

they are beating the American seamen out of legitimate wages. And they are getting by with this right under the very nose of our State Department and Administration. You would think that Congress would do something about it, but it has been going on for years and nothing has been done to correct it.

Our opinion has always been, of course, that the only way to do away with this type of international thieves is to tie up the ships in every port in the United States. We have already pledged ourselves to do so. We must, however, have the support of the seagoing unions on the other coasts, and if and when the CIO agrees to go along with us on this, we actually can do a job on these fly-by-night chiselers.

Welfare & Pension Plans

In spite of the bad conditions that prevail in shipping, due to the cessation of hostilities in the Korean area, we can still report progress for the seamen.

As far as our welfare plan is concerned, it is now operating in pretty good shape up and down the coast. We have established apartments in the Ports of Los Angeles and Seattle to take care of the old-timers who are disabled and cannot go to sea. They have beautiful apartments where they can spend their time. It is not a "home" (there is no "home" rule). These are very comfortable quarters with frigidaires, electrical equipment and upto-date modern furniture, so the man who is able to can spend his leisure time without having to be in an institution.

In addition, we have rooms for some of the old-timers who are now pensioned off, and we intend to institute the same program in the Ports of Portland and San Francisco.

Because the Sailors Union of the Pacific is a coastwise organization, the man, regardless of what port he is in, is entitled to apply for one of these apartments, whether he is from San Pedro, San Francisco or any other given port.

Medical Plan. Besides the apartments, we have a medical plan which takes care of all of our members in the event they are not eligible for the Marine Hospital. We have a clinic in every port where a man can go to first-class doctors and receive proper treatment for his illness.

Disability and Sickness Payments. If a man is sick, is an out-patient from the hospital, and is taking treatments but is not receiving any benefits from the state, then the Union takes care of him at the

rate of \$100 per month or \$25 a week until such time that the man is fit to go back to work.

Hospital Benefits. When a man is in the hospital, he receives \$1.50 a day from the Union Welfare Plan for cigarettes, paper, etc., for a period of one year. After a year, they receive \$5 a week indefinitely. This is for serious cases, such as cancer, t.b., incurable diseases, etc. These men receive \$5 weekly for the rest of their lives in the hospital.

In our welfare set-up we have also established a \$2500 insurance benefit. If any member, or any man sailing under the Sailors Union jurisdiction, should happen to die, his next of kin will receive \$2500. If he has no next of kin, then the Sailors Union of the Pacific as an organization will take care of him and bury him in shipshape fashion.

Old-timers who have been unable to qualify for pensions for various reasons, such as if they had retired before the social security program was inaugurated or because of sickness, etc., are taken care of with a certain amount of money every month.

Pension Plan. We are happy to state that since our last report to the State Federation of Labor in 1953, we have been able to negotiate a pension plan for our members on an industry-wide basis as follows:

A man retiring after he has reached 65 years of age receives \$100 per month; however, if a man desires to retire earlier, he will receive a reduced pension, thus: at 60 years, he will receive \$65 a month for the rest of his life; at 61 years, \$70; at 62 years, \$75; at 63 years, \$80; at 64 years, \$85, and at 65 years, \$100.

In order to qualify for this, the man must have worked 20 years in a span of 30 years in the industry, not in one given company. Out of the 20 years, he must have worked 200 days each year or approximately seven months out of a year. Twenty years in a span of 30 years in the industry gives the man \$100 a month pension for the rest of his life from the Sailors Union pension plan.

Simmered down, the actual time a man has to work in the industry is 11 years in a span of 30 years and then he is entitled to this type of pension.

This, we believe, is the most liberal pension plan established by any organization in the labor movement and is better than any of them. As a matter of fact, we have not found one as liberal or that pays any more.

Total Disability. We have also estab-

lished a total disability set-up, where, if a man is totally disabled by heart trouble or by some accident, or if he cannot work in the industry any more and is so certifield by a doctor, he will receive \$50 a month for life. If he has a family, he will receive an additional \$10 a month for each child until they become 18 years of age.

His qualification is 15 years in the industry in a span of 25 years. In each of the 15 years he must have 200 days of qualifying time. In other words, out of one year's time he must have worked 200 days, and out of 25 years he must have worked 15 years. It must be remembered that under all our plans, you don't have to work with one company, or one firm. You can splice your time together from every steamship company sailed with. If you sailed with one or 10 or 20 companies, it doesn't make any difference. It is an industry-wide deal,

The pension plan, of course, is administered and handled directly through our own pension and welfare set-up. There is no insurance company involved. We handle the burden ourselves. The shipowners must contribute so much, and they are the only contributors to the pension fund. The man isn't taxed anything.

Vacation Plan

We have also established a vacation fund which we are handling directly under the Sailors Union of Pacific vacation plan. We handle all the vacations. The shipowners contribute so much, and we pay the man his vacation money, if and when he shows discharges to determine the time spent in each company. This is also an industry-wide deal. A man might work for four different companies in one year and still receive the same amount of vacation by bringing his four discharges into our office. A man is entitled to start taking his vacation after a certain period, such as at three months, six months, seven months, eight months, 10 months, 11 months, and a year. After a year, the man is entitled to three weeks' vacation with pay.

This is a much better set-up for the man. He can come up to the union hall whenever he wants to get his vacation as long as he has his time in. Suppose a man wants to take his vacation after six months, all he has to bring in is his discharge from the ships and show six months, and then he receives his vacation. He doesn't have to take it at the ship-owners' pleasure.

The Sailors Union of the Pacific Wel-

fare, Pension and Vacation Funds is a non-contributory set-up. Shipowners pay the whole bill: \$1.50 a day for each day a man is working. From these funds, we handle the welfare benefits, the pensions and the vacations.

We have hired Mr. Omar Hoskins, formerly with the Conciliation Service, as the administrator of our funds and he has done a very good job setting it up for us.

Not one cent of the money that we receive from the shipowners for this purpose goes to insurance companies. Policy is laid down according to law, with a board of trustees, two from the employers and two from the union, that meets once a month. So far, the policy has been the union policy. These are our ideas, and after all, that is the way it should be. We won it in negotiations, and that's that.

Naturally, in the last couple of years we have concentrated on welfare and pensions and not so much on wages, because our wages are the highest in the world and the highest in the country as far as seamen are concerned. Our conditions are way ahead of others, and we are the only union, together with the Firemen's Union, who now have pensions. We have no intention of relaxing our efforts on behalf of the men who go to sea. Nothing is too good for them.

Pacific Coast Marine Firemen, Oilers and Watertenders Assn.

We are happy to report that since the last convention of the California State Federation of Labor we have been able to align the Marine Firemen, Oilers and Watertenders Association, an independent union, with the American Federation of Labor through the Seafarers International Union of North America. This organization belonged to the American Federation of Labor some years ago. When the old International Seamen's Union broke up, they remained independent. However, they have now voted with an overwhelming majority by secret ballot to join the American Federation of Labor and they are also joining the State Federation of Labor and the Labor Council. This will be a great asset to the labor movement in California.

Marine Cooks and Stewards, AFL

The organizational drive in the Marine Cooks and Stewards, AFL, has progressed very satisfactorily, considering all the odds against the AFL. The American Federation of Labor issued a charter through the Seafarers International Union of North America to the cooks to enable

them to get out of the Communist-dominated National Union of Marine Cooks and Stewards. This organization was given a charter at the request of hundreds of men who absolutely refused to be part of a Communist conspiracy in the trade union movement, and is progressing very well, considering the odds. It has won several elections on the Pacific Coast; as a matter of fact, the National Union of Marine Cooks and Stewards is now defunct.

The latter union has been a Communist-controlled organization for the past 10 years and was headed by such Commie stalwarts as Hugh Bryson, now indicted for perjury by the federal government. They have closed shop all up and down the coast, and their successor is now the ILWU, Mr. Bridges' Commiecontrolled longshoremen on the Pacific Coast, which has taken over Bryson's defunct Commie outfit. They have done everything in their favor to stop a legitimate unit to be certified by the National Labor Relations Board so the cook can have a bona fide union to protect him in collective bargaining. As a matter of fact, they work hand in glove with the shipowners on the Pacific Coast.

The majority of these shipowners, including the subsidized operators, would not like to see the American Federation of Labor succeed in this fight, knowing it will cost them more to deal with a legitimate union. They would rather see the Commies win because they can always make a deal with the Commies, which they can't do with the American Federation of Labor on the waterfront. They will have to pay the price and are scared stiff that the American Federation of Labor will win the election. Consequently, they have done everything they can, including opening a fink hall on the waterfront in conjunction with the Commies, to stop the AFL from succeeding. So far, however, they have not been able to dent the progress of the American Federation of Labor. An election was held lately, and the only two contesting on the ballot were the AFL and the National Union of Marine Cooks & Stewards, Mr. Bryson's defunct Commie-controlled union. The latter received 15 votes, and the AFL received approximately seven hundred odd votes. Nevertheless, no certification has been made by the NLRB due to the fact that the majority voted for "No Union" as a result of a tremendous campaign made by the Commies in all Pacific Coast ports led by Bridges, Goldblatt and Company with the aid of the Commie-controlled Mine, Mill and Smelter

Workers, the Communist Party stooges in every port on the Pacific Coast, including the Commie rag, the People's World, to vote "No Union." Naturally, there are many Commie stooges in the National Union of Marine Cooks and Stewards who heeded the advice of the comrades and voted "No Union." Also, there were a number of non-union minded characters sailing in the passenger ships who are looking for tips instead of wages, and, naturally, they wouldn't like to have a union. Nevertheless, the "No Union" vote defeated a legitimate union in the field; consequently, no one has been certified. But this is only the beginning and we expect in short order to have another election, and we have no fear of its out-

The State Federation of Labor of California must be given due credit for the tremendous work they have done on behalf of the Marine Cooks and Stewards, AFL, both financially and in an advisory

capacity. Secretary Haggerty and Brother Jack Henning have at all times advised and helped financially. Naturally, the Sailors Union of the Pacific and the Seafarers International Union of North America have also been financing the drive to help these men get away from the scabby Communist Party-controlled union, and we expect to clean out the last vestige of the Communist Party aboard American ships.

Considering the times, we cannot complain about what our organization has accomplished. We have at all times stood ready and willing to help the rest of the labor movement and we intend to do so in the future.

We wish to extend, on behalf of our membership in the various fields, thanks to the various affiliates of the American Federation of Labor for past cooperation.

Fraternally submitted,

HARRY LUNDEBERG.

REPORT OF VICE PRESIDENT VICTOR S. SWANSON FOR DISTRICT No. 9

San Francisco, July 1.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

This mid-year of 1954 finds the San Francisco labor movement actively engaged in a number of projects, in addition to the duties it regularly performs for the benefit of the members of its unions and for the community. Three of these projects will be the subjects of this report.

Doctors' Panel

The San Francisco Building and Construction Trades Council was able this year to announce the realization of a long sought goal—agreement with a panel of doctors on a mutually satisfactory schedule of medical and surgical costs.

The agreement means that any building trades worker in San Francisco can call on the panel for a doctor, that the worker will know exactly what the medical service will cost, and that this cost will be a fair charge, well within the allowances provided by his union health and welfare plan.

At the same time the Council already has started moving for a similar agreement with the hospitals, which will regularize the cost of hospital care for building trades workers covered by health and welfare plans.

The doctors' panel program was nego-

tiated by the Building Trades Council's Health and Welfare Committee, consisting of Joe Murphy, chairman; Rolland Young, vice president, and Dan Del Carlo, secretary-treasurer.

More than 60 doctors have come into the panel and agreed to accept its scale of charges, and more doctors are joining the panel every day.

Names of the doctors associated with the Building Trades' panel cannot be published because of restrictions in the codes of the Medical Societies.

The committee expects that within several months it will have 200 doctors functioning in the panel, which has top-qualified people in all of the specialties such as obstetrics, pediatrics, dermatology, radiology, and the like.

Mechanics of handling calls for the panel doctors are carried out through a 24-hour telephone service known as the Health and Welfare Medical Exchange. Calls lead to an office visit, or a home visit if necessary, with one of the general practitioners on the panel. If attention by a specialist is needed, it is arranged. After contact is made with a doctor through the panel, the patient may continue dealing with him directly, but he still will be certain that he is meeting panel standards.

Physicians can become members of the panel by registering with it and agreeing to observe its scale of charges. That schedule, for physicians, is:

\$6.00 for a home visit.

\$4.50 for a hospital visit.

\$4.50 for an office visit.

The surgical charges are the same as those listed in the various union health and welfare plans.

The Council's committee has been working on this problem for the past six months.

Informal talks with hospital representatives have already been held to the end of seeking a similar arrangement for moderate charges for members of union health and welfare plans.

Swig Plan

The San Francisco Building and Construction Trades Council has approved the so-called "Swig Plan," offered this month by Benjamin J. Swig, San Francisco hotel owner.

This plan would raze the slum south of Market Street between Third and Fourth Streets, and replace it with a \$50,000,000 group of related facilities.

The area would contain: a 75,000-seat, covered combination baseball and football stadium; a 20,000-seat convention hall; an exhibit center; a transportation center centralizing the city's bus and airline offices and depot facilities; and a 30-story office building. Underneath the entire area would be a two-level underground parking garage with 7000-car capacity.

The structures would fill the area between Mission Street and the new Freeway south of Harrison Street, and between Third and Fourth Streets.

It would be connected by an underground moving sidewalk that would take pedestrian traffic along the Fourth Street side below Market Street and surface on Geary Street at Union Square.

This bold and imaginative project would relieve many of San Francisco's current headaches: it would help solve the downtown parking dilemma, centralize the bus and airline facilities and get them out of the congested area north of Market Street, provide the big outdoor sports stadium needed if San Francisco is to hope for a big league baseball team, and put the city back in the race for big conventions such as the current American Medical Association meeting, for which a circus tent has had to be pitched in Grove Street because the Civic Auditorium is too small.

Not the least of its attractions, from the point of view of building tradesmen, is the

fact that such a large project will make jobs for hundreds of journeymen.

Labor Temple

The vision of a new, larger San Francisco Building Trades Temple, in an easily reached Market Street location, with its own adequate off-street parking facilities, came a large step nearer realization this June with delivery by the architect of preliminary plans for the new structure.

The plans were drawn by noted Architect John W. Gloe, designer of the State Department of Employment building at Franklin and Turk Streets and many other San Francisco structures. The Council already owns the large corner lot at Market and Brady Streets, one-half block above Gough Street, on which the new building will be located.

The plans call for a three-story main building and an attached parking garage of 250-car capacity with a direct entrance to the building.

Arrangement of space will be:

Ground Floor—Dispatching hall, with recreational and billiard facilities, lunch and candy counters, etc., and five meeting rooms of various sizes with partitions that can be removed to combine all the rooms into one large auditorium.

Second Floor—Devoted to office space for the various unions and two conference rooms.

Third Floor-All office space.

The upper two floors will be "U" shaped, with a central light-well so that all offices may have outside windows for adequate light and ventilation.

Preliminary assignments of space and discussions with prospective renters are being carried out by Mr. A. J. Tucker, real estate expert and business engineer, who has been retained to help the Committee.

Mr. Tucker said preliminary studies showed that the new structure will have to have twice the floor space of the present Labor Temple, and that unions now housed in the Labor Temple alone need about 70 percent more space than they now occupy.

I want to take this opportunity to express my thanks and appreciation to the unions in District No. 9, and to the officers of the Federation for their friendly cooperation throughout the year. It is with much pleasure and pride that I have served the California State Federation of Labor in the capacity of vice president for another year.

Fraternally submitted, VICTOR S. SWANSON.

REPORTS OF VICE PRESIDENTS FOR DISTRICT No. 10 (Alameda County)

REPORT OF VICE PRESIDENT ROBERT S. ASH

Oakland, July 1.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

Wages and Negotiations

With only three or four exceptions, Alameda County unions have all negotiated improvements in their contracts in the past year, although employer resistance increases as each day passes. On two occasions, unions have had to strike to avoid reductions in pay and other benefits.

Notable gains were made by Carmen No. 192 (after a 75-day strike), Chemical Workers No. 62, Bakers No. 119 (after a 3-week strike), Office Employes No. 29, Candy Makers No. 119-C, Building Service No. 18, Paintmakers No. 1101, Carpenters, Cemetery Workers No. 322, Printing Specialties No. 382, and all Building Trades and Teamster unions.

Key System Strike

During the 75-day strike of the Carmen's Union, oficials of A F of L unions in the county assisted the carmen in many ways, principally in meetings with officials of the various cities covered by the Key System, raising finances for caring for the families of the striking unionists, and arranging for and promoting a public meeting in the Oakland Auditorium to give an opportunity to the union, the company and officials of the various cities to air their positions on the dispute. Everyone accepted our invitation to attend, except the Key System. Radio stations KLX and KGO and KGO-TV furnished full broadcasting facilities for the public meeting. The strike was finally settled when the company agreed to a substantial increase in pay and several other important improvements in the contract.

University of California Employees

After nearly a year of discussions with the administration of the Berkeley Campus of the University of California by the representatives of the Building Trades Unions and J. L. Childers, Representative of the Building Trades Council, the Regents of the University took it upon themselves to reduce conditions of employment for U. C. building tradesmen. The unions established picket lines at the University facilities and A F of L members respected

the lines. Within several days the Regents changed their position, adopted a new policy. The new policy was payment of Building Trades scales, conditions of established contracts, and elimination of University fringes. The new policy was accepted and the Building Trades returned to work.

Automobile Salesmen

The Automobile Salesmen's Union No. 1095 also were confronted with a reduction in pay. After a five-week strike, they too strengthened their organization by beating off the attempt of their employers. These trade unionists work for commissions, and the motor car dealers, upon the expiration of the contract, put into effect what amounted to a 25 percent reduction in pay. With the support of the Central Labor Council, Auto Machinists No. 1546, Auto Painters No. 1176, and Teamster Auto Workers No. 78, the employers re-signed the previous contract, ending the strike.

We are convinced that there is a calculated program going on now, on the part of some organized employers, to continue to probe for a weak spot in labor, so they can put into full speed a program of busting the Alameda County A F of L.

Unemployment

We have kept a record over the past few months of the employment conditions in the county and have come to these conclusions:

- 1. Unless there is planning now by the state and federal governments for public works and immediate assistance by them to city and county governments for rehabilitation and redevelopment within the next few months, there will be unemployed of sufficient numbers to seriously affect the economy of our county and state. Although the problem is not as great as it was in April, May and June, the fact is that building construction started 90 days late, there is very little construction in the planning stages for the future, and by October or November unemployment will again be a problem in construction.
- 2. Retail business in Oakland continues to decline and, depending upon which businessman is talked to, has declined from 8 percent to 33 percent in the past two years.

3. There have been more business closings the past year than in any other period since the depression.

Civic

Labor in the Tenth District has again this past year been active in civic affairs and a great many of our people are serving on various boards and committees.

The Mayor of Oakland, Clifford Rishell, is a member of the Painters International, and the Mayor of Albany, Lewis Howell, a member of the Retail Clerks. Cy Stulting, President of Teamsters No. 70, is Chairman of the Oakland Civil Service Commission, and Hugh Rutledge, Secretary of Painters No. 127, is Chairman of the Oakland Planning Commission.

Thos. J. Roberts, Engineers No. 39, is Secretary of the East Bay Regional Park District, and recently a park area was named in his honor.

Twenty-five representatives of labor serve on the Board of Directors of the East Bay United Crusade.

"Iron Lung"

Last year an iron lung was presented to the Alameda County Chapter of the National Foundation for Infantile Paralysis, purchased from the Mullikin Company, and much praise was given us for our gift. Later we were informed by the staff of the Polio ward of the County Hospital that the lung is in reality an "Iron Lung" and of no use to the hospital. We have been negotiating for about a year with the manufacturer for a refund of the purchase price of the "Iron Lung."

School Problem

Like nearly every other area in the state, Oakland's population increase has outdistanced the school facilities. Early last year, we began working with school officials for a program of rebuilding school housing, first, to eliminate earthquake and fire hazard buildings; second, construct additional buildings needed now, and a projected need for the next ten years. This total need came to 48 million dollars, but because of opposition by business, taxpayers, and apartment house organizations, and others, the amount was arbitrarily lowered to 30 million and a bond election was held. The opposition was too great, and the bonds were defeated. The opposition groups then, apparently because of embarrassment and to save face, proposed a 19 million dollar bond issue, which, because of the vicious propaganda against the original issue, was also defeated.

Our children, as a result, must again this year attend school in fire-traps and otherwise unsafe buildings, as well as in many instances, attend short classes. We are now attempting to work out some solution with the authorities to correct the mess.

Citizens' Committee for Rehabilitation and Redevelopment

Because of selfish political control of the county by a few oldtime Republican politicians, Alameda County has been for years a backward area. Nothing has ever been accomplished by the few who would like to rebuild.

This past few months, because of loss of business to the central Oakland business area, property owners and business establishments have begun to take stock. The result of this has been the formation of a Citizens' Committee (with labor representation) for Rehabilitation and Redevelopment. The Kaiser Company, through Mr. Henry J. Kaiser, has loaned to this Citizens' Committee one of their top men, Mr. Norris Nash, and before another year is past, we will be on the way to building a good clean city.

Political

Because of differences of opinion politically between our Councils and the State LLPE, we believe it proper to say only that the candidates endorsed by the State LLPE and the Alameda County Voters League qualified in the primary election.

Conclusion

Before I conclude this report, I think it only proper to report events affecting individuals in our movement.

Jeff Cohelan, Secretary of Milk Wagon Drivers No. 302, last year received a year's Fulbright scholarship and recently returned from England.

William P. Fee, Assistant Secretary of the Central Labor Council, and a member of Milk Wagon Drivers No. 302, was honored by a testimonial dinner, attended by 500 friends, for his 25 years as an officer of the Council.

Again on behalf of the trade unionists of District No. 10, I wish to thank the officers and staff of the Federation for their assistance to our movement.

Especially do we wish to thank Secretary Haggerty for his efforts as a member

of the Board of Regents, University of California, in bringing to a successful conclusion the dispute with the University.

To the many in the Federation who have

helped make my job easier, I also wish to express my thanks.

Fraternally yours, ROBERT S. ASH.

REPORT OF VICE PRESIDENT PAUL J. JONES FOR DISTRICT No. 10

Oakland, July 1.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

Since our last convention in San Francisco, several of our local unions, such as the Barbers, Watchmakers, Glaziers and Butchers, have had to go on strike. All those on strike have had a solid labor movement supporting them. All strikes have had a successful conclusion.

Building Trades

Our Building Trades unions esablished a picket line at the University of California. We were successful in getting the University of California and the Radiation Laboratories to recognize the wages, hours and working conditions of our master contract for all crafts. At the present time, all crafts belong to the Building Trades Council except the Carpenters. The Car-

penters are cooperating in the payment for pickets wherever they are involved. We hope that in the near future the Carpenters will again affiliate.

Central Labor Council

All Machinists' locals are back in the Central Labor Council. All local unions in the AFL are affiliated, and we have a solid labor movement with all of the groups working together.

Political

Our Political Committee is a going concern. At our last Political Committee election, all incumbent officers were re-elected. We have started neighborhood clubs. We feel that in the general election we shall elect some more friendly legislators and a senator to the state legislature.

Fraternally submitted,
PAUL L. JONES.

REPORT OF VICE PRESIDENT HOWARD REED FOR DISTRICT No. 11 (Contra Costa County)

Martinez, June 30.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

Steady progress has been the action of our labor councils and unions in District No. 11. Organizational work has kept pace with the increase in population and the development and growth of industry in Contra Costa county.

Employment as compared with 1953, when over a million persons were working in the bay area, shows little if any losses in all groups this year. The number of workers filing for unemployment benefits have been lessening, and by July there will be very little unemployment in Contra Costa county.

Business Expansion

Large expansion programs are in the offing for the major oil companies, and a multi-million dollar expansion program is contemplated by the American Can Com-

pany near the Columbia Steel combines in Pittsburg, where a lithograph plant will be in operation, employing hundreds of building trades mechanics in its construction, and hundreds of union men and women to operate the plant.

Bechtel Corporation has contracted for the huge plastics plant to be constructed on Standard Oil company property in Richmond. The H. K. Ferguson Company will start an offsite job for Standard Oil in the changing and installing of a new piping system, along with the erection of tanks, catwalks, etc. The Utah Construction Company is now making way for their large project in the Moraga hills, where an entire village will be under construction before long. Housing will be provided for hundreds of families, and schools, playgrounds and shopping centers are expected to be completed within the next two years.

With the completion of the Safeway Stores, Inc. food distribution center on a 75-acre tract in Richmond at a cost of \$15,000,000, employment for hundreds of persons will be provided.

The new Brookside Hospital located in Wildcat Canyon creek area in San Pablo will be completed this fall. The 5-story \$4,000,000 structure is expandable to 7 stories, and makes initial provision for 165 beds. Brookside Hospital will offer general hospital facilities, and will serve the people in the West Contra Costa Hospital district. There is a surgery of four operating rooms, one cystoscopy room and a recovery room, and it will have a complete maternity area. In addition, there will be medical and surgical facilities as well as a special children's area. It is contempated that 24-hour emergency schedules will be established early in 1955. Employment of approximately 200 people will be required in the hospital's operation.

The complicated network of iron and steel in the construction of the \$62,000,000 Richmond-San Rafael bridge now looms on the horizon. When completed, it will unite Contra Costa and Marin counties, and aid transportation facilities leading to our main highways.

Central Labor Council

The recent reorganization program of the Contra Costa Central Labor Council has been instrumental in gaining a number of local unions who had dropped their affiliation with the council, and several new local unions have been added. This new and larger Central Labor Council will promote harmony among the local unions, unite the two councils to work together for organizational purposes and aid in getting new local unions to re-affiliate.

Union Gains

The Culinary Workers and Bartenders local unions have continued to show progress, both in the organizing field and in their negotiations for increased wages and working conditions. Office Employees, Retail Clerks, Hospital Employees, City and County and School Employees locals are doing a good job in organizing. Almost all the locals affiliated with the Central Labor Council have been successful in negotiating new contracts to the satisfaction of their membership.

Members of AF of L unions are serving on various welfare and civic committees, and just recently a labor appointment was made on the Contra Costa Water District, a vacancy caused by the death of a member of the board. Labor is doing its part in promoting a closer understanding between industry and labor, and through its appointments to these committees and working with board members, labor can accomplish these close relationships.

Building Trades

In the building and construction industry, the 5 basic crafts have consummated negotiations with the AGC, as have the plumbers and steamfitters. The electricians, ironworkers and boilermakers unions are in negotiations at the present time, and increases from 5 to 10 cents per hour are anticipated. Notable gains in wages and health and welfare benefits were made in the building trades crafts the past year.

Political Activity

The LLPE in Contra Costa county is functioning, and a very successful campaign was enjoyed in the primary elections. The league is now busy preparing its campaign for the November elections.

Union Members: Be Active!

The necessity for members to take an active part in the functions of their unions must again be pointed out. The negligence in attending meetings becomes apparent when a man is employed; he seems to think that as long as he is working, there is no need to attend a meeting. Too many members do not understand what their union stands for, or what it can do for them, or what the member can do for his union. Too many members working on jobs do not make sure that the person working beside him has a paid-up union card, and it is when a union man or woman works sideby-side with a non-union worker that conditions start breaking down. It is the responsibility of each union man and woman to investigate their co-worker's union status, and notify the officers if they find anything wrong on the job. It's only through cooperation of this kind that union conditions will prevail.

In closing my report, I wish to express my sincere appreciation for the cooperation given me by President Pitts and Secretary Haggerty, and the advice and counsel offered to me by Attorney Charles Scully is hereby acknowledged and deeply appreciated.

Fraternally submitted,
HOWARD REED

REPORT OF VICE PRESIDENT LOWELL NELSON FOR DISTRICT No. 12 (Marin, Sonoma, Napa and Solano Counties)

Vallejo, June 15.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

Continued growth and influence of the affiliates of the American Federation of Labor in this district is noticeable since the last report.

Several serious challenges by employers of the right to organize workers have been met and handled successfully. Other disputes necessitating weeks of picketing and court action were brought to a satisfactory conclusion by our people in Marin and Sonoma counties. Napa and Solano counties also have produced results for the benefit of their members and communities.

Marin County

The determination of the councils and unions to become a part of the civic life of this area is proving to be a worthwhile policy. Labor has assisted in the writing and putting into effect sanitation codes, building codes and trailer park ordinances voted by the Board of Supervisors. A new drive for industry has labor's blessing and financial support. Marin County, long noted as a bedroom county for San Francisco, is instigating a change of policy looking toward industry expansion and permanent home payrolls.

Almost without exception, our unions have improved wages and/or conditions for their members.

Several outstanding events and actions require special mention in this county:

Carpenters No. 1710 celebrated their 50th Charter Aniversary.

The Labor League for Political Education has been organized and established on a permanent basis. The work was outstanding in the primary election in support of chosen candidates, and this demonstrated spirit and drive should bring results in November.

The Building Trades strikes of Laborers and Plumbers were handled effectively in the county and contributed to the ultimately successful result in the large area of territory jurisdiction.

The Leather and Novelty Workers as this is written are engaged in a struggle for wages and conditions at the H. Koch & Company in Corte Madera, a new plant in the manufacture of luggage and plastic articles. Picketing has been going on for weeks with the entire labor movement in support of the union. A plant shutdown is now in the strike-breaking stage with management hiring 'teenage workers, Interference with peaceful picketing has been charged by the Central Labor Council against local police; charges have also been leveled at the California Highway Patrol for escorting strike-breakers through the picket lines. This last development has the councils and unions on their toes and fighting.

Sonoma County (Petaluma Area)

The center of the poultry and egg industry in northern California is this region and strong union organization is found in affiliates with the Butcherworkmen, Teamsters and Warehousemen in the handling of poultry, eggs and feed. Conditions for all crafts are good, considering the agricultural economy generally prevailing.

The councils and unions have also shown an aptitude for public relations. Members are serving on boards and commissions made up of a community cross-section.

The raising of funds and organization of a community hospital district and bringing about the actual construction was only accomplished because of labor's support.

The Central Labor Council and affiliates endorsed and donated money and labor for the boys' club clubhouse sponsored by the entire community.

Militant union objectives are not forgotten in this display of civic pride. This is exemplified by the backing given the Teamsters in their fight to organize the Groom Trucking Company, where the infamous United Craftsmen move made its appearance. Court injunction procedure against the union after weeks of picketing was not granted. Victory has not yet been attained in this case at this writing but definite progress has been made to bring this open shop condition to a successful end.

A gigantic Labor Day celebration sponsored by the combined councils of Sonoma county will be held in Petaluma this Labor Day. All labor is invited to attend.

Sonoma County (Santa Rosa Area)

The area played host to two meetings: the State Council of Carpenters conven-

tion, and the State Firefighters Association convention, promoted by local labor committees to demonstrate civic interest and bring members of unions from other areas of the state to become acquainted with problems other than their own. The results were judged to be satisfactory.

Again we find the need for unified effort in the fight to gain recognition and organization for workers by an area. After twenty-two weeks of picketing by the Lumber & Sawmill Workers and Teamsters combined, a justly earned victory was achieved at the Sonoma Plywood Plant.

Political effort through the newly formed LLPE committee resulted in chosen candidates gaining a place on the November ballot. Candidates, particularly for state Senate and First Congressional District, would not have qualified if the LLPE work had fallen down.

Napa County

The Councils sponsored and helped organize a Teachers Union for the first time in this county. This is considered something of an achievement and was not accomplished without vigorous opposition.

The problem of religious orders refusing to allow members to join unions or sign contracts will always be with the Napa labor unions as this type of organizations are heavily invested in the upper end of the county. However, the population and general expansion is helping our people, and good progress from our point of view has been made the last year.

Construction has been good, with these unions receiving gains in proportion with the rest of the district.

Expansion at Imola State Hospital is continuing, so is organization of state employees. Retail Clerks and Hotel and Restaurant Workers are slowly gaining more contracts.

Solano County

This year is one of readjustment for this county. Retail sales are reported down as much as fifteen per cent by the State Board of Equalization. Two factors stand out as the cause for this decline in purchasing volume: the decided curtailing of defense spending in enlarging or rebuilding of permanent facilities at the three military installations in the county, and the reduction in force of employees in these installations. One action hits the free spending construction people, and the other, the civil service worker.

In spite of this recession brought on by national administration policies, permanent home building has remained steady. Most union memberships are down from last year, but collective bargaining has resulted in gains in wage scales or fringe benefits and in some instances both were achieved.

All construction unions have negotiated wage increases and/or fringe benefits; health and welfare plans have been improved.

Since my last report several thousand public housing units have been dismantled or disposed of. This housing is substandard and one aim is to replace these homes with substantial construction.

The Monticello Dam Project is now underway and will proceed under a construction schedule of several years' duration with the expenditure of around \$45,000,000.

The California Medical Facilities Hospital, a \$20,000,000 project, is under construction at Vacaville, with \$10,000,000 of contracts to be completed in December of 1954. Extensive school construction throughout the county has been a valuable program for our construction mechanics.

A successful strike was enducted by the Bartenders and Culinary Workers. They received the backing of all labor unions. The employer group adopted some of the same techniques employed in the Redding dispute, but it backfired. The settlement was made with the assistance of the Central Labor Council of Solano County.

District Summary

In my visits to councils and district meetings I note a renewed realization of the need for cooperative effort among our members. Several new affiliations with the State Federation have taken place: Hod Carriers and Laborers No. 139, Santa Rosa, Machinists No. 1681, Vallejo, Machinists No. 1419, Napa. Political effort throughout the First and Sixth Congressional LLPE groups was excellent. Never before has so much enthusiasm been displayed.

Several new leagues have been formed, and in the primary election labor injected new political life throughout this entire district. Considerable effort was put into labor making a showing for our chosen candidates, and this paid off in the First Congressional District. Never before have the members shown such a desire to work politically to help their friends. The battle is not won, but inspiration should develop into more work for our friends in November.

The state-endorsed ticket was followed by the governing bodies and results were gratifying. This district stands an excellent chance of sending state assemblymen and senators to Sacramento who will be more enclined to listen to labor's aims and objectives, and if this is accomplished, the political effort put forth by labor will be the reason.

Appearances were made in this district in the past year by Secretary Haggerty, Vice Presidents Harry Finks, Al Gruhn, and National LLPE District Director C. Al Green—all Federation officers. They were most welcome and we appreciate their advice and assistance.

I express my thanks and appreciation to the administrative officers and staff of the Federation, and to the unions and memberships in this district for their support, service and understanding.

To my fellow vice presidents on the Executive Council, my association with you has been of great benefit to me.

Fraternally yours, LOWELL NELSON.

REPORT OF VICE PRESIDENT HARRY FINKS FOR DISTIRCT No. 13 (Sacramento and Northern Counties)

Sacramento, June 15.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

This has been a year of steady growth and intensified activity in all fields by the unions and councils in the Thirteenth District.

Each year demonstrates anew how the hard, unspectacular work of previous years pays off. For example, after much effort, extending over many months and often years, a new labor council is organized. A few years later we are confronted by a strike, a tough political campaign to wage, a fund drive for community betterment, or any of the numerous tasks so frequently placed before the organized labor movement, and there is your council, grown in numbers and influence, cohesive, experienced, ready and able to accomplish whatever it is called upon to do.

Thus it has been this past year. We have won victories that would have been impossible to achieve a few years back. We have contributed our share and more to many civic enterprises. And we have kept on plugging away, organizing, negotiating agreements, performing countless small, important duties, to ensure the victories yet to come.

1954 Legislature

The extraordinary session of the legislature, which ran concurrently with the regular budget session in March of this year, proved to be an unexpectedly difficult one. As soon as the subject of unemployment insurance was placed on the agenda of the special session by the Governor, all the enemies of unemploy-

ment insurance were out in full force, well organized and determined to use this opportunity to put over as much of their program as possible.

The fight was a bitter one, and at times it seemed that the Governor's proposed (and Federation-backed) \$5 increase in the weekly unemployment benefit was doomed. In the end, the increase was passed, the first in many years. Tied to it, however, was an employers' provision on merit-rating that had been strenuously fought by us as well as by the Governor. Governor Knight left the fate of the bill up to us. Because the immediate need for the increased benefit was so great, the decision was for the Governor to sign the bill. At next year's general session of the legislature, our fight against merit-rating and for improving the Unemployment Insurance Act will be

A detailed report on this and other measures handled at both sessions of the legislature is being made to this convention by Secretary Haggerty. It was my pleasure and pride to have served throughout the sessions as legislative assistant to the Secretary.

Political Activity

Five years of political education work—awakening union members to the need for active participation in elections, forming local political leagues and keeping them functioning, coordinating the political activities of this and adjacent districts—have begun to pay dividends. This year's primary election was even more successful than the general election in November 1952, and we are confident that we shall clinch our victories at the coming general election on November 2.

Those responsible for achieving political awareness among the working people in this area, and for building the leagues, which are proving indispensable for effective political action, are too numerous to mention by name, yet few enough for me to point out that, despite inspired leadership from the national LLPE and the California Labor League for Political Education, we would have achieved little here were it not for the stalwarts who were willing to give of themselves and their time over the months and years needed to accomplish our ends. I should like to take this opportunity to thank them

During the primary election campaign, my tasks were varied. At the request of Secretary Haggerty, I attended numerous labor council and political meetings and spoke in behalf of candidates endorsed by the CLLPE. Whenever called upon by the unions, councils and leagues in the district, I addressed meetings and assisted in other ways in the campaigns of the various candidates for congressional and state legislative office.

Earlier in the year, with Secretary Haggerty and Vice President Lowell Nelson, I attended a meeting in Santa Rosa, which resulted in the formation of the Labor League for Political Education for Sonoma County—an important step in this county.

Highlighting labor's political gains in this district was the election of W. H. "Jimmy" Hicks as mayor of Sacramento. This is the first time a labor man has polled the highest vote in a city council election here. Hicks has been editor of the AFL's Sacramento Valley Union Labor Bulletin for the last eight years, and a member of the city council since 1949.

There are now four AFL mayors of California cities: Hicks, Alfred E. Houk, a member of the Meat Cutters Union and mayor of Ojai in Ventura County, Lewis Howell of the Retail Clerks, mayor of Albany, and John J. Sheridan of the Teamsters, mayor of Richmond.

Mayor Hicks was honored by a testimonial dinner tendered by the A F of L in Sacramento.

Unemployment Insurance

In March, together with Secretary Haggerty and Vice President Pat Somerset, I was appointed by Director of Employment William A. Burkett to serve on the twelve-man State Advisory Council on Employment Service. The purpose of the advisory group, made up of four labor, four management, and four public representatives, is the shaping of policies

relating to the administration of the Unemployment Insurance Act.

In this capacity, I worked on the resolution, which was adopted by the Advisory Council, designed to halt the issuance of social security cards to the more than 70,000 illegal Mexican entrants in the state. On behalf of the Federation and as a member of the Advisory Council, I urged the appointment of a minority specialist on the staff of the Department of Employment's southern area office to assist members of racial minorities in obtaining unemployment insurance and employment opportunities. This appointment was subsequently made by Director Burkett

Also on behalf of the Federation, which had filed a protest with the Director, I urged a change in a ruling by the former administrator under which women wearing shorts or slacks and mothers accompanied by children had been nearly automatically disqualified from receiving unemployment benefits, due to a rigid application of the provision in the law which states that claimants must be "available for work" in order to receive benefits. This unfortunate situation was promptly corrected by Director Burkett in a new administrative ruling.

J. L. R. Marsh Foundation

Last year I reported that the unions in the Sacramento area had started a campaign to raise \$60,000 for the J. L. R. Marsh Foundation for Crippled Children to build and equip a physiotherapy pool. I am proud to report that the unions succeeded in raising \$70,000 for this purpose. The memory of this outstanding labor leader is being perpetuated in a way which he would have approved, in assisting crippled children to overcome their handicaps.

Other Activities

To sum up briefly a multitude of other activities in which I participated in District No. 13:

I assisted whenever called upon by the various local unions in organizational work, negotiation of new contracts, and in the settlement of trade disputes.

It was my honor to have been invited to install the officers of the Central Labor Council of Butte County in Oroville, and those of other local unions.

I have attended meetings of the State Advisory Council on Unemployment Service and the State Personnel Board, as well as meetings called to discuss health and welfare plans, and various educational and legislative matters. In addition, I have participated in numerous community drives and services, such as the Boy Scouts, anti-tuberculosis, Red Cross, and the like.

In Memoriam-Harry Sherman

It is with the deepest regret that, as I bring this report to a close, I must announce the recent death of Brother Harry Sherman, business representative of Laborers No. 185 in Sacramento, and President of the Northern California District Council of Laborers. Brother Sherman has been one of the best loved and ablest labor leaders in Sacramento and through-

out the state, and has brought great honor to labor in our community. He will be sorely missed.

In closing, I wish to express my appreciation and thanks to the officers of the unions and councils in my district, to my fellow members on the Executive Council, to the staff of the Federation, and to President Pitts and Secretary Haggerty for their generous assistance throughout the year. I am happy that I have been privileged to serve the membership of the Federation in District No. 13.

Fraternally submitted,

HARRY FINKS.

REPORT OF VICE PRESIDENT ALBIN J. GRUHN FOR DISTRICT No. 14 (Humboldt, Del Norte, Trinity, Tehama, Mendocino and Lake Counties)

Eureka, July 1.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

It is a pleasure to report that progress has been the rule rather than the exception in the Fourteenth District during the past year. Despite the new economic era with its "Hold the Line" slogan, the great majority of our affiliated local unions have obtained improvements in their working agreements.

It should be self-evident to the most casual observer of labor history that progress is the life blood of our great free labor movement. What would the position of the working men and women be today, if the pioneers of our movement had succumbed to the disease of "Hold the Line-itis" of their day?

I am confident that the AF of L labor movement of the Fourteenth District will do its part in seeking and obtaining even greater improvements in wages, hours, working conditions and social welfare legislation for its members. If the gains of the past fifty years can be used as a measuring stick for gains in the next fifty years, what a wonderful future we have ahead of us-if we're on the ball. In fact, I believe that we are now embarked on a second industrial revolution which has come to us in the form of electronics. Whether the worker becomes the slave or the master of the economic conditions resulting from the aforementioned revolution is to a great extent in our hands. We must face up to this great responsibility.

An alert, aggressive, free labor movement, working with an enlightened and progressive management, is one of America's best weapons against the totalitarian ideologies of Communism and Fascism. Honest differences of opinion with their accompanying pressures are the source of America's industrial and economic progress.

Humboldt Central Labor Council

The value of a strong and effective Central Labor Council has been well tested in Humboldt County during the past year. Many of the local AF of L unions that were experiencing vigorous opposition from certain employers found it necessary to call upon the Humboldt County Labor Council for assistance. The remarkable change in attitude by these employers after their meeting with the Council's representatives is indicative of their respect for a labor movement that considers "an injury to one as an injury to all." The Council has also rendered valuable assistance and advice to local unions who have been confronted with the problem of negotiating and dealing with Employer Association representatives, such as the California Association of Employers.

Other Council activities now underway are completion of plans for the AF of L display booth at the Humboldt County Fair, Ferndale, July 26-August 1, and the annual Labor Day celebration in Eureka. New affiliates to the Council in the past year are Electrical Workers No. 1245, the National Association of Letter Carriers No. 348 and the Humboldt County Federation of Teachers No. 1203. Hallie Jones is the new President of the Council.

Humboldt Building Trades Council

The Humboldt Building Trades Council

reports that employment is down from the high level reached last year. Prospective construction for the coming year, however, indicates a healthy economic condition for the membership in the building trades unions.

Members of the building trades unions have obtained substantial increases in their wages and other benefits since my last report. Leading the parade is the Laborers' Union, which obtained 15 cents per hour increase last July and has recently negotiated an additional 5 cents wage increase, effective May 1, 1954, a 21/2 cents wage increase, effective August 1, 1954, and a 21/2 cents increase to their employer-contributed health and welfare plan, effective February 1, 1955. The present minimum rate for Laborers is \$2.05 per hour plus a $7\frac{1}{2}$ cents employer welfare payment. The Laborers' union has also signed agreements for substantial increases for the plasterer, brick and block hodcarriers. Wage increases amounted to 15 cents, effective April 15, 1954, with a 71/2 cents welfare payment which automatically increases to 10 cents on February 1, 1955. The Carpenters have negotiated a 7½ cents per hour increase, effective June 15, 1954, with an additional 21/2 cents employer welfare payment, effective March 1, 1955. Their journeyman's rate is now \$2.771/2 per hour plus a 7½ cents welfare plan payment.

Operating Engineers No. 3 recently negotiated a 5 cents per hour wage increase, effective April 1, and an additional $2\frac{1}{2}$ cents per hour increase, effective August 1.

Plumbers No. 471 negotiated a 7½ cents welfare plan, effective November 1, 1953. They are now in negotiations for additional improvements in their agreement. Local No. 471 has also organized two of the nonunion plumbing shops in Fortuna, California. These shops have been holding out for the past several years.

Electrical Workers No. 482 is now in negotiations and is seeking a 7½ cents per hour welfare plan, 15 cents per hour increase in wages, and 4 cents vacation benefit. Local No. 482 was host to the Northern California Electrical Workers' Executive Board at a meeting held in Eureka during this past month.

Painters No. 1034 recently negotiated a 10 cents per hour wage increase, with the elimination of the shop card provision from their new agreement.

Sheet Metal Workers No. 497 negotiated a $12\frac{1}{2}$ cents per hour increase in wages, a $7\frac{1}{2}$ cents per hour welfare plan and a 10 cents per mile travel reimbursement, which was an increase of 4 cents per mile. The

local was ably assisted by International Representative Joe Jarvis. Harry Baldwin was recently reelected as business representative.

Plasterers and Cement Masons No. 481 signed a new agreement providing for a 25 cents per hour increase.

Redwood District Council

The past year has been an eventful one for the Redwood District Council of Lumber and Sawmill Workers. The following new mills have been organized and placed under agreement with the District Council's affiliated local unions: Western Studs, Arcata; California Fabricators, Arcata; Albrite Lumber Company, Arcata; the Eldorado Lumber Company, Arcata.

Despite several months of continued negotiations past the expiration of contract time last year, the Lumber and Sawmill Workers' Unions were unable to obtain a general wage increase from the employers. Early this spring it became quite evident that the affiliates of the District Council were going to take a firm position in their demands for a wage increase this year, particularly when they stood still last year while virtually all of the other trades and industries received substantial wage increases. Due to the adamant position taken by the employers against any type of increase proposal, the unions affiliated with the District Council took a strike vote, which resulted in a high percentage vote in favor of strike action if negotiations failed to bring about a satisfactory settlement. The unions affiliated with the District Council proposed a 12½ cents per hour increase.

Strike action in this area began on June 16, and since that date settlements have been reached with companies employing approximately 2,700 of the original 4,300 involved in strike action. Approximately 18 companies under the jurisdiction of the District Council are still on strike at this time. Settlements that have been reached with the companies covering cash or welfare benefits have been averaging approximately $7\frac{1}{2}$ cents. Indications point to an early settlement with the balance of the struck mills.

Al Draut is the new Secretary of the Redwood District Council of Lumber and Sawmill Workers. George Faville is President of the District Council and is also the Associate Editor of the California Lumber Workers, official publication for the Redwood District Council.

The news of the passing of General Executive Board Member A. W. Muir was

received with deep sorrow by the District Council and its affiliates. The late Brother Muir was one of the champions of the Lumber and Sawmill Workers in this district.

Mendocino Central Labor Council

The Mendocino County Central Labor Council is now spearheading a drive for a new Labor Temple on 101 Highway north of Ukiah. The program calls for an extensive expansion of their present facilities. It is to be owned and controlled by a Labor Temple Association made up of directors of all affiliated unions. This action by the Mendocino Central Labor Council is certainly an indication of the sound growth of the A F of L movement in this area.

The Council has also appointed a committee to study the feasibility of employing a full-time secretary in order to better coordinate the functions of the local labor movement and offer better service to the affiliated unions and local employers. The Council is also completing plans for their display booth at the 12th District Fair and their annual Labor Day Picnic. Edna Burden is the new secretary of the Council.

Political Action

The Humboldt County Labor League for Political Education has completed a very successful primary election campaign. All of the League's endorsed candidates, with the exception of one, were either elected or nominated for the run-off election in November. The League's campaign was conducted through the medium of the membership mailing and radio and newspaper advertising. Plans are now being formulated for the November general election campaign.

Harold Pavey was recently elected president of the League, replacing William Abbay, who resigned.

The newly organized Mendocino County LLPE inaugurated a new type of interview for local candidates who appeared before the League prior to the primary election. The interview was conducted in the studio of Radio Station KUKI and broadcast to the radio listeners of that area. The League also distributed a considerable amount of election material on behalf of their endorsed candidates. The election results were very encouraging to this newly organized League.

Ralph Tyler is President and Edna Burden is Secretary of the Mendocino County League.

Local Union Activities

Barbers No. 431 has been successful in maintaining its well organized position in this area. As a result, there has been no breakdown in the union conditions which provide for a five-day week with Sunday and Monday off, with the rate for hair cuts at \$1.50.

Bakers No. 195 has recently negotiated a $13/_3$ cents per hour increase for all classifications in their wholesale bakery agreement with the exception of the pastry wrapper, who received a 10 cents per hour increase. The increases were retroactive to May 1, 1954. The new agreement also provided for a third week of vacation with pay after 10 years of service.

Negotiations with retail bakeries, which were deadlocked at the time of my last report, were finally completed with an 11½ cents per hour increase for journeyman bakers and 7½ cents per hour for the miscellaneous classifications. A similar situation again exists this year with the retail bakeries, where negotiations are presently deadlocked. The union is asking for a shorter work week and an employer-paid health and welfare plan.

Bartenders No. 318 has maintained 100 per cent organization in the Eureka-Arcata area. The local is also continuing its efforts to bring about complete organization of the trade in Humboldt County. The local has also made some progress in Del Norte County, although the distance involved in servicing this area makes this organizational effort difficult at best.

Negotiations are now underway through the Joint Board Committee, in an effort to bring about a number of improvements in their current working agreement. The union did not reopen its agreement last year, which makes this year the important one as far as negotiations are concerned.

Butchers No. 445 was successful in negotiating a \$4 per week increase for journeymen meat cutters in the retail shops. Packing house employees received an increase of \$5 per week. Employees in the Egg Workers' Division received a 5 cents per hour increase plus an employer-paid welfare plan in the amount of \$8.66 per month. The Fish Workers' Division was the only group in the local that did not receive an increase during the past year. Business conditions in the fishing industry have been at a low ebb, due to a highly competitive market and lack of government orders.

Cooks and Waiters No. 220 has continued its splendid record of maintaining a

100 per cent organized condition in the Eureka-Arcata area. The local has also been carrying on a continuing effort to bring about the complete organization of the outlying restaurants in Humboldt County. Organizational efforts in Del Norte County continue to remain as a problem for Local No. 220, due to the distance involved and the lack of sufficient personnel to carry on an effective organizational program. Local No. 220 is currently involved in negotiation for contract improvements. They did not open their agreement last year.

Hospital and Institutional Workers No. 327 has not expanded the scope of its organization as yet. The local has indicated that it has requested the assistance of the International Union in an effort to bring about the organization of the balance of the hospitals in this area. The only hospital organized at the present time is the General Hospital in Eureka.

Laundry Workers No. 156 signed a new agreement during the past year which provided for a 5 cents per hour increase. This agreement continues until October 1, 1955.

Fire Fighters No. 652 of the City of Eureka was unsuccessful in its efforts to obtain salary increases this year. Larry Yost, of Local No. 652, was recently elected Third District Vice President of the Federated Fire Fighters' Association of California

Municipal Employees No. 54 had no better luck than the Fire Fighters in its efforts to obtain a wage increase in the 1954-55 Eureka city budget. Membership in the local is at a low ebb, although this year's action by the City Council should bring home the need for a more effective organization among city employees.

Machinists No. 540 was successful in negotiating a 12½ cents per hour increase during the past year. This year, however, they voted to continue their existing agreement, without change, until July 1, 1955.

Musicians No. 333 has not made any changes in its existing wage rates and working conditions. They have not experienced any gain or loss in membership and employment remains about the same as in past years.

Printing Pressmen No. 279 has negotiated a \$5.55 per week increase in the local commercial printing shop agreement. This establishes the weekly rate for pressmen at \$108.05 for 40 hours. No further progress has been made in the organization of several non-union shops in Eureka, Arcata and Fortuna.

Typographical Union No. 207 received a 10 cents per hour increase, which brings their new journeyman's rate to \$2.64 per hour for operators at the Eureka newspapers. Members in the commercial shops received six paid holidays.

Retail Clerks No. 541 negotiated a \$5 per week increase in their food and liquor store agreement. This brings the new weekly rate for experienced clerks to \$80. This division of Local No. 541 is now considering reopening the agreement for additional increases. The Food and Liquor Clerks' Division has made further progress in its organizational efforts in southern Humboldt.

Federal Store employees were successful in negotiating increases in wages ranging from \$10 to \$30 per month. They also increased their supper money for Friday evening work from \$1 to \$1.25. Negotiations are now underway for the 1954-55 agreement with the Federal Store.

Retail Bakery Clerks finally concluded their negotiations last year with an increase of 7½ cents per hour. Negotiations are again stalemated this year on the issues of a shorter work week and an employer-paid health and welfare plan.

Teamsters No. 684 has maintained its outstanding record of negotiating substantial improvements for the membership of its respective divisions.

Building and Construction Teamsters received 7 cents per hour increase, effective June 1. Building Material Teamsters obtained an 11½ cents per hour increase. Line Drivers received a 7 cents per hour increase.

Creamery Workers received a 5 cents per hour increase. Members in the local drayage division received a 7½ cents per hour increase and complete coverage under the Teamsters' Security Plan for hospital and surgical care.

The Teamsters' Security Plan was also included in the agreement with the Eureka City Lines at a cost of \$8.66 per month for the employer.

Driver Salesmen in the beer, wine and beverage industry received a \$5 per week increase, which brings their weekly guarantee to \$90 for 48 hours.

Plant workers in the local beverage plants voted to retain their existing agreement.

Route men for the wholesale bakeries received a \$5 per week increase, which makes their new guarantee \$90 per week. Shipping Department employees received a \$2.50 per week increase.

The local is still operating under trusteeship of the International Union, with S. F. "Sal" Burke as Secretary-Business Representative. James Cottrell is the local's new President.

Textile Workers No. 126 has continued its agreement with the Eureka Woolen Mills, Inc., without any change.

The Humboldt County Federation of Teachers No. 1203 has made considerable progress in its efforts to improve the conditions of teachers, despite the fact that it was just organized last October. Working in close cooperation with a committee from the Central Labor Council, the organization was instrumental in increasing the base salary schedule for teachers to \$3600-\$6300. This was a half-way compromise from the local's original request for a \$3800-\$6500 schedule. The local also has a program for a number of other improvements in the working conditions for teachers. Ledo Matteoli and Doris Gildesgaard are President and Secretary, respectively, of this newly organized teacher unit of the AF of L.

Labor Day Celebration

The 1953 Labor Day celebration, sponsored by the Central Labor Council, was a big success. Our good friend, Charles Scully, legal counsel for the California State Federation of Labor, was the guest speaker at the annual picnic at Sequoia Park. His factual and down-to-earth talk was well received by the several thousand trade unionists and their friends who were in attendance.

Laborers No. 181 won the trophy for the best decorated float in the annual Labor Day parade. This is the second time that Local No. 181 has won the trophy.

Retail Clerks No. 541 took second place, and Motion Picture Operators No. 430 took third place in the float contest.

Labor Day officials again expressed appreciation to Lumber and Sawmill Workers No. 2808 for placing the largest single marching unit in the parade.

Educational and Public Relations Program

The Central Labor Council, in conjunction with the Eureka Chamber of Commerce, sponsored a joint luncheon honoring State Labor Commissioner Edward Park. The occasion for the luncheon was also to acquaint the public with the functions of the Division of Labor Law Enforcement. The department established a full-time Deputy Labor Commissioner's office in Eureka in the early part of last

year. This may seem strange to some of the readers of this report, but it was accomplished through the combined efforts of labor, management and the various governmental bodies of this area.

Dan Flanagan, Regional Director of the AF of L, was a guest speaker at a recent open meeting of the Central Labor Council. Brother Flanagan gave a very interesting and educational talk on the structure and objectives of the AF of L. The purpose of this open meeting was to give the delegates' wives an opportunity to observe the functions of the local trade union movement and become better acquainted with the AF of L.

General Hospital Building Program

I am pleased to report continued progress in the modernization program at the General Hospital. Remodeling work has been completed in the basement, which now houses an up-to-date X-Ray Department and Physiotherapy Department. The new laboratory on the first floor has been completed. The most outstanding improvement in the last year, however, is the completion of the new maternity wing, which was officially opened last week.

The modernization program underway at the hospital is being done from funds solicited from labor organizations, business and members of the various professions. Much credit for the success of the fund campaign thus far is due Fred Lundblade and George Cole and the members of their hard-working campaign committee. As previously reported, the hospital is owned and operated by the Union Labor Hospital Association as a community service for all citizens, regardless of their social standing, race, color or creed.

Apprenticeship Program

The apprenticeship program in Humboldt County has been holding up fairly well, despite slack business conditions for certain crafts in this area. The Humboldt Vocational and Apprenticeship Training Council recently appointed a committee to make a survey of certain problems connected with related training for apprentices. This committee expects to have its report ready by early fall of this year. Representatives of management, labor and the Division of Apprenticeship Standards have been making appearances at "career days" of local high schools for the purpose of explaining the vocational and apprenticeship training program. The students are also advised as to their responsibilities to management and organized labor.

Women's Auxiliaries

I am pleased to report that a new Women's Auxiliary Charter has been recently installed in this area. It is known as the Women's Auxiliary No. 694, of Klamath, California. It is affiliated with the Carpenters' International Union through Lumber and Sawmill Workers No. 694. Established Women's Auxiliaries continue to need more support from the membership of the local unions.

In closing this report, I want once again to express my sincere appreciation for the cooperation that has been extended to me by the unions and councils of this district. I wish also to thank President Pitts, Secretary Haggerty, the vioe presidents and the staff of the Federation, for their cooperation during the past year. It has been an honor to serve as vice president of District No. 14.

Fraternally submitted,
ALBIN J. GRUHN.

REPORT OF VICE PRESIDENT ROBERT GIESICK FOR DISTRICT No. 15 (Siskiyou, Modoc, Lassen, Plumas, Shasta and Sierra Counties)

Greenville, July 1.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

American Federation of Labor unions of this district have faced the most antiunion move on the part of employers since the organization of unions in this district.

Lumber and Sawmill Workers

For the first time in the history of the Lumber and Sawmill Workers, unions in this district are on strike for a wage increase. Strike action followed two months of negotiations and a flat employer refusal to a requested 12½ cents hourly wage increase. Big operators, hopeful of playing one union against the other as usual, found that by their arrogant attitude regarding a wage increase, the IWA-CIO and the LSW-AFL had agreed to a no-raiding pact prior to the strike, and are cooperating in economic action against the lumber barons. The lumber companies that are struck are not pleading inability to pay a wage increase. They have established a policy of no wage increase, which the union is attempting to change with the strike.

Union Gains

Bartenders, Culinary Workers and Hotel Service Workers No. 470 of Redding, after an 11-months strike, won one of the most anti-labor moves on the part of the Bar and Restaurant operators represented by Shas-Cade Industries, an employer association.

The Retail Clerks in this area have had an extensive organizational program during the past year. They have made some gains in membership. At present, they have a number of grocery stores picketed for organizational purposes. The Clerks also feel the great anti-labor move of employers in this district.

The Carpenters, Laborers, and Teamsters unions in this district has been very successful in gaining additional wages and other conditions for their membership in the past year.

Political Action

In the past year the AFL unions in this district have been very successful in electing a state senator in the First Senatorial District, and reelecting an assemblywoman in the Second Assembly District.

In closing my report, I wish to thank the affiliated unions and councils for the privilege of representing them as vice president of the Fifteenth District of the California State Federation of Labor. I also want to express my deep appreciation of the opportunity to serve as a vice president, and to say that I have enjoyed working with the officers and members of the California State Federation of Labor.

Fraternally submitted, ROBERT GIESICK.

REPORT OF DELEGATE C. J. HAGGERTY

To the 72d Convention of the American Federation of Labor St. Louis, Missouri, September 21-25, 1953

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

The seventy-second convention of the American Federation of Labor met in St. Louis, Missouri, September 21-25, 1953, with 706 delegates present, representing 101 national and international unions, four departments, 42 state branches, 184 central bodies, 59 local trade and federal labor unions, and three fraternal delegates.

Membership

The official paid-up membership of the A F of L as of June, 1953, was 8,654,921. Due, however, to the new policy of certain AFL affiliates to pay per capita tax on their full membership, incomplete reports for August, 1953, showed a total of 9,570,-207. From this figure, it is evident that the A F of L numbers well over ten million members. By the same token, of course, the state federations of labor throughout the country would be greatly strengthened if the same policy were applied to state federation affiliates, and it is hoped that this will happen in the near future.

Constitutional Amendments

Four changes in the AFL constitution were made by the convention: (1) two new vice presidents were added, making a total of 15; (2) the salaries of the president and the secretary-treasurer were increased to \$35,000 and \$33,000, respectively; (3) the president and the secretary-treasurer may now retire at the age of 64, after 20 years of service as officers of the AFL and their own international unions; and (4) convention cities may now be selected two years in advance rather than just a year ahead. This year's gathering will be in Los Angeles, and the 1955 convention will be held in Chicago.

The convention also voted for a revision of the constitution to be undertaken by the Executive Council in order to clarify and modernize its provisions. This revision will be submitted to the 1954 convention.

William Green Memorial

A special memorial ceremony honoring the late president, William Green, was held during the convention, on September 24. President George Meany, Vice President Woll, and former President Harry S. Truman participated in the ceremonies. The service was conducted by Rev. John H. Shanley of President Green's own church.

During this year, starting on January 1, a William Green Memorial Fund is being built up through voluntary contributions of one cent per AFL member every month. It is planned that contributions will be made from the fund to charitable organizations, and a permanent memorial will be placed in the new A F of L headquarters. Plans are under way for this new building, to be erected on 16th Street near Lafayette Square in Washington, D. C., at a probable cost of \$3½ million.

Convention Decisions

The decisions of the convention on a wide range of subjects are known to all, since they were given wide publicity at the time. Certain subjects, however, should be mentioned briefly, either because of their great importance or because, after the lapse of nearly a year, they are still timely.

Civil Rights. This received special emphasis. The enactment of fair employment practice legislation and amendment of Senate Rule 22 governing the filibuster was called for, and affiliated unions were asked to take an active part on local levels in helping to eliminate discrimination in employment, and in community programs and services in connection with slum clearance and low rent housing, public schools, playgrounds and recreational facilities, health and welfare services, and planning for economic growth and development. A clear warning was sounded that the internal security of the United States must not become a weapon serving partisan political

Labor Unity. The "no raiding" agreement between the AFL and CIO was ratified by the convention (and subsequently by the CIO convention). Developments since ratification have been reported throughout the year in the press of both labor groups, and will be reviewed to date at the coming convention of the AFL.

Jurisdictional Disputes. A special committee on Jurisdictional Disputes was set up, and as in the case of labor unity, progress will be reported in full at the AFL convention in September.

U. S. Economic Situation. Events have since proved the soundness of the convention's summing up of the economic situa-

tion in the country. Along with warnings against danger signs already in evidence last summer, the AFL called for a comprehensive program which, if followed, would have gone far to assure full production and full employment:

- 1. Private and public policies must be geared to the objective of high wage income sufficient to keep pace with rising productivity and yielding real income to the nation's workers necessary to keep consumer purchasing power at a high level.
- 2. The federal government must maintain a realistic budget, with fiscal and monetary policy attuned to an expanding policy. Proposals to revise the tax load, to alter the level of interest rates, or to modify arrangements of the national debt should meet the test of their effect on the economy as a whole.
- 3. Congress and the state legislatures must strengthen the entire social security program so that it can more effectively provide for the needs of our senior population. It is equally important to improve and strengthen state unemployment insurance laws, to cushion the economic shock in the event of dislocation and unemployment.

Atomic Energy. The convention emphatically reaffirmed the A F of L policy that atomic energy and the technical processes for its utilization must remain in the public domain; that while private investment and enterprise in the civilian use of atomic energy should be encouraged, such use must be competitive; and, finally, that private monopoly in any part of the development and use of this vital new source of energy cannot be tolerated.

California Resolutions

The following resolutions, which were adopted by the 1953 convention of the California State Federation of Labor, were

presented by your delegate. (These bear the numbers assigned them by our own convention.):

Nos. 7, 8, 9, 12—"Local Unions to Display 'AFL'"; "Notify Public That Projects Are Being Constructed by AFL Building Tradesmen"; "Display 'A F of L' on Union Buttons"; Advertise A F of L on National Basis."

In adopting these resolutions, our convention had requested that an appropriate resolution, combining the concepts embraced in these four resolutions, be prepared for presentation to the A F of L convention

This resolution, entitled "Display and Advertise AFL," was sympathetically viewed by the AFL convention and referred to its officers for study and such action as warranted.

No. 27—"Rules to Govern Conduct of Congressional Committees."

This resolution was adopted.

No. 31—"Dual Coverage of Public Emptoyees by Social Security and Private Pension Plans."

This resolution was referred to the A F of L's Social Security Committee for action.

No. 67—"Reaffirm opposition to Central Arizona Project."

This resolution was adopted.

No. 170-"Housing Program."

This resolution was adopted.

At this past convention, it was a pleasure and an honor for your delegate to have served on the Committee on Resolutions. And, as always, it was a rich and rewarding experience to attend the convention itself.

Fraternally submitted,

C. J. HAGGERTY. San Francisco, July 1.

REPORT OF SECRETARY-TREASURER C. J. HAGGERTY

San Francisco, July 15.

To the Fifty-Second Convention of the California State Federation of Labor—Greetings:

Looking back over the more than five decades that the California State Federation of Labor has been in existence, and then over the events of just the past year—the Federation's fifty-fourth—one is impressed, of course, by the tremendous growth over the years of our strength, of the varied fields of activity in which we

carry on our work, and of our ability to serve the working people of California. Not only in the nation, but in our own state as well, the AFL unions have contributed greatly to America's well-being, strengthening and expanding the economy and social structure of the United States, achieving, through decades of struggle, the highest standard of living the world has ever known. As a result, the number and complexity of the problems that face us grow greater with every year.

But as your Secretary takes this back-

ward look, he is most deeply impressed by qualities which were ours from the start, have always been ours, and are ours today—the courage and integrity which have united us and kept us united.

In any year, picked at random out of the fifty-four, we have faced problems which sometimes seemed to defy solution, at other times demanded more strength to meet than we thought we had. Invariably, we met those problems courageously and unitedly, and, invariably, it was this which supplied the extra strength we needed and evoked from us wisdom and farsightedness that we did not know we possessed.

Building strongly and well on principle, we have made a proud record through the years, and the struggles and accomplishments of the past year set forth in this report by your Secretary, bring additional luster to that record. We have met issues squarely and with that inexhaustible courage which is our heritage. We have made progress, and we stand firmly arrayed against those who would halt our further progress or take from us what we have already won.

Let me take this opportunity to express, within the context of these thoughts, my gratitude and appreciation to all our affiliated unions and councils. It is their loyalty and devotion that have wrought the miracles of past accomplishment and will win for labor the as yet unrealized hopes of the future.

What lies ahead for us is impossible to predict. The times are dark and uncertain for us, our country, and the world. But what can be predicted with fullest confidence is that we shall meet what comes with courage, integrity, and unity of purpose, and that, at the end of our fifty-fifth year, we shall be able to point proudly to new victories, new accomplishments.

1954 Convention

As will be recalled, the 1953 convention authorized the Executive Council to choose the 1954 Convention City. At the request of the Long Beach Central Labor Council, the Executive Council, at its November meeting agreed to postpone the selection of the Convention City. At the February meeting, Vice President Jack Arnold informed the Council that the Long Beach Central Labor Council had reached the conclusion that it was unable to offer its city for this year's convention.

Your Secretary then placed before the Executive Council invitations from the Alameda County Central Labor Council for

Oakland, and from the Santa Barbara Central Labor and Building and Construction Trade Councils. Other communications had also been received from San Jose, Catalina, Watsonville and Sacramento.

The contest narrowed down to a choice between Oakland and Santa Barbara. Vice Presidents Ash, Jones and Dean urged the selection of their respective cities, and delegations from the Oakland and Santa Barbara convention bureaus appeared before the Council to outline the facilities available and to answer questions.

After a thorough discussion, a roll call vote was taken, with 13 votes being cast for Santa Barbara and 9 for Oakland. Santa Barbara was thereupon declared the convention city for 1954, and, by motion, the week of August 23 the convention week.

Membership Statistics

Coincidental with release of figures on union membership by the Director of the State Department of Industrial Relations, your Secretary announced the results of an estimate of AFL members in the state in 1953—1,270,000—a record high.

The Department of Industrial Relations' survey provides some significant and interesting information:

The Department's annual count of union members revealed a record number of 1,578,000 in 1953, 75,000 more than in 1952, representing an increase of approximately five percent. The AFL membership jumped an approximate 50,000.

Of the 3,382 union locals in the state, 2,705 are chartered by the AFL. CIO affiliates number 303. The remaining 374 locals are not affiliated with either of the two major federations.

Nearly 40 percent of California's union members are in the Los Angeles Metropolitan Area. Around 30 percent are in the nine counties comprising the San Francisco Bay Area.

Of each 100 union members, 33 work in a manufacturing plant, 18 are in the building trades, 13 are engaged in transportation and warehousing operations, and 11 work in wholesale or retail trade establishments. Workers in these four industry groups account for three-fourths of all union members in the state.

One union member out of five in California is a woman. Altogether there are about 300,000 women unionists in the state.

Your Secretary takes this opportunity to urge, as he so often has done in the past,

that all local unions not members of the Federation, become affiliated, and that all affiliated unions be represented in the Federation with their full membership. We need the backing of all the AFL union members in the state; what many local unions do not realize is that they need the California State Federation of Labor, and at its fullest strength.

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ADMINISTRATION

1953 Convention Resolutions

Approximately fifty resolutions adopted by the Federation's 1953 convention required further action by your Secretary. These fall into five groups: those presented to the 72nd convention of the American Federation of Labor, those mailed to our affiliated unions and councils, those brought to the attention of AFL President George Meany, and those sent to California congressmen and senators, and to various federal and state officials.

The resolutions are reported below in numerical order under the several headings.

Resolutions Presented to A F of L Convention

Nos. 7, 8, 9, 12—"Local Unions to Display 'AFL'"; "Notify Public That Projects Are Being Constructed by AFL Building Tradesmen"; "Display 'A F of L' on Union Buttons"; Advertise A F of L on National Basis."

In adopting these resolutions, our convention had requested your Secretary to prepare an appropriate resolution, combining the concepts embraced in these four resolutions, for presentation to the A F of L convention.

This resolution, entitled "Display and Advertise AFL," was sympathetically viewed by the AFL convention and referred to its officers for study and such action as warranted.

No. 27—"Rules to Govern Conduct of Congressional Committees."

This resolution was adopted.

No. 31—"Dual Coverage of Public Employees by Social Security and Private Pension Plans."

This resolution was referred to the AF of L's Social Security Committee for action.

No. 67—"Reaffirm Opposition to Central Arizona Project."

This resolution was adopted.

No. 170-"Housing Program."

This resolution was adopted.

Resolutions Sent to All Affiliates

No. 5—"Welfare Committes in Local Unions."

No. 18—"Support Unified Fund - Raising Drives."

No. 34—"Labor - Sponsored Sports Programs."

No. 64—"Endorse Campaign Against Los Angeles Times and Los Angeles Mirror."

No. 99—"City of Hope" (commending this institution).

No. 101—"Federation's Human Relations Program."

No. 106—"Commend Community Service Organization."

No. 142—"The City of Hope" (in regard to Dave Beck testimonial dinner).

No. 153—"Fair Employment Practices."

Receipt of these resolutions was acknowledged by many of our unions and councils.

Resolutions Sent to President George Meany

No. 32—"Prevailing Wage for Civil Service Laborers and Mechanics."

No. 57—"Increase Individual Income Tax Exemption."

No. 72—"Program for America in Cold War."

No. 81—"Oppose the Filibuster in the U. S. Senate."

No. 102—"Labor Public Relations Program."

No. 103—"Support AFL Stand on Racketeering in Unions."

No. 132-"Retirement Law Revision."

These resolutions were acknowledged by President Meany, who expressed appreciation of the support given the A F of L at our convention.

Resolutions Sent to California Congressmen and Senators

No. 13-"Liquor Store Displays."

No. 57—"Increase Individual Income Tax Exemption."

No. 68—"Repeal Unfair Provisions of McCarran-Walter Immigration Act."

No. 88—"Penalize Employers Who Exploit Mexican Nationals."

No. 126—"Eight-Hour Law for All Government Employees."

No. 127—"Eight-Hour Day for Government Hospital Employees."

No. 128 — "Union Recognition" (postal employees).

No. 129—"Increase Postal Salaries."

No. 130—"Merit Promotion" (postal employees).

No. 131—"Seniority by Law" (postal employees).

No. 133—"Time and One-Half for Substitutes" (postal employees).

No. 134 — "Defeat of Whitten Amendment" (postal employees).

No. 135—"Compensatory Time" (postal employees).

No. 136 — "Holidays Falling on Saturdays" (postal employees).

No. 139-"Shipbuilding Program."

No. 150—"Develop National Forest System."

No. 156-"Eradication of McCarthyism."

Due, perhaps, to the fact that the Congress was not yet in session at the time these resolutions were mailed, the response was smaller than usual.

Resolutions Sent to Federal and State Officials

No. 14—"Coverage of Domestic Workers by State Laws."

Copies were sent to the chairman and members of the Industrial Welfare Commission with the request that, as a start in protecting domestic workers, the Commission issue a minimum wage order to cover their employment.

This request was considered by the Commission at its March meeting, with Brother W. Douglas Geldert of Building Service Employes No. 18, Oakland, sponsor of the resolution, present to set forth the arguments for the issuance of such an order. The question was discussed at length, but the formidable enforcement problem made it impossible to reach a decision.

The Commission plans to give the matter further consideration, however, and will study the experience of Wisconsin, the only state which has a minimum wage order covering domestic workers, to see how the enforcement problem is being met there.

No. 28—"Retirement Benefits of Local Housing Authorities' Employees."

Copies of this resolution were sent to Commissioner Charles E. Slusser of the Public Housing Administration, and to Harry C. Bates, chairman of the AFL Housing Committee.

The replies received from both men were substantially the same: that the resolution contained a basic misconception of the 5 per cent of payroll limitation permitted by the PHA to cover local housing authority contributions for social security and private retirement plans.

Commissioner Slusser clarified the matter, as follows:

"At the present time the employer's contribution for social security is 11/2 per cent of the first \$3,600 of the employee's salary; therefore, under the present 5 per cent limitation, this leaves 3½ per cent of the first \$3,600 and 5 per cent of amounts exceeding \$3,600 of an employee's salary available for supplemental private retirement plans. Further, in recognition of the scheduled increase of social security contributions to 2 per cent of the first \$3,600 commencing on January 1, 1954, this agency has amended the 5 per cent limitation to permit local housing authorities to continue after January 1, 1954, their contributions of 31/2 per cent of the first \$3,600 and 5 per cent in excess of \$3,600 for supplemental private retirement plans."

Copies of both letters and of Section 501.2 of the Low Rent Housing Manual referred to in both letters were sent to Los Angeles Building and Construction Trades Council, sponsor of the resolution.

No. 32—"Prevailing Wage for Civil Service Laborers and Mechanics."

Copies were sent to Chairman Phillip Young and members of the U. S. Civil Service Commission. In his reply, Chairman Young assured us of the Commission's sympatheic concern with the problem, which requires a change in the law to correct, and informed us that three bills have been introduced in the 83rd Congress which would accomplish the objectives of our resolution: S 192, S 2302, and HR 6158. The Commission helped in the initial drafting of these bills and has given them full support. To date, no action has been taken on these bills.

No. 57 — "Increase Individual Income Tax Exemption." ,

A copy was sent to Secretary of the Treasury George M. Humphrey and was acknowledged by his office.

 ${f No.~69}$ —"Endorse 'Crusade for Children' Pamphlet."

A copy was sent to Earl W. Jimerson, president of the Amalgamated Meat Cutters of North America, who thanked us, stating his belief that if other state feder-

ations of labor would follow up on the pamphlet and circularize the Congress and their state legislatures, a great deal of good might come from these joint efforts.

No. 72—"Program for America in Cold War."

Copies were sent to President Dwight D. Eisenhower and to Secretary of State John Foster Dulles, and were acknowledged by both, Secretary Dulles stating that he had referred the resolution to the appropriate officers of the State Department for their information.

No. 85—"Ratify U.N. Convention Against Genocide."

Copies were sent to President Eisenhower, Vice President Richard Nixon, and Senators Thomas H. Kuchel and William F. Knowland, and were acknowledged.

No. 88—"Penalize Employers Who Exploit Mexican Nationals."

Copies were sent to Attorney General Herbert Brownell, Jr., and Secretary of Labor James P. Mitchell. Secretary Mitchell acknowledged receipt of the resolution, expressing keen and sympathetic interest in our desire to strengthen the existing law and stating that he expected to make recommendations along these lines to the next session of Congress.

No. 104—"Permanent Child Care Centers."

A copy was sent to the then Governor Earl Warren and acknowledged by him.

No. 137—"Rescinding Post Office Department's Mail Handler and curtailment of Service Orders."

A copy was sent to Postmaster General Arthur E. Summerfield and acknowledged by Assistant Postmaster N. R. Abrams, who thanked us for our interest in providing improved postal service and assured us that if we would submit the details of any specific instances of unsatisfactory service, the mattter would be investigated with a view to taking whatever corrective action might be deemed warranted. This information was communicated to Post Office Clerks No. 64, Los Angeles, sponsors of the resolution.

No. 139—"Shipbuilding Program."

Copies were sent to the members of the Federal Maritime Board.

No. 150—"Develop National Forest System."

A copy was sent to the then Governor Warren and acknowledged.

No. 154—"No Segregation in Housing." A copy was sent to Administrator Albert

M. Cole of the Housing and Home Finance Agency. In his reply, Administrator Cole stated that, at the request of President Eisenhower, the Agency was reviewing all of the federal government's housing activities, and that, in this connection, our resolution would receive careful consideration.

No. 156—"Eradication of McCarthyism."

Copies were sent to President Eisenhower and Vice President Nixon, and were acknowledged.

No. 161—"Appointment of Byrnes to the United Nations."

A copy was sent to President Eisenhower and acknowledged.

No. 173—"Increase Industrial Accident Commission Staff."

A copy was sent to Paul Scharrenberg, Director of the State Department of Industrial Relations. In his reply, Director Scharrenberg thanked us for our valuable support of past efforts at sessions of the legislature to increase the staff of the Industrial Accident Commission, and assured us that these efforts will be renewed at the next session of the legislature.

No. 181—"AFL to Serve on Agencies, etc. Dealing with Farm Labor Problems."

Copies of this resolution were sent to Secretary of Agriculture Ezra Taft Benson, Secretary of Health, Education and Welfare Oveta Culp Hobby, Secretary of Labor James P. Mitchell, Governor Earl Warren, Superintendent of Public Instruction Roy E. Simpson and all members of the State Board of Education, Dr. Wilton L. Halverson, Director of the State Department of Public Health, and Director Paul Scharrenberg of the State Department of Industrial Relations.

Secretary of Labor Mitchell stated that he was personally in agreement with our position in this matter and would always appreciate receiving our views on labor subjects.

Acknowledgements were also received from Acting Secretary of Agriculture Morse, Secretary Hobby, Superintendent Roy E. Simpson, Dr. Malcomb H. Merrill on behalf of the Director of the State Department of Public Health, Director of Industrial Relations Scharrenberg and A. C. Blackman, Chief of the Division of Industrial Safety.

All of these, with varying degrees of cordiality, promised cooperation.

No. 187—"State Purchase of California Made Products."

A copy was sent to Lawrence E. Hobart,

State Purchasing Agent, whose reply recapitulated the Purchasing Division's policy of favoring the purchase of Californiamade products, but stated that while the law allows the purchasing authority the option of extending a 5 per cent preferential advantage to state-manufactured goods, this option has been very sparingly used, and only on those occasions when the price differential was extremely small. In the case in point—the purchase of tags from an eastern firm rather than from a California firm—the differential was, according to Mr. Hobart, eight and three-tenths per cent.

Policy Statement 1 (f)—"The American Federation of Labor champions the International Labor Organization as a means toward the promotion of world peace by improving living standards."

Although no copy of this section of Policy Statement 1 was mailed to the ILO, Ralph Wright, Labor Counselor for the organization, read of it in our Weekly News Letter and promptly wrote to express his appreciation. His letter stated, in part:

"The ILO, which is the only one of the great international organizations of governments in which labor has voice and vote, is not well enough known to the general membership of the American trade union movement. Recognition such as yours serves a splendid purpose in helping to bring home the vital importance of the work of the ILO to our people."

Resolutions Referred to Executive Council

The following action was taken by the Executive Council at its November and February meetings on resolutions referred to it by convention vote:

No. 23—"In Defense of Our National Resources" and No. 149—"Approve Bureau of Reclamation Program for Water Conservation and Development."

The Executive Council voted to reaffirm the Federation's historic position with respect to the subject of national resources, with particular emphasis on water and power, and to reaffirm the action of the convention in filing the resolutions.

No. 40—"Reaffirm Support of Congressman Condon."

The Council referred this resolution to the Executive Council of the California Labor League for Political Education for its consideration. The endorsement of Congressman Condon by the pre-primary convention of the CLLPE disposed of the subject matter and the resolution was filed.

No. 43—"Improve Ventilation in Motion Picture Projection Rooms."

The Council instructed your Secretary to contact the sponsors of this resolution for the purpose of obtaining necessary data for the presentation of an intelligent case to the appropriate State Department to secure the protection sought by the resolution.

After securing additional information from Moving Picture Projectionists Local No. 150, sponsors of the resolution, your Secretary contacted Mr. A. C. Blackman, Chief of the Division of Industrial Safety, relative to the safety situation in connection with the presence of exhaust fumes in motion picture projection rooms.

Mr. Blackman replied that as cases were brought to the attention of his Department they would be corrected, and that a representative of the Division would contact Local No. 150 for correction of the existing conditions.

No. 76—"Support 'Labor's Daily'."

The Council voted to support "Labor's Daily" in conformity with the national policy of the American Federation of Labor, and to publicize this endorsement for the benefit of our affiliated unions.

No. 82—"1954 Campaign to Abolish Cross-Filing."

The Executive Council voted to give full cooperation and support to valid groups interested in sponsoring such an initiative, but decided that, because of the great expense entailed, the Federation itself could not undertake promotion of the initiative. The resolution was therefore filed.

No. 96—"Workers' Education," and No. 122—"Make Comprehensive Study of California School Finance."

The Council referred these resolutions to the Federation's Committee on Education. A report on these matters appears below.

No. 97—"Reaffirm Support for the United Nations,"

This resolution recommended that the California State Federation of Labor reaffirm its support of the United Nations and endorse the efforts of the American Association for the United Nations to counteract reactionary attacks against international cooperation.

The Council instructed your Secretary to make a full investigation of the latter organization. Your Secretary accordingly wrote to Matthew Woll, Chairman of the AFL Free Trade Union Committee, and was informed that the AFL has favorable relations with the organization. The Executive Council then voted at its February meeting to endorse the efforts of the American Association for the United Nations.

No. 100—"Fraternal Greetings to the Italian-American Labor Council."

The Council voted to act in conformity with the position taken by the American Federation of Labor and endorse the Italian-American Labor Council.

Under date of December 16, 1953, your Secretary wrote to Brather Luigi Antonini, informing him of the Executive Council's action at its November meeting to extend fraternal greetings to the Italian-American Labor Council and urge support of its work.

No. 108—"Fair Employment Practices Legislation."

The Council took the position that, while the State Federation of Labor was 100 per cent in favor of a federal employment practices law, it would not be financially feasible at this time to undertake a costly initiative campaign. The Council stated further, however, that the Federation remained anxious to work in conjunction with other valid groups to achieve this purpose.

No. 115—"Federation Fact-Finding Committee for Welfare Plans."

At the November meeting of the Executive Council, President Pitts appointed the following coordinating committee to investigate doctors' services under welfare plans and make such findings available for distribution: Vice Presidents Albin J. Gruhn, Thomas A. Small, Victor S. Swanson, Harvey Lundschen, Max J. Osslo, your Secretary, and President Pitts. A report on this investigation will be submitted by Vice President Gruhn at the meeting of the Executive Council held immediately prior to the convention.

No. 123—"Condemn Officials for Anti-Union Action at Contra Costa Junior College."

At its November meeting, the Council authorized the following committee to investigate the charge of anti-unionism at Contra Costa Junior College, and report back to the Executive Council: Vice Presidents Arthur Dougherty (Chairman), Albin Gruhn, and Harry Finks. Your Secretary made available to the committee a resume of the facts in this case, which involves the dismissal of Stanley Jacobs for Teachers' union activity, prepared by Ben Rust, president of the California State

Federation of Teachers, and a letter from Freda Roberts, secretary of the Contra Costa County Central Labor Council, reviewing the situation at the junior college.

Two lengthy hearings were held subsequently at the office of the Federation, and a report will be submitted by Vice President Dougherty to the next meeting of the Executive Council.

No. 164—"Investigate Labor Relations in Compensation Insurance Fund."

The Executive Council acquainted the Board of Directors of the State Compensation Insurance Fund with the contents of this resolution and the convention decision directing the Council to make an investigation and take such further action as might be desirable or necessary. Subsequently, the Council learned that the Board of Directors had entered into a contract with the Stanford Research Institute to "make a study of the operational procedure and the organizational structure of the State Compensation Insurance Fund as it related to management, personnel relations, supervisorial procedure, handling of grievances, looking toward furnishing the Board of Directors a report so as to provide it with sound procedure to be used in the future for an effective, efficient and harmonious administration of the Fund."

In view of this action taken by the Fund's Board of Directors, further steps by the Executive Council were deemed inadvisable at least for the time being.

No. 169—"Support Technical Engineers' Organizing Drive."

The Council voted to table this resolu-

No. 172—"Retirement Pension for Federation's Secretary-Treasurer."

In adopting this resolution, the convention referred to the Executive Council the matter of establishing a "feasible" program of pension coverage for all employees of the California State Federation of Labor.

The Council instructed the Secretary to work in cooperation with the following committee to secure the necessary retirement system data: Vice Presidents Thomas Small (Chairman), Lowell Nelson, and Robert Ash.

The committee has met with the Federation's auditor to obtain actuarial assistance, and Vice President Small will present a report at the next meeting of the Executive Council.

Educational Activities

Each year sees an increase in the educational activities of the Federation and

in the benefits gained therefrom by the membership. The following report shows how programs established several years ago have prospered, and the response that has greeted new programs inaugurated during the past year.

Committee on Education

Members of the Federation's Committee on Education, appointed by President Pitts to serve during 1953-1954, have been: Max J. Osslo (Chairman), Robert S. Ash, John T. Gardner, Albin J. Gruhn, Paul L. Reeves, and Thomas A. Small

1953 Convention Resolutions

Meeting in November and again in February, the Committee on Education considered and took the following action on resolutions referred to the Executive Council by the 1953 convention, and referred by the council to the committee:

No. 29—"Visual Labor Education."

The Committee on Education requested your Secretary to obtain information about the use of motion pictures and television in labor education, and effective ways to encourage and develop an effective program of visual education using such facilities where feasible. Your Secretary accordingly wrote to John D. Connors, Director of the AFL Workers' Education Bureaur, advising him of our interest in developing a state federation program for visual education. In a three-page letter, Brother Connors lisited the film services that are available through the bureau. A copy of this was submitted to the committee.

No. 30—"Local Committees for Labor Education," and No. 96—"Workers' Education."

In connection with both these resolutions, the committee requested your Secretary to seek information from Brother Connors of the Workers' Education Bureau. In his reply, Brother Connors sent detailed information on the educational programs geared for local activity by the Iowa and Kentucky State Federations of Labor. Copies of this material was given to the members of the Committee for study and further consideration.

A report on Resolutions 29, 30 and 96 will be made at the next meeting of the Executive Council.

No. 122—"Make Comprehensive Study of California School Finance."

This resolution recommended that the California State Federation of Labor urge the Governor of California to appoint a state-wide committee of citizens to make a thorough study of California school finance, and to provide an appropriation of sufficient funds to carry out such a study, with adequate consideration given to the financial needs of local communities.

The Committee took the position that the State Federation of Labor could best approach the question of adequate financing of the California school system through participation in the work of the California Education Study Committee, rather than by now endeavoring to undertake the project by itself, and that such participation should be continued until such time as it becomes apparent that it is ineffective, whereupon the Executive Council of the State Federation can conduct its own private investigation.

Labor Press Institute

The fourth annual AFL Labor Press Institute was held in Santa Barbara, November 28 and 29, 1953, jointly sponsored by the California State Federation of Labor and the University of California at Los Angeles. More than 100 AFL editors, union officials and interested AFL members attended the two-day meeting.

Workshop sessions were conducted on the following subjects: labor papers as an instrument of public relations for the union movement; how to write for readability; what to write for reader interest; the labor press and political issues; and how editorial policies should be determined.

Of outstanding importance was the decision on a proposal strongly urged by your Secretary to form a regional unit of the International Labor Press of America. After an address by Lewis M. Hermann, secretary-treasurer of the ILPA, who promised that such a unit would enjoy national AFL support and could mean improved standards for the labor press in the west, temporary officers were chosen to draft a regional constitution for a unit embracing California and possibly other western states.

Founded by Samuel Gompers in 1910, the ILPA seeks to advance the interests of all duly authorized AFL papers in the United States and Canada, and through its "Code of Ethics," has fought to save the labor press from commercial exploitation and heavy-handed promotion.

The establishment of the ILPA regional unit is the latest addition to the impressive list of accomplishments of the preceding institutes, which, in a few short years, have greatly benefited the AFL press in California.

Labor Institute Unemployment Conference

The seventh annual Labor Institute, sponsored jointly by the Federation and the University of California, was held in Santa Barbara during the week of April 25, attended by more than 150 delegates from local unions and councils throughout the state.

Early in the year it was apparent that the employment situation in California, as in the nation, was deteriorating, and it was decided to devote the week-long conference to the subject of unemployment. The institute thus became known as the Unemployment Conference.

The high calibre of the speakers and those who conducted the classes, and the broad scope of the subjects discussed attest to the immense educational value of the conference.

Speakers and faculty included: William A. Burkett, director, State Department of Employment; Frederick A. Breier, assistant professor of economics, University of San Francisco; George S. Roche, chief, Research and Statistics Section, State Department of Employment; Max Kossoris, regional director, U.S. Bureau of Labor Statistics; Ewan Clague, director, U. S. Bureau of Labor Statistics; Dr. Joseph Garbarino, assistant professor of economics, University of California; Daniel W. Johnston, economic counselor, labor unions; John Ulene, International Ladies' Garment Workers Union; O. T. Satre, Southern California Metal Trades Council; Charles P. Scully, attorney, California State Federation of Labor; Dr. Carl Uhr, lecturer, Riverside Campus, University of California; Clark Doolittle, chief, Unemployment Insurance Division, Department of Employment; Thomas Campbell, southern California area manager, Department of Employment; Michael Kunz, chairman, Unemployment Insurance Appeals Board, Department of Employment; Dr. Milton Chernin, dean, School of Social Welfare, University of California at Berkeley; William A. Barr, superintendent of charities and director of institutions, Los Angeles County; Ronald Born, director, Social Welfare Department, City and County of San Francisco; Charles Schottland, director, State Department of Social Welfare; and Dr. Karl de Schweinitz, prefessor of social welfare, University of California in Los Angeles.

Classes on the following subjects were held daily: what do we actually know about the amount of unemployment; what are real wages worth in California; annual wage proposals; hour reductions and work sharing proposals; unemployment benefits and disqualifications.

In connection with the classes, speeches were made and discussions were held on these subjects: our economic system to-day; the employment outlook today; what can federal and state governments do to insure full employment; what can be done at the collective bargaining table to insure full employment; the state unemployment compensation law; a review of the California experience; unemployment insurance in California; relief laws; problems of relief today; how does the relief organization operate in the state; what has happened to relief legislation since 1940 in California.

Four evening meetings were devoted to political action discussion. Your Secretary spoke on political problems in California; political action in the western states was described by C. Al Green, regional director of Labor's League for Political Education; Mayor James Hicks of Sacramento told about winning a local election; and crossfiling in California was discussed by Dr. Currin Shields, professor of political science, University of California at Los Angeles.

Quarterly Labor Education Conferences

A new phase of the Federation's educational activity began this year with the putting into effect of Section g of the 1953 policy statement on education adopted by the convention. This authorized your Secretary to arrange for quarterly week-end conferences on critical and timely issues, to be held under the Federation's exclusive sponsorship.

At its first meeting after the convention, the Executive Council agreed that the first of these conferences would be concerned with workmen's compensation laws and procedures in California. The subject proved too extensive for restriction to one conference, and experience soon showed that, for the travelling convenience of the membership, identical conferences should be held on a regional basis.

The first conference was held on February 13 and 14, 1954, in San Francisco. Discussions were led by Everett A. Corten and T. Groezinger, counsel for the Industrial Accident Commission, George Lane and A. H. Nelson, IAC referees, and the Federation's attorney, Charles P. Scully, and his legal associate, Lowell A. Airola. Subjects included: history and background of workmen's compensation in California; procedures of the Industrial Accident Com-

mission; preparation of pertinent applications and petitions; temporary disability and medical benefits; and permanent disability benefits, serious and wilful misconduct, and other miscellaneous items.

Although about two hundred AFL members were expected to attend, an overflow crowd of four hundred jammed the San Francisco Building Trades Center, and at the close of the conference, voiced their enthusiastic approval and recommendation that the series be continued.

The second conference was held June 5 and 6, 1954, in the Teamsters Building in Los Angeles. This conference dealt exclusively with the permanent disability rating schedule of the California workmen's compensation law.

Participants included Charles P. Scully, Federation attorney; J. L. Barrett, M. D., medical director, Industrial Accident Commission; Paul Beddoe, M. D., assistant medical director, Industrial Accident Commission; Eli Welch, supervisor, permanent disability rating bureau, Industrial Accident Commission; Jerry Crowley, permanent disability rating specialist, Industrial Accident Commission.

An identical conference will be held in San Francisco, October 5 and 6.

1954 Scholarships

The Federation's fourth annual scholarship contest was announced in February with a mailing to approximately 2300 high schools in California and Hawaii. Superintendents of schools were also notified and publicity was sent to and carried by all the labor papers in the state.

Applications were received from 346 students, and 225 of these actually took the examination on May 21. The committee of judges, composed of Edgar L. Warren, Director, Institute of Industrial Relations, University of California, Los Angeles; Vaughn D. Seidel, Alameda County Superintendent of Schools; and Frederick A. Breier, Assistant Professor of Economics. University of San Francisco, met on June 7 to choose the three winners and two alternates (in the event winners were unable to accept the scholarships) from 30 examination papers previously selected from the 225 by readers. Neither the readers nor the judges, of course, knew the identity of the students competing.

Two boys, aged 17, and a 16-year old girl were winners of the contest: Donna Hardesty, La Jolla High School, La Jolla, California; Richard Kirk, Christian Brothers High School, Sacramento, California; and William D. Mathewson, Stockton High School, Stockton, California.

The three winners will receive their awards at the Federation's 1954 convention, and will be the guests of the Federation throughout the week.

After three years, it is now possible to evaluate the beneficial effect the scholar-ship program has had, apart from making it possible for deserving young people to continue their education. The program has been praised throughout the state, labor education work has been stimulated, and the teaching of labor history in the high schools has received new emphasis.

Tolerance Program

Copies of a George Meany leaflet on civil rights were mailed in March to all affiliates of the Federation as part of the Education Committee's tolerance program.

Titled "Why Labor Fights for Human Rights," the high point of the leaflet is Meany's statement that "the AFL will not be satisfied until all of our members, regardless of race, creed, color, or national origin, have won equal rights."

Copies of the leaflet may still, at this writing, be obtained from the Jewish Labor Committee, 25 East 78th Street, New York 21, New York.

Unemployment

Unemployment has been a subject of mounting concern to labor since the late summer of 1953. The Federation has maintained a close watch on developments and has kept the membership as fully informed as possible through the Weekly News Letter.

The swiftness with which the employment situation deteriorated was alarming.

In July of 1953, employment in the United States had reached a new all-time high for the month; estimated at 63.1 million, it was approximately a million above the record figure for July, 1952. At the same time, unemployment, estimated at 1.5 million, was about 400,000 under the level of the same month in the preceding year, and at 2.4 per cent of the civilian labor force, was one of the lowest on record for the month.

In August, hiring rates failed to show the usual late summer pickup and the factory layoff rate began to rise, but the general outlook was still considered favorable. More and more frequently, however, one heard the term which was to become so familiar during the coming months—"economic readjustment"—used to explain away increasing danger signals and allay

fears of a possible depression in the offing. Not even the sag in farm income noted at the end of the year was regarded as cause for concern, although, in the face of the dangerously high level of living costs, labor was keenly aware that throughout the nation wage increases were becoming more difficult to obtain.

As the winter set in, unemployment rose sharply and continued to grow. By March, 1954, the U. S. jobless total had reached 3,725,000, or 5.8 per cent of the labor force. In California, unemployment increased from 121,000 in October, 1953, to 305,000 in March, 1954, a rise of 152 percent.

Meeting on February 27, 1954, the Federation's Executive Council discussed the situation at length, and then prepared and issued the following statement, which summed up developments during the preceding months and set forth a program of action to be taken by state and federal governments:

STATEMENT ON UNEMPLOYMENT

The growing crisis in unemployment cannot be ignored, nor can it be considered a matter for mere governmental study.

Within the past three months, unemployment in California has more than doubled. The number of jobless in the nation almost tripled within the same period.

The effects have already been felt in thousands of California families. Applications for county relief in California jumped 71 per cent between January, 1953, and January, 1954.

The soaring number of both unemployed and relief applicants points to an inevitable drop in consumer buying power. Any serious fall in purchasing power will bring us to the brink of a tragic depression.

It is therefore the obligation of federal and state government to undertake immediate remedial action.

Governor Goodwin Knight has properly called for an increase in unemployment insurance benefits. Such an increase will not only tend to meet critical family needs, but will bolster the purchasing strength of the consumer public at a time when business is feeling the press of overstocked shelves.

However, unemployment insurance represents but one avenue of required action. We offer the following nine-point program for prompt consideration by federal and state government:

1. The state legislature should make use of current reserve funds to launch a useful public works program for the prevention

of unemployment, as provided for by the "Post War Unemployment and Construction Act of 1945."

- 2. The federal and state governments should act to begin construction of necessary reservoirs, canals, and water-power distribution systems, both within and without the framework of the Central Valley Project. In the face of growing unemployment, construction should begin on such projects as the Trinity River, the San Luis Project, and the Santa Maria Project, and other enterprises sufficiently large to absorb unemployment and meet California's increasing need for cheap power and equitable water distribution as envisioned in the federal Reclamation Act.
- 3. Federal financial assistance should be granted for private and community hospital construction on the local level, and Congress should furnish federal aid to education for needed school construction, to wipe out the terrible deficiencies in health and schooling which threaten the American future.
- 4. Federal public housing should provide 135,000 units a year, as called for in the Housing Act of 1949. The proposed Eisenhower program of 35,000 units cannot hope to meet the grave housing requirements of millions in the low-income brackets.
- 5. West coast shipyards should be given a fair share of naval contract work to sustain the yards which proved their efficiency during the second World War. Further, the American merchant marine should continue to be awarded 50 per cent of all cargoes shipped overseas in government aid programs.
- 6. Full effect should be given to the federal Employment Act of 1946, requiring the federal government to mobilize its resources to promote conditions which afford "useful employment opportunities for those able, willing, and seeking to work, and to promote maximum employment, production and purchasing power."
- 7. The state legislature should recognize the current relief crisis by making available provisions of the State Relief Law of 1945. Such action is essential since county relief applications have increased 71 per cent within the year. Eligibility standards of the state emergency program should be based on American requirements of decency. County indigent aid is now administered on a pauper basis, and denies relief to all save those in total destitution.
- 8. State unemployment insurance benefits should be raised from the pitifully low figure of \$25.00 per week and coverage extended to all workers. The failure of the

law to protect thousands in the low paid categories is a serious blow at the purchasing power of the wage earner public at a time when both workers' families and the economy are in desperate need of more buying power.

9. Both federal and state minimum wage levels should be raised from 75 cents to \$1.25 per hour. Both laws should be extended to cover all workers. The California law now applies only to women and minors, and fails to cover workers in such low paid categories as agricultural labor.

Needless to say, our recommendations, save for a \$5.00 increase in unemployment benefits voted at the 1954 session of the California legislature, have been largely disregarded.

Nevertheless, despite the seasonal upturn in employment which began in the spring, the danger has not yet passed; at this writing, official figures place unemployment at approximately 3.5 million, far too large a figure to permit us to relax our vigilance. The Federation's program, set forth above, is, in essence, a reaffirmation of principles and action we have long advocated, and we shall continue to seek every opportunity to work for its realization.

Unemployment Statistics

The March, 1954 issue of "Your Economics and Mine" was devoted to a review of the sources for measuring unemployment. The article traced the national history of unemployment for the past twentyfour years, and then described three sources of unemployment statistics: state agencies, the U.S. Bureau of the Census, and the U.S. Department of Labor. The AFL's two principal objections to the Census Bureau's findings were set forth: (1) they do not include workers laid off for temporary periods and waiting to be rehired; (2) they do not include workers employed three or four days a week because of job curtailment.

This criticism of the adequacy of official unemployment figures should always be kept in mind, along with the fact that unemployed workers who come to the end of their benefit period and are still unemployed are not included in the official figures.

"Blue Card" System

Continued efforts by the Federation to obtain the reestablishment of the "blue card" unemployment clearance system by

the Department of Employment have thus far failed.

This issue arose shortly before the Federation's 1953 convention with the announcement by the Department of Employment that the "blue card" system, inaugurated in 1948 as a result of an understanding between the Department and the Federation, would be abolished and replaced by a new and "tighter" clearance system.

The Federation immediately called a conference, attended by some 200 AFL officials, on June 12, 1953, in San Francisco, and subsequently, upon our request, State Director of Employment Bryant postponed the change from July 31 to August 31. On the heels of our convention, on August 19, a second conference was held in San Francisco, where complaints against the proposed system were thoroughly reviewed and debated by 285 delegates.

The conference created a 15-man committee to hold further meetings with Director Bryant. Your Secretary named the following representatives to the committee:

M. J. Callahan, State Culinary Alliance, Long Beach; J. L. Childers, Building Trades Council, Oakland; Ralph Conzelman, Central Labor Council, Santa Ana; E. A. Doyle, Bartenders and Culinary Workers No. 654, Oroville; Joseph Cambiano, State Council of Carpenters, San Francisco; George Johns, San Francisco Labor Council; Jack Kopke, Paint Makers No. 1101, Oakland; Al F. Mailloux, Building Trades Council, San Francisco; Albert A. Marty, Teamsters No. 150, Sacramento; Wendell J. Phillips, Bakery Wagon Drivers No. 484, San Francisco; John Quimby, San Diego Labor Council; Ed Rainbow, Boilermakers No. 6, San Francisco; Thomas Ranford, Los Angeles Central Labor Council; Leo Vie, Los Angeles Building Trades Council; Thomas "Ted" White, Warehousemen No. 860, San Francisco.

Two meetings were held by the committee and Department of Employment representatives. Although the committee adopted a conciliatory attitude, the Department was adamant toward all critical provisions and would not agree even to minor changes. Faced with the obviously final breakdown of negotiations, the committee unanimously agreed that nothing would be served by calling additional meetings, and regretfully declared that it had no recommendations to make to unions in regard to the Department's new cooperative agreement.

Continuing dissatisfaction with the new

system, however, kept the issue alive, and in the spring your Secretary mailed questionnaires to all affiliated unions, requesting information on union job referral or placement facilities. The purpose of the questionnaire was to secure sufficient data to reopen discussions with the Department of Employment leading to the possible restoration of the "Blue Card" or a similar system.

The response from the unions was excellent, and we are confident that the data obtained will permit a reconsideration of the case.

Employment Advisory Council

Three officers of the Federation were appointed to the 12-member State Advisory Council on Employment Service when this body was set up in March by Director of Employment William A. Burkett: Vice Presidents Harry Finks and Pat Somerset, and your Secretary.

The purpose of the committee, comprised of four labor, four management, and four public representatives, is the shaping of policies relating to the administration of the Unemployment Insurance Act.

Employment Minority Specialist

In response to a request by the Federation, a minority employment coordinator was recently appointed to the staff of the southern area office of the Department of Employment by Director Burkett, with the approval of Governor Knight.

The Federation had urged the appointment of a "minority specialist" to guarantee full equality in hiring practices and to meet other special problems which members of minority groups often face in their search for employment. The Los Angeles area has an especially large number of minority workers.

One of the principal duties of the employment coordinator will be to work with the Citizens Advisory Committee, appointed to advise the department's area manager on employment problems of minority group workers and to assist the department's offices in an areawide educational program to promote "merit employment." The committee is composed of thirty representatives of management, labor and the public from the Los Angeles area.

Unemployment Benefits Increase

The increase in unemployment insurance benefits voted by the 1954 special session of the California legislature is set forth in Part III of your Secretary's report.

Other Matters

State Safety Conference

The annual California Industrial Safety Conference was held in San Francisco, February 11-12, 1954. The effectiveness of the unending campaign of safety education carried on by unions, state safety officials and employers was reflected in the record attendance.

Your Secretary was among those who addressed the conference.

Health and Welfare Conference

Sponsored by twelve northern California central labor councils, and presented in conjunction with the California State Federation of Labor, with the technical assistance of the University of California's Department of Industrial Relations, a two-day health and welfare conference was held in San Francisco, March 20-21, 1954. Upwards of 370 delegates from unions in the northern part of the state attended.

Various types of health and welfare plans were surveyed, and a panel discussion was held on medical care costs. It was the unanimous demand of the conference that doctors and hospitals join with labor unions to give the American worker more protection for his health and welfare dollar. Criticism of the medical profession was sharply expressed.

Delegates adopted committee deports recommending the following major actions:

- (1) Continuation of labor's campaign for national prepaid public health insurance
- (2) Establishment of labor health clinics and centers.
- (3) Listing of the Kaiser-Permanente panel plan as the "most attractive one" now available to labor unions.
- (4) Condemnation of physicians and hospital administrators for "disregarding completely" their obligations under health and welfare plans.
- (5) Founding of realistic fee schedules by medical associations to protect worker's pocketbook.
- (6) Extension of plan provisions to retired, disabled, and unemployed workers.

Unfair Insurance Practices

In support of a resolution submitted to the Federation by the California State Conference of Teamsters, condemning the violation of law and ethics by certain insurance companies who indulge in unfair tactics in an attempt to influence court decisions in personal injury cases, the Executive Council adopted the following statement: "The Executive Council recognizes the unfair and pressure tactics of certain insurance companies and agencies, and is in complete support of the intent and purpose of the resolution. The Executive Council goes on record to commend Attorney General Brown for his efforts to curb these improper activities, and to give the aid and support of the Federation to all groups, organizations and individuals who are seeking to prevent the continuation of this unfair and injurious practice."

California Medical Services Committee

At its August, 1953 meeting, the Executive Council received a report from your Secretary on a meeting between himself and Attorney Scully and the Medical Services Commission of the California Medical Association relative to complaints of excessive fees charged by physicians, particularly in cases where the fee was fixed by the terms of a health and welfare plan. Facts on several cases had been reported earlier to the Secretary, and he had urged the Federation's vice presidents and all central labor councils to submit information on such cases to the Federation's office, providing, of course, that the charges were properly documented.

It was apparent at the above-mentioned meeting that the doctors differed among themselves about the problem, although, in general, they were opposed to uniform fees. They did agree, however, that some members of their profession had been guilty of charging excessive fees, and indicated their desire to hold future meetings on the subject.

Your Secretary was therefore instructed to advise the California Medical Association that the Executive Council stood ready and willing at all times to meet and discuss the common problems of medical services, to arrange for a further meeting, and to select a committee for this purpose.

A letter to the California Medical Association was duly dispatched, and the following permanent California Medical Services Committee was appointed: President Thomas L. Pitts, Vice Presidents Max J. Osslo, Albin J. Gruhn, Robert S. Ash; George Johns of the San Francisco Labor Council, William Bassett of the Los Angeles Central Labor Council, Attorney Scully, and your Secretary.

This committee held its first meeting with the Medical Services Commission on

Sunday, January 17, 1954, at the St. Francis Hotel in San Francisco. The entire subject matter of medical care for our membership was discussed, and another meeting, at the call of the chairman of the Medical Services Commission, was agreed upon in the near future.

To date, however, no further meeting has been called by the Commission.

Tax Exemption Affidavits

Your Secretary has kept the Federation's affiliates fully informed on means of compliance with the anti-subversive tax exemption measure adopted by the 1953 session of the legislature.

The new law requires that any individual or organization requesting a tax exemption, must sign and file a non-Communist affidavit as a condition of obtaining such exemption. The requirement is particularly important to labor unions, since most of them claim exemption from the corporation tax under the State Franchise Tax Department.

At our request, the State Franchise Tax Board informed us as soon as specific exemption procedures had been formulated and forms prepared, and our members were promptly notified by us where full information and blank forms could be obtained.

II ORGANIZATION

Marine Cooks and Stewards, AFL

The Federation has continued to give financial assistance to the AFL Marine Cooks and Stewards in this union's long and bitter campaign to bring the cooks and stewards on all West Coast ships under the banner of the AF of L.

This campaign has been one of overcoming one obstacle after another, each victory being followed by renewed struggle. While slow, progress has, however, been sure, and the campaign, with unswerving support from the Seafarers International Union, the American Federation of Labor, and the California State Federation of Labor, will continue until victory is won.

Steamschooners

A major victory was won last summer when the National Labor Relations Board set aside the November-December 1952 steam schooner representation election, which had been won by the independent Marine Cooks and Stewards Union. Reason for this action was that the vote did not represent a "free and untrammeled expression on the part of the workers involved." The AFL union had charged that the independent organization had been guilty of violence and terror during the election campaign, and investigation by the NLRB bore out the charge. A new election, involving ten steamschooners, was held in the spring of this year and was won decisively by the AFL.

Marine Firemen

In October, 1953, the Marine Firemen, Oilers, Wipers and Watertenders were chartered as an affiliate of the Seafarers International Union, as the result of a two to one vote taken by members of the independent MFOW last summer. This returned to the A F of L some 6,500 West Coast maritime workers, whose union had been independent since the dissolution of the old AFL International Seamen's Union in 1937, and strengthened the position of the SIU on the West Coast.

MC&S Election on Dry Cargo and Passenger Ships

After the steamschooner victory, the AFL Marine Cooks and Stewards pointed their sights toward the larger representation election on all dry cargo and passenger vessels on the Pacific Coast, and the cumbersome machinery of the NLRB played a role in shaping that election.

In October, 1953, the NLRB announced that unions whose officers had been indicted for filing false non-Communist affidavits would be barred from collective bargaining elections, unless a vote were demanded by another union or the employer. This decision was apparently aimed at the independent National Union of Marine Cooks and Stewards, whose president, Hugh Bryson, had been indicted for swearing falsely that he was not a Communist; the union itself had been expelled earlier from the CIO on charges of Communist control.

The International Longshoremen's and Warehousemen's Union had already moved into the field, however, and was conducting its own organizing drive through a newly created steward's department, apparently foreseeing that Bryson's union was doomed. The NLRB decision came too late to keep the independent union off the ballot, as well as too late to permit inclusion of the ILWU stewards' department. Thus, when balloting began in February, 1954, three choices faced the cooks and stewards: the AFL union,

the independent union, and "neither" union. In its determination to stop an AFL victory, the ILWU urged a "neither" vote

The results of the election were announced in May: 1,287, or 63 percent, had voted "neither" union; MCS-AFL, 743 votes; NUMCS, 14; challenged, 164; void 63; ineligible, 35. This left the situation in a snarl, since the employers, the Pacific Maritime Association, cannot recognize any union as lawful bargaining agent until it has been certified by the NLRB, and the ILWU's stewards department, the apparent victor, has not been so certified since it did not appear on the ballot.

The AFL Marine Cooks and Stewards has challenged the election and filed charges against organizations cited for attempts to influence the election results. Meantime, its organization campaign has been renewed with greater vigor than ever.

National Conference

Proposed by the Sailors' Union of the Pacific in October, 1953, a national conference of anti-Communist maritime unions was held in Washington, D. C., January 18-19, 1954. Thirteen unions—three CIO and ten AFL—sent a total of 50-odd delegates, who represented an estimated 130,000 organized merchant seamen and associated groups. This was the first time in U. S. maritime history that AFL and CIO maritime unions had joined for joint policy action.

In addition to adopting a 10-point action program, including the creation of a standing committee comprised of Washington representatives of maritime unions to carry out the program, the conference voted all-out support for the AFL Marine Cooks and Stewards' organizing drive.

The following unions comprised the conference: CIO—National Maritime Union, Marine Engineers Beneficial Association, American Radio Association; AFL—Sailors Union of the Pacific, Seafarers International Union (Atlantic and Gulf District); SIU (Great Lakes District); SIU (Canadian District); Marine Firemen, Marine Cooks and Stewards, Masters, Mates and Pilots, Brotherhood of Marine Engineers, Radio Officers Union, Inlandboatmen's Union of the Pacific.

With this powerful support, in addition to the ${\bf AFL}$ and our Federation, ultimate victory is assured.

Modesto Building Trades

The campaign against open shop activities in the construction industry in the

Modesto area has been carried on for over a year and a half, with the unfailing support of the Federation throughout the entire period.

The need for coordination of effort became acute during the past year, but efforts to unify all the building trades unions were finally successful, and the Building Trades Council is conducting a militant campaign.

The Federation has assigned Brother Curt Hyans, its organizer, to the area, and has contributed legal and financial assistance. This support will be continued.

Metal Trades Council Southern California

Assistance by the Federation to the organizing campaign of the Southern California Metal Trades Council, now in its fourth year, was halted recently pending a report on the results that have been obtained to date.

Machinists

Your Secretary addressed the annual convention of the California Conference of Machinists in Long Beach, October 31, 1953, and urged all locals of the International Association of Machinists to affiliate with the California State Federation of Labor. Following a discussion of the subject, the IAM Conference voted that the Secretary of the State Machinists' organization should send a letter to all local lodges, advising of the State AFL invitation. Your Secretary is pleased to report that a number of Machinists lodges, several of them with large memberships, have since affiliated with the Federation.

Counter-Organization

At its June meeting, the Executive Council discussed at some length the reappearance on a large scale of anti-union activities by various employer associations in the state.

A F of L organizer Thomas R and all gave a disquieting report on these activities, stating that they are widespread, not restricted to any particular craft, and constitute a threat to the entire labor movement. Specific cases were cited showing associations working actively with non-union contractors, refusing to respect picket lines, and attempting to break harmonious labor relations of years standing. In other instances involving culinary, building trades, and service station workers, trade associations have fostered and sponsored company unions. In each case,

Brother Randall presented factual information obtained, and stated that the cooperation of the whole labor movement was essential in breaking anti-labor organizations.

Further information was added by your Secretary. On April 14 a meeting was held in San Francisco with all of the unions involved with the company activities of a certain California employer's group. At that time, your Secretary asked the unions to furnish him with written and documented statements so that assistance might be rendered and material compiled for an intelligent approach to the problem. Sufficient information has been secured from replies to this request to indicate the seriousness of the problem.

The area involved extends from Redding to San Diego. In Redding the unions were successful in defeating the efforts of the employers' association in the area to form a dual union. The matter was settled, the workers refuted the so-called guild that had been formed, and returned to their own labor organization. Your Sccretary wishes to stress the fact that this was accomplished primarily through the entire movement in Redding forming and working as a unit, the Central Labor Council's coordinating efforts, and success in litigation.

Other areas involved in activities of anti-labor employer associations cover San Jose, Monterey, Salinas, Visalia, San Diego, San Bernardino, and Barstow. Numerous contacts with area labor representatives have been made by your Secretary in an attempt to develop an intelligent program to meet the attack at the proper place. In the southern part of the state, a different situation exists, springing from the collaboration of the M & M with certain employer associations.

While a general knowledge of the situation is had, more information is desired. As soon as more information is received, the Federation will be able to assist the unions involved; in the meantime, assistance will be rendered to those currently faced with the problem.

Your Secretary wishes to take this opportunity to emphasize that where a division in the labor movement exists, it is a natural situation for an employer association to gain ground, and that labor cannot win where it is divided and all elements do not work together. In those areas where the central labor council works as a unit, success will be achieved.

At this same meeting, several vice presidents outlined the situation in their respec-

tive areas, and described how efforts were made to have union members engaged in a dispute leave the job and then to replace them by a crew formed by an employer association. These reports revealed the extent of these operations and the methods engaged in by the various associations.

The Federation is alert to the danger presented by this resurgence of antilabor sentiment and activities. It will keep its affiliates fully informed, and will be ready to render assistance when needed. Organized labor need hardly be reminded, however, that increased organizing activity will present the strongest defense to any and all attempts to weaken or destroy our unions.

III LEGISLATION

Federal Legislation

Your Secretary's duties in connection with federal legislation have been heavier and more varied during the past year than is usually the case. Since space does not permit the detailing of the numerous matters which required action, they will be presented in brief summary only. Even in the case of the importation of foreign labor, as well as the all-important water and power issue, both of which required constant attention, the report here will be curtailed, as they are being thoroughly explored in policy statements presented by the Executive Council to this convention

Water and Power

The policies of the present Administration and its Secretary of the Interior, Douglas McKay, in connection with water and power are diametically opposed to those we have traditionally held, and have been fought by us as vigorously as possible.

By means of the Weekly News Letter, we have kept the membership fully informed of the ruthless attacks upon the reclamation laws, the attempts to junk the 160-acre limitation, and the brazen determination to hand over publicly developed and financed power to private interests. In direct communication to the Secretary of the Interior, we took sharp issue on the various points and set forth our own position in strong, concise terms.

Finally, we were given the opportunity to state our views before the Water Resources and Power Task Force of the Commission on Organization of the Executive Branch of the Government, at a hearing held in San Francisco on May 3, 1954. Since this statement has not been circulated either among the public or our membership, it is being printed in full below, so as to become a permanent part of the record of our activities in this field

STATEMENT OF C. J. HAGGERTY Secretary-Treasurer, California State Federation of Labor, AFL before

WATER RESOURCES AND POWER TASK FORCE

Commission on Organization of the Executive Branch of the Government Public Hearing, San Francisco, May 3, 1954

My name is C. J. Haggerty, and I am secretary-treasurer of the California State Federation of Labor, AFL. The office of the State Federation of Labor is at 995 Market Street, in San Francisco.

We are pleased that the Water Resources and Power Task Force of the Commission on Organization of the Executive Branch of the Government has come so far, and is providing us with the opportunity to tell you here at home our views on the activities of the federal government in the fields of water resources and power generation and distribution.

(1) These activities, the organizations and the agencies that carry them out are of great importance to us because they involve the full employment of our members, and of all workers in California.

From bitter experience, we know that full employment of our members, of all workers, at full wages, is dependent upon full, integrated development of our water resources.

Our knowledge is not academic; let me give a specific illustration:

Our members in this bay region felt the blow of unemployment in chemical plants from power shortage in 1947, and again, much more seriously, in 1948 when we bumped our heads on the ceiling of California's power production. The San Francisco Metal Trades Council alone had 10,000 of its members laid off on March 8 of that year, and another 5,000 the next day. Unemployment from the "brown-out" in '48 reached such proportions that the State Director of Industrial Relations issued a special report measur-

ing the loss of work and wages from this cause.

It is not necessary to go into that report. Our members were glad that the Director of Industrial Relations made that study, but they no longer need studies to know that power shortages cut wages.

What the members of the California State Federation of Labor want to know—and there are a good million and a quarter of them—is how much their wages are going to be cut in the future, unless our representatives in state and federal government begin to listen to better advice than they have taken up to now.

(2) Labor has found it impossible to depend upon local interests, either private or public, to develop our water and power resources sufficiently to keep our membership at work, and therefore is opposed to the Federal Government abdicating to these local interests its full responsibility for such development.

The record again is clear on this point. Take the example of that great private utility, the Pacific Gas and Electric Company, which has long claimed, and still is claiming today, that it should be trusted to take care of the power needs of the Central Valley and of Northern California. As long as two years before the power shortage of 1948, the United States Bureau of Reclamation warned that we were heading toward a shortage of power and with foresight asked Congress to appropriate money to generate power and to transmit it.

But the president of the PG&E set himself against this measure of prudence and precaution and vision. He exerted his influence to persuade Congress not to appropriate money for California. He assured Congress that we did not need it. And almost on the eve of the 1948 power shortage, he said to the Appropriations Committee: "There is no power shortage now, there has been none, and there will be none in the future."

You may ask, gentlemen, what this has to do with the issues under consideration by the Task Force. It is this: we are concerned, deeply concerned and very much disturbed by talk going around about giving local interests a greater share in the development of water and power resources, about the new policy of "local responsibility," and of "partnership" in the development of these resources.

We have been following these policies

closely as they have been developing at Hells Canyon, on our own Kings, Stanislaus and San Joaquin Rivers, and on the Klamath, and, frankly, we are alarmed. We see our federal government withdrawing its plans for integrated, basinwide development in favor of piecemeal development by private interests. We see emerging a program of river basin dismemberment, neglect of public responsibility, and a river development program quietly grinding to a halt.

And this in the face of new people pouring into our Golden State looking for jobs and farms and new industry, and capital looking for water and power.

Gentlemen, out of the bitter experience which I have tried to relate to you we have not found it possible to depend upon private and local interests to develop our water and power resources sufficiently to keep our members at work. We can only hope that your commission will not become a party to the emerging "new look" by abdicating to local agencies, private and public, the federal responsibility for full development of cheap water and power.

(3) Rather than abdicating its responsibilities, the federal government should concentrate on removing the existing, indefensible duplication of federal agencies that has enabled special interests to retard the development of cheap hydroelectric power and preclude full integrated development of our water and power resources.

It is a well established fact that, for a generation, our local private interests have blocked public power plants at every opportunity. It is well documented, moreover, that these private interests have been able to take advantage of the indefensible duplication of agencies in the executive branch of the government to retard and defeat public development of hydroelectric power needed to operate California industry and employ California wage earners.

The whole story, as you doubtless know, is in the report of your predecessors—the Report of the Task Force on Natural Resources to the Hoover Commission of 1949. There you will find the notorious history of the Kings and Kern Rivers in Central Valley, studied and published by the Hoover Commission as a horrible example of what should not be done, and of how special interests have been blocking power development, using duplication of federal agencies as their fulcrum. There also you will find why the Hoover Commission concluded that the only way

to obtain an efficient administration of water development programs is by a major executive reorganization involving the consolidation of the functions of the Bureau of Reclamation and the Corps of Engineers into a new Water Development and Use Service in the Department of the Interior.

Let us go back for a moment to the 1948 power shortage, for that shortage, in part, was the outgrowth of the duplication in federal agencies that still exists today. The PG&E was quick to blame the shortage on the failure of rains, on the war, on the new immigrants to California; in fact, on anything and anybody but themselves. But we know, and the records show it, that these were not the real causes of that power shortage. As pointed out above, its coming was foreseen and foretold by the Bureau of Reclamation, although others in responsible positions who should have known better, denied it, or closed their eyes until it came. The PG&E, for one, found it very convenient to forget all they had done to block the building of Central Valley, which was the real reason for our failure to meet the power demands of our growing state.

Time and space do not permit recounting here all the occasions, or the many ways in which the private-power monopoly interests have worked to throttle down the investment of public money to fully develop our water and power resources. Of importance, of course, is their repeated blocking of appropriations for construction of integrated units, of steam plants necessary to firm up publicly generated power, and of transmission lines to deliver that power. But what we are primarily concerned with here, is the way in which these interests, together with the excess landholders, have literally used the bad organization of the executive branch of our government to the same end, flouting reclamation law in the process, and breaking the unity of California's State Water Plan

(4) The basic issue which this commission must face, therefore, is a question of unity—of whether bad organization of the executive office is going to continue to serve as a party to the destruction of our State Water Plan, or whether the people of California are going to have unity in a project which cannot succeed fully, except with unity.

In California, as throughout the west, where our future growth is dependent

upon additional water and power resources, we cannot afford the luxury of leaving the development of those resources to the jockeying of special interests.

It was our own State Water Plan of 1930 that stressed this point wherein it was stated:

"The works required for solution of the state's water problems are of such magnitude and of such far reaching scope that proper solution calls for a coordination and unification of the interests of not only the entire state, but the federal government as well, in the planning and execution of a complete program of development."

The State Federation saw the rationale of this plan; it recognized unity as an elementary necessity, and took its stand. In 1933, we endorsed the Central Valley state water and power referendum which was approved by the people over the opposition of the private power monopoly. We stood for unified development, for public generation, and for transmission of power to consumers at the lowest possible economic cost, as provided by that measure.

Later, when it was found that the federal government would have to assume the major responsibility of carrying out our state plan, the State Federation reiterated its stand, supporting unified development under the United States Bureau of Reclamation and federal reclamation law. These were the means to secure fullest use of water and power, free of the throttling effects of power and land monopoly.

In 1947 we elaborated our position, and it holds today as it held then. We said, in part:

"The task of operating the water controls of the great Central Valley development will tax the highest capacities of a master dispatcher of water, one who can foresee by many days the need of an irrigator for water in a field 400 miles away, and the requirement for power of an industry in a distant city. Two or more agencies simultaneously attempting to develop and operate so intricate a system of controls can only cause friction and confusion, and cannot possibly achieve the full economic potential to which California is entitled. To do this is the task of one agency alone."

The manifest soundness of this view has been proven over and over again. The examples are many.

(5) The Federation is content to rest its position in the tragic example of the Kings River, for here, carried to its logical conclusion, is what we can expect when we leave the development of our water and power resources to the juggling of special interests between two federal agencies imbued with widely different legislative authoriteis, different water use philosophies, and conflicting concepts of administrative responsibility.

The story, I am sure, is well known to the members of this Task Force. It is a long and complicated one, but the essential facts are clear and straight forward, and can be presented in summary fashion.

Beginning as early as 1940, special interests undertook to hamstring and delay construction on Kings River by the Bureau of Reclamation. It was in that year, you will recall, that the Secretary of the Interior filed a feasibility report which had the effect of authorizing the Bureau to construct Pine Flat Dam and Reservoir and Pine Flat power plant. But the special interests were not satisfied to get behind that authorization and secure promptly the appropriation to give us the power and irrigation water we needed.

The private power interests who opposed public development and distribution of power to preference customers, foresaw in Bureau development of the Kings River a challenge to their own private rule. And the excess landholders, who automatically stood to benefit by the construction of Pine Flat Dam without the construction of supplemental federal distribution works, likewise saw in reclamation law the application of the 160acre limitation to their excess holdings. So together they began their whispering campaign in Congress. "We don't want reclamation in the Central Valley," they said: "We want flood control." And they called for construction on the Kings River by the Corps of Engineers.

In the midst of the confusion and the bustle of the great struggle to win the war, Congress did not take the trouble to look behind the slogan of the special interest groups. On the contrary, it accepted the testimony for flood control at face value and proceeded to authorize the Army Engineers to build Pine Flat Dam under the Flood Control Act of 1944. And in the same manner it authorized the Army Engineers to construct other dams on the Kern, the American, and other rivers in the Central Valley.

On the strength of a slogan as phony as that famous story of a horse-drawn rowboat on a desert to prove a claim under swampland law, Congress smashed to smithereens the engineering, economic, and legal unity of the greatest reclamation development in the United States of America.

It is true that, in the Flood Control Bill of 1944, Congress also enacted provisions designed to make all irrigation developments, no matter by what agency constructed, subject to the provisions of reclamation law; and all power developments subject to the provisions for publicly owned distribution systems. These safeguards against the flouting of reclamation law, however, have not accomplished their intended purpose, and in the Kings controversy, they have been virtually ignored.

With regard to irrigation benefits derived from the construction of Pine Flat Dam, the Army Engineers took the position that since no additional distribution works were required to pass on those benefits, the Bureau's authority under the Flood Control Act did not apply. Despite declarations by the Executive Office of the President and the Department of Interior that the Army's interpretation constituted a serious perversion of the intent of Congress, the Corps refused to budge from this untenable position. And in the same manner, efforts secure compliance contracts from water beneficiaries prior to actually starting construction of Pine Flat Dam by the Army Engineers were also rejected.

Now that the dam has been virtually completed, there are no effective means for withholding benefits to force reclamation law compliance. The Bureau instead has been engaged in fruitless negotiations for repayment of irrigation costs, without one red cent thus far being repaid the federal government.

In a like manner, the provision in the 1944 Flood Control Act relating to the distribution by the Bureau of Reclamation of all power developed from Army projects, has escaped implementation on the Kings River. And the reason is quite simple. The Army Engineers merely left the development of power on the Kings River to private utilities under Federal Power Commission license, as it has always been prone to do at project sites.

Indeed, this is the reason why the PG&E pushed for Army construction of Pine Flat Dam in the first place. There can be no denying this fact. It was brought out

in hearings before the House Subcommittee on Appropriations in 1946 by Congressman Elliott of California when he assumed the position of the private utility in explaining the difference in the estimated cost of the development of the Kings River as proposed by the Corps of Engineers on the one hand and the Bureau of Reclamation on the other.

The record speaks for itself:

Mr. Elliott: (having just given the Army estimate of \$19,700,000) That covers the entire project.

Mr. Dworshak: No, only partially, because we had before us . . . an estimate submitted by the Bureau of Reclamation at a proposed ultimate cost of \$53,200,000. . . . Are you referring to the Kings River Project in whole, as stated by the Reclation Service at \$53,000,000, or are you segregating part of it when you refer to that amount—how much was it?

Mr. Elliott: \$19,700,000. This is the amount of money the Corps of Army Engineers say will take care of flood control and irrigation.

Mr. Dworshak: And you contend that the difference between \$19,000,000 and \$53,000,000, as proposed by the Bureau of Reclamation, is entirely unnecessary?

Mr. Elliott: That is correct. That part would be for power.

This, then, is the philosophy of power development which Congress accepted when it turned over the Kings River to the Army Engineers instead of to the Bureau of Reclamation. Development of the full power potential in the Kings River Basin as an integrated addition to the Central Valley Project, in accordance with the Department of Interior's comprehensive plan, was rejected as "unnecessary," and one of our richest river basins turned over to exploitation of a private utility under license of the Federal Power Commission.

This, gentlemen, is no exaggeration, but rather the final chapter of a controversy which ended only about five months ago when the Secretary of the Interior announced dismissal of a government suit designed to prevent the PG&E from constructing a private power project that would preclude public development of the north fork of the Kings River as an integrated part of the Central Valley Project.

The facts again must be kept straight. It was the construction of Pine Flat Dam that made feasible for the first time a large scale upstream power development on the north fork of the Kings River.

Prior to the construction of this dam, which cost the government about \$50 million, the PG&E had only one run-of-theriver plant, but had not developed the river further because of interference of power operations with irrigation in the Kings River Service Area.

Some time before actual construction was started on Pine Flat Dam, both the PG&E and the Bureau of Reclamation completed their plans for upstream development. Of significance is the fact that the Bureau Plan not only proposed to fully develop the power resources, but also proposed to use excess power revenues from the project as well as surplus power for pumping water into a proposed San Luis Canal and Pool for use in the irrigation of a million acres on the San Joaquin Valley's west side.

Despite the strong case made for development of the North Fork as a federal project, the FPC granted a license to the PG&E over the protests of the Bureau of Reclamation. But the Department of the Interior, under the previous administration, did not accept that decision. It carried its protest to the Ninth Federal Circuit Court in San Francisco, declaring that the license was improperly granted.

Then came the change of administration in Washington, and Secretary of the Interior Douglas McKay's decision of a few months ago to drop that suit. This, in our opinion, was the final blow that broke the back of full Central Valley development. But we must remember, it was only one decision, and it came as a climax to a long series of events that can be traced back to the day when the Corps of Engineers was admitted to the Kings River

By surrendering Kings River power, and the revenues that such power would have yielded to help construct the San Luis project, Secretary McKay effectively foreclosed, or at least postponed, for the foreseeable future, a California irrigation project as big as the famous Columbia Basin Project in the Northwest; but it was the admittance to the Kings River of a duplicating federal agency operating within the narrow confines of flood control and navigation, rather than the broad social objectives of water and power development, that made that surrender possible.

Likewise with regard to the Central Valley's hopes for cheap power rates: In withdrawing the Department's objections to PG&E construction on the North Fork, Secretary McKay put an end to those hopes for cheap power, but again it was

because development of the Kings River under flood control law and the Army Engineers left power development to private utilities under Federal Power Commission license.

Not very long ago we had a dramatic example of what that decision, which precluded power development on the Kings River, is costing the people of the Central Valley who must look to the PG&E for their power.

About a week after the election last November, the Valley got its share of a general 16 per cent power rate increase granted the PG&E by the State Public Utilities Commission. By contrast, about the same time, the Sacramento Municipal Utility District concluded a 40-year contract for Central Valley Project power that will permit rate reductions there of 17 per cent below its already lowered schedule.

Here, summarized in dollars and cents, is the real meaning and significance of the special interests' slogan: "We don't want reclamation in the Central Valley; we want flood control."

The State Federation of Labor's program is for full development of the water resources of the entire Valley Basin by a single Federal agency under terms of our great reclamation law. We believe that the facts substantiate our position, and that it represents the thinking of the vast majority of the citizens of this state.

Mexican Agricultural Workers

Despite the alarm voiced by Attorney General Brownell last August over the "wetback" situation, when he declared that the matter of illegal Mexican immigration had become one of the nation's gravest law enforcement problems, it proved impossible to work out a renewal of the United States-Mexico agreement under which a bilateral system of border recruitment of Mexican nationals for farm labor in the United States had been functioning. Negotiations broke down when Mexico asked for a fixed pay rate for the contract workers, while the U.S. officials insisted that they be paid a prevailing rate, as in earlier agreements. American labor has consistently opposed the prevailing wage device, by which rates have often been fixed by grower influence without proper public hearings.

Stop-Gap Hiring Plan

As soon as the old agreement expired on January 15, 1954, the United States instituted a stop-gap plan, under which Mexican farm laborers would be recruited at border stations by representatives of the U.S. Department of Labor. The old agreement had provided that all recruitment be done by the Mexican government in the interior.

American labor strongly protested this "border hiring," and your Secretary flew to Washington, D.C., to discuss the issue with the Labor Advisory Committee on Farm Labor, which functions under the Department of Labor and is headed by Robert C. Goodwin, director of the Bureau of Employment Security.

Mexico had promptly closed its borders to farm workers seeking to enter the United States, and this led to repeated clashes at the border as police and soldiers of the southern republic sought to enforce their government's orders.

Meantime, the influence of the big American growers in evoking the crisis came out in the open.

The old agreement had established certain minimum guarantees, including the provision that Mexican contract workers would be guaranteed pay for 75 per cent of their work time in the United States. Under the border hiring practices, the Department of Labor become party to the grower-worker pacts maintaining the same general guarantees, but resting solely on administrative policy that might by nullified or cancelled at will, and the corporate growers had at once demanded a radical downward revision of the guarantees.

Your Secretary warned that the admission of Mexican farm hands without bi-lateral contract protection was a dangerous blow aimed at both the American standard of living and the welfare of the Mexican worker, and charged that if the U.S. government spent the same energy recruiting domestic labor as it did in hauling Mexican workers from border posts to American farms, there would be little need for any foreign labor. Labor on both sides of the border called for a continuation of the collective agreement concept which spelled out the duties and responsibilities of the two governments.

Instead, House Joint Resolution 355 was introduced in Congress, legalzing the unilateral system (the stop-gap plan) of recruitment of Mexican nationals at the border by the Department of Labor.

The following press statement was issued by your Secretary on January 29:

Mexican Farm Labor Statement

Organized labor in California is great-

ly disturbed by the violence which has marked the border relationship between the United States and Mexico during the past week.

For many months the American Federation of Labor in this state has warned that our federal government was blundering its way into an international crisis of sorts in respect to the importation of Mexican farm workers.

The present situation could have been avoided by fair and intelligent action on the part of the national administration.

Until January 15 the importation of Mexican workers was covered by a mutual agreement binding upon both the United States and Mexico. No such agreement now protects the workers of either country. And more, the U.S. Department of Labor and the U.S. Immigration and Naturalization Service are lending their efficiency and prestige to practices which cannot help but aggravate an already acute situation.

Our federal government has been hiring Mexican farm hands at border recruiting stations in defiance of Mexican government policy and in defiance of the American labor movement which knows such conduct serves only a powerful bloc of growers bent upon wrecking the concept of bilateral responsibility for decent working conditions.

The admission of Mexican farm hands without bilateral contract protection is a dangerous blow at both the American standard of living and the welfare of the Mexican workers.

The American Federation of Labor has conceded the right of the federal government to import foreign agricultural workers into areas where domestic workers are not available. However, the developments of recent days prove beyond doubt that if the U.S. government spent the same energy in recruiting domestic labor as it does in hauling Mexican workers from border posts to American farms, there would be little need for any foreign labor.

The American Federation of Labor is under moral obligation to protect the living standards of all who work on our soil regardless of race, color, creed or national origin.

We will continue our historic policy of cooperation with fair business and fair government for the welfare of the nation, but we must protest the deplorable indifference of the U.S. government to any extension of a mutual agreement pact with Mexico. This indifference is in marked contrast to the enthusiasm with which our federal agencies are dancing to the

demands of the growers for cheap and defenseless labor.

Copies of this statement were sent to all California congressmen on February 18, 1954, with a letter urging them to vote against HJ Res 355. The statement was read into the Congressional Record on February 22 by Congressman Samuel W. Yorty.

At its February meeting the Federation's Executive Council adopted the following statement:

- 1. We recommend rejection of HJRes 355, which would permit border hiring of Mexican contract workers without the bilateral protection that, prior to January 15, made both the United States and Mexico responsible for wages and working conditions of Mexicans used on United States farms.
- 2. We recommend immediate reopening of United States-Mexico negotiations for the writing of a new contract labor agreement, and granting the right of representation in negotiations to spokesmen for Mexican and American labor unions.

Nevertheless, HJRes 355 was approved by Cougress and sent to the President on March 4, a measure which, in effect, legalized the use of "wetback" labor.

The situation, however, could not by any stretch of the imagination be considered under control with the approval of this resolution. Nor did amendment of the international agreement, finally achieved in March, do much to improve the situation. Instead, it worsened steadily, and on June 10, the U.S. Immigration and Naturalization Service clamped a tight control on the Mexican border. Between June 11 and June 16, 10,906 "wetbacks" were apprehended and another 27,000 were picked up between June 17 and July 5.

The major significance of the present drive is, of course, the sealed border, which means that apprehensions actually amount to a net reduction in the "wetback" force. Nevertheless, even if "containment," desirable or undesirable, were the goal of the various measures that have been taken, it is still very far from realization.

Proposed Legislation

There is, however, a brighter side to the legislative picture. In viewing measures proposed to stem the tide of "wetbacks," we have constantly called for the punishment of employers who knowingly hire them. Two bills are now pending in the U.S. Senate which, if passed, will go a long way toward providing the means we have always advocated.

Hearings on these bills, S 3660 and S 3661, have recently been held by the Subcommittee on Immigration and Naturalization of the Senate Committee on the Judiciary, Although the Federation was invited to testify, it was impossible for us to accept, but we wired Senator Arthur V. Watkins, chairman of the subcommittee, that we were in full accord with the statements presented at the hearings by Walter J. Mason of the American Federation of Labor and Dr. Ernesto Galarza of the National Agricultural Workers Union, AFL, and urged that the bills be favorably reported out by the subcommittee.

S 3660 would declare it contrary to public policy and unlawful for any person to knowingly employ any alien who has entered the country illegally within the three previous years.

S 3661 would grant authority to the Department of Justice to seize and forfeit any vessel or vehicle which has been or is being used to transport illegal immigrants.

In testimony by Walter J. Mason, the AFL stated that it is supporting S 3660, but is concerned over the enforcement provisions, believing that the injunction procedure provided by the bill is an inappropriate method, and recommending, instead, a system of fines and penalties as not only effective but giving less opportunity for abuse. Dr. Galarza also stressed this point, and among other minor criticisms, pointed to the words "to knowingly employ," assuring the committee that the employers of illegal aliens know what they are doing.

S 3661 is likewise supported by the AFL, with Dr. Galarza stating that it is one of the most practical measures thus far proposed to resolve the "wetback" problem.

Both representatives of the AFL made it clear in their testimony that these bills are no cure-all, and the need still remains to provide additional protection for the wage standards of farm labor, to assure farm workers treatment equal with that received by industrial workers under our nation's labor and social security legislation, and to assure that the Mexican workers imported legally under a U.S.-Mexico agreement do not impair the employment standards of the American workers.

Dr. Galarza further recommended the establishment of a joint U.S.-Mexico Rio Grande Valley Public International Authority, which would attack the "wetback" problem at its roots. This would mean,

he said, the development of natural resources in the area from which the "wetback" came, and where they now live "without homes, without food, without hope."

At this writing, the fate of these two bills is as yet unknown.

Inter-American Regional Organization of Workers (ORIT)

While the Federation was waging battle on the legislative front, as set forth above, we were also working on another front. On November 3, 1953, in Tijuana, and again on December 14, 1953, in Mexico City, your Secretary and Vice President Max J. Osslo attended meetings of the Inter-American Regional Organization of Workers (ORIT) to discuss proposed improvements in the international agreement, due then to expire on December 31, 1953. At the December meeting, the ORIT, an affiliate of the ICFTU, established a Joint Trade Union Committee on Migratory Labor for Mexico and the United States—a permanent liaison group which will seek to develop cooperative relations between the labor movements of the two countries in handling their common problems. A few weeks later, your Secretary was appointed by AFL President Meany to serve on this committee.

Vice President Osslo, representing the California State Federation of Labor by appointment by your Secretary, attended the first meeting called by the Joint Trade Union Committee and held in Neuvo Laredo, Mexico, on May 11-13, 1954.

At this meeting, Vice President Osslo reported, discussion centered about the importation and recruitment of Mexican nationals for agricultural work in the United States as provided for in the international labor agreement. Organized labor on both sides of the border has vehemently protested many of the provisions in this agreement, and the object of the Neuvo Laredo meeting was to reach a better understanding and a closer relationship between the U.S. and Mexican labor unions in a united effort to eliminate bad features of the agreement. Mexican labor feels the same as we do about these matters, and both are desirous of establishing a responsible type of organization that can solve our common problems. Although labor has often requested consultative status in the government handling of the matter, nothing has ever come of it.

Failure to enforce the terms of the agreement and lack of effective penalties for violation cause many of the problems,

those relating to contraband, for instance, and illegal entrants or "wetbacks." The recruitment process itself, as carried out in the border towns, seriously jeopardizes the national security.

The recent devaluation of the peso has resulted in an even greater influx of "wetbacks," who are working at starvation wages not only on farms, but in the construction industry and others. On one dam construction project, 600 to 800 illegal entrants have been employed. Such situations constitute a serious threat to the building trades.

The U.S. Department of Immigration and Naturalization has been cooperating 100 per cent, but sharp cuts in appropriations have crippled its functioning. One approach to the problem, which has been long advocated by the California State Federation of Labor, the AFL, and other organizations, is the inclusion in the law of provisions to penalize employers who hire "wetbacks," and to confiscate vehicles used to transport these illegal entrants. Recently, as mentioned above, these proposals have been favorably viewed in certain government quarters.

At the Nuevo Laredo meeting, the Mexican labor representatives proposed that an informal meeting be held by Mexican and American building trades union representatives to discuss their mutual problems. The executive officers of the Arizona, Texas and California State Federations of Labor would also be invited to attend. Details of this proposal must be worked out, however, before any decision is reached.

Subcommittee on Foreign Labor

In addition to the above activity, your Secretary, as a member of the Subcommittee on Foreign Labor of the U.S. Department of Labor's Office of Manpower Administration, attended meetings in Los Angeles on May 7 and in San Francisco on May 26, at which the entire illegal Mexican labor problem was discussed. Out of these meetings came a resolution which was forwarded to the Secretary of Labor, requesting action on both state and national levels, and recommending amendment of the immigration law so as to impose penalties on any farmer who knowingly employs illegal entrants, and give federal officials the right of entry on property to search for illegal entrants (but not access to the homes of property owners). The Departments of Labor and State were asked to draft legislation covering these proposals and present it to the Congress. The resolution also urged cooperation with the Mexican government.

The two bills discussed earlier in this section of your Secretary's report, \$ 3660 and \$ 3661, were introduced by Senator Watkins on June 22, and while they embody only a portion of the above recommendations, a start has nevertheless been made.

West Indian Citrus Workers

Early in December, 1953, it became known that Southern California growers were making another attempt to import cheap foreign labor for exploitation in citrus groves in Kern, Santa Barbara, Los Angeles, Tulare and Ventura counties. Negotiations were under way to bring laborers from the British West Indies, and the degree of exploitation intended may be appreciated from the following facts obtained at the time from the proposed labor centract:

- 1. Money would be deducted from West Indian workers' pay checks to pay for their air transportation to this country. Transportation money would be advanced by the British West Indies government and the California growers.
- 2. If these workers found that labor conditions had been seriously misrepresented and wished to return home, they would have to pay for all of the return transportation.
- 3. If the workers were held incompetent, they would be returned home ostensibly at the expense of the British West Indies government. However, the money for the return trip would be taken from funds accumulated through a regular 15 per cent deduction taken from their pay by the home government.
- 4. These workers would get a guarantee of only \$6.00 for a two-week period. Under the agreement still in existence at that time between the United States and Mexico, contract workers were guaranteed pay for 75 per cent of their work time here.

Your Secretary promptly protested the importation of the West Indians, pointing out that this would aggravate the already critical farm employment situation in the state, and charging that it was a move to wreck the U.S.-Mexico farm labor pact, due then to expire on December 31, and thus create a cheap labor pool for corporate growers. Throughout the state, AFL unions and councils added to the protest.

On January 19, 1954, a meeting was held in the Federation office by your

Secretary with the following officials of the British government: Joseph Whitlock, Labor Attache to the British Consulate General, San Francisco; Herbert G. Mc-Donald, Chief Liaison Officer, British West Indies Central Labour Organization, and Sir Stephen Luke, Chairman, Regional Labour Board, Barbados, British West Indies. At this meeting the British-proposed West Indian contract was throughly discussed.

Following this meeting, your Secretary immediately contacted William A. Burkett, State Director of Employment, and explained the dangers involved, pointing out that there was a great reservoir of unemployed farm workers in the area, and urging that we should try to mobilize that before considering importation.

Mr. Burkett agreed with our position and got in touch with the growers and British West Indian officials at once. Firmly declaring that, as Director of Employment for the State of California, he would not permit the state to become a "dumping ground" for the unemployed of other countries, he took steps to mobilize sufficient domestic farm labor to avoid any excuse to import foreign workers. As a result, the citrus growers withdrew their request, and their latest attempt come to nothing.

It will be remembered that in January, 1953, a similar scheme to import thousands of Japanese workers for big California citrus groves was thwarted as a result of the protests of American labor.

Other Legislative Matters

In brief summary, your Secretary took action on the following legislative matters, the outcome of most of which is not known at this writing:

Postal Employees

Letters were sent in December to all California congressmen and both senators urging increases in the pay of postal employees. Your Secretary also wrote to all our central labor bodies at the same time asking them and their affiliates to send similar letters to their respective representatives. In January, your Secretary again wrote our congressmen and senators asking the restoration of the 60-day annual leave provision which had been taken away by Section 401 of the Independent Appropriations Act of 1953.

On July 1, 1954, telegrams were sent to the 30 California congressmen, asking them to sign the discharge petition for HR 9245, the key bill providing for postal raises, in order to pull the bill out of the House Rules Committee for a floor vote. This was followed on June 9 by a second telegram, urging the same action, to the congressmen who had not declared themselves in response to the July 1 telegram. The disputed bill, which is apparently opposed by the Administration, would grant pay raises ranging from \$240 to \$480 a year to some 400,000 postal workers

Federal "Blue Collar" Workers

In May a reorganization plan was proposed by the Administration and the Civil Service Commission which would place federal per diem or "blue collar" workers under a single wage board in Washington, D.C. We opposed this plan on the grounds that such a board would set wages without due consideration for local conditions, and could not possibly set wages for the entire United States which would reflect individual wage area patterns.

Since the proposed plan would automatically become law in 60 days, unless action was taken by Congress, your Secretary wrote to Senator Frank Carlson, Chairman of the Senate Post Office and Civil Service Committee, urging the committee to initiate action to prevent the plan from going into effect. A similar communication was sent to Congressman Edward H. Rees, Chairman of the House Post Office and Civil Service Committee, and to the California members of that committee, Congressmen Charles S. Gubser and John E. Moss. The latter replied expressing complete agreement with our position and promising to keep close watch on the matter.

Social Security Amendments

On November 30, 1953, we advised all the California congressmen and senators that we favored the increase in the social security tax rate from 1½ to 2 per cent, due to go into effect on January 1, 1954, and requested that they vote down any effort to "freeze" the rate at its present level. The Federation's affiliated unions and councils were urged at the same time to take similar action. This was a followup of the Federation's policy statement on social security, adopted by the 1953 convention. The "freeze" move failed and the tax rate rose to 2 per cent on January 1, 1954.

Throughout the year, we have kept close watch on the social security amendments bill **HR 9366**, which would extend the system to include additional millions

of workers and increase benefits. This bill passed the House on June 1.

In connection with the so-called Reed bill, HR 5173, we stated our opposition to those portions which proposed to make certain drastic changes in the present unemployment insurance program, in letters to Senators Knowland and Kuchel, which set forth our position in some detail. At this writing, it appears that a modification of the original provisions is the best that can be hoped for.

Housing

On June 16, in connection with the housing bill, HR 7839, your Secretary wired the following message to all California congressmen: "Pressing need for continuation of public housing program established beyond doubt. Urge your support of Senate-approved Administration program of 140,000 units, at rate of 35,000 per year and opposition to any move to limit this absolute minimum program." Recent events indicate, however, that this housing program is doomed.

Taxes

In March, telegrams were sent to Senators Knowland and Kuchel in connection with the tax revision bill, HR 8300, urging consideration, in terms of need, of measures to stimulate purchasing power and restore prosperous conditions. Especially requested were higher personal income tax exemptions, in place of provisions giving the bulk of tax relief to corporations and wealthy individuals through higher depreciation allowances and special exemptions for dividend income.

When, in June, we learned that the Senate Finance Committee had voted to make health and non-occupational disability benefits taxable, telegrams were sent immediately to Senator Eugene Millikin, chairman of the committee, and to Senators Knowland and Kuchel, urging them to vote down the measure, since such a proposal would strike at the very heart of health protection for the working people of America. Replies were received from all, Senator Millikin stating that the committee's final decision conformed with the House version: wage continuation payments to be exempted up to \$100 a week after the statutory 7-day waiting period. In this form it passed the Senate in July and went to conference committee.

In connection with excise taxes, wires were sent to both California senators asking favorable consideration of labor's historic position against excise taxes and urging a vote in favor of excise tax reduction.

Vocational Education

When the sum set aside in the appropriations bill for vocational education was sharply reduced in Senate committee, telegrams were sent urging restoration of the amount. The committee finally recommended approval of the House-approved figure, which is in excess of \$23.5 million.

Alcoholic Beverage Advertising

The advertisement of alcoholic beverages in newspapers, magazines, news reels, photographic film, radio—in fact, in any media that crosses state lines—was proposed in HR 1227. Opposition to this bill was urged by your Secretary in telegrams to the two California congressmen on the House Committee on Interstate and Foreign Commerce, Carl Hinshaw and J. Arthur Younger. This bill seems to have been pigeon-holed.

Taft-Hartley Amendments

On May 7, 1954, the Senate voted to send back to the Senate Labor Committee all Administration-sponsored amendments to the Taft-Hartley Act, thus killing all changes in the act for this session of the Congress, and relieving us from taking any action on the matter. As soon as the President's Taft-Hartley proposals were made public, however, soon after the first of the year, we immediately analyzed them and sent this analysis of the 15-point program, together with our comments, to the membership in the Weekly News Letter of January 13, 1954.

Labor Legislation Conference

The 20th National Conference on Labor Legislation was held in Washington, D.C., February 24-26, 1954. Delegates were officials of state labor departments and state labor organizations selected by the governors of 41 states and territories. State Federation of Labor President Thomas L. Pitts and Paul Scharrenberg, State Director of Industrial Relations, were designated by Governor Goodwin J. Knight as official representatives of California to the conference.

This year's conference had for its theme the strengthening of state labor departments, and topics discussed included industrial safety and health, minimum wage legislation, child labor protection, and labor statistics. Discussions were held first in committee and then by panels in plenary session, and resulted in the adoption of resolutions and recommendations on the various topics. At the request of some of the delegates, unemployment

compensation was added to the conference agenda, as well as agricultural labor problems. It is noteworthy that in all discussions emphasis was laid on the indispensability of adequate labor statistics, intelligent legislation, and sufficient funds, and these points were implicit in resolutions proposing practical means by which the services of state departments of labor might be expanded and improved.

Resolutions and recommendations adopted by the conference may be summarized as follows:

Unemployment Compensation. (1) Requested Congress to make a supplementary appropriation for the administration of state unemployment insurance laws; also urged amendments to a pending bill to provide grants instead of loans to "distressed states," and to eliminate automatic distribution of earmarked funds, establishing instead an adequate contingency fund for administrative purposes to be allocated to the states by the Secretary of Labor on the basis of demonstrated need in conformity with the standards in the Social Security Act. (2) Urged Social Security Act be amended to provide that maximum unemployment benefits be not less than two-thirds of the average weekly wage in covered employment, that the benefit period be not less than 26 weeks, and that coverage include all establishments with one or more employees.

Workmen's Compensation. Urged states to increase benefits to at least two-thirds of average weekly earnings, to provide full medical aid, including rehabilitation, to liberalize coverage of occupational diseases and second-injury funds, and to take steps to develop adequate reporting, tabulation, and analysis of occupational disease data.

Collective Bargaining. Asked states to recognize American workers' right of association and of collective bargaining through representatives of their own choosing; also urged the repeal or defeat of anti-labor laws (aimed especially at so-called "right-to-work" legislation).

Child Labor. Urged strict enforcement of federal and state laws, and recommended close attention by states to the hazardous employment of children on mechanized farms, and to the health, education and welfare of the children of migratory workers.

Agricultural Labor. (1) Stressed the need for increasing public understanding of the needs of migratory farm workers. (2) Advocated various measures for protecting the rights and standards of Ameri-

can workers against the unfair use of immigrant labor, principally recommendations that (a) employers be prevented from hiring imported labor unless they have previously offered the jobs to American citizens; (b) the U.S. Border Patrol be strengthened; (c) penalties be applied to employers who knowingly hire and employ illegal entrants.

State Labor Departments. Urged all state labor departments to establish at least a minimum program of labor statistics, according to their respective needs.

State Legislation

1954 Budget and First Extraordinary Sessions

Contrary to expectations at the beginnings of the year, 1954 turned out to be an important state legislative year. The Governor convened the legislature in an extraordinary session, which ran concurrently with the regular budget session during the month of March, and included among the long list of items on the special session agenda, in addition to the controversial subject of liquor control, a proposal to increase the unemployment insurance maximum weekly benefit from \$25 to \$30.

The Government's proposal to increase unemployment benefits, which came as a complete surprise to labor, ran headlong into the opposition of the employers, who attempted to use the Governor's bill as a vehicle for the enactment of their own program of destruction and emasculation of the unemployment insurance law. The ensuing battle that developed, intermeshed with the liquor controversy and the budget balancing problem, proved to be one of the most hectic in labor's legislative experience.

When the closing gavels fell on the joint sessions, labor was able to look back with satisfaction upon the defeat, with the assistance of the Governor, of the most hostile of the employers' proposals and the passage of a bill which gave labor its first increase in unemployment benefits in seven years, though not without some relief to employers as well.

A brief summary of this action, as well as action taken by the legislature in other areas of interest to labor, follows:

Unemployment Insurance

The Governor's unemployment insurance proposal was embodied in AB 1 (Fleury), special session.

As approved by the Assembly Commit-

tee on Finance and Insurance, the bill provided for a \$5 increase in the maximum weekly benefit amount by adding five new steps from \$26 to \$30 to the benefit schedule. Labor effectively resisted in committee the efforts of a vicious combine of employer groups, first, to attach a series of amendments to the qualification provision of the law, which would have disqualified about 145,000 or close to 40 percent of benefit claimants much in the same manner as the "omnibus" bill proposed by the employers at the 1953 general session, and, secondly, failing in this, an attempt to kill the bill by sending it to subcommittee for "study."

Still another effort to kill the bill by sending it to interim committee was also rejected in Assembly committee.

When the bill came up on the floor of the Assembly for passage, more damaging employer amendments were defeated, and the bill was passed by the Assembly by a vote of 67-10. One amendment introduced by Assemblyman Smith (R., Glendale) would have limited the life of the increase to September 1955 so that the \$5 increase would have had to be reenacted at the 1955 general session. The other amendment was proposed by Assemblyman Levering (R., Los Anegles), who led the employer assault against the bill in committee. Recognizing that the Assembly was in no mood to attach any harsh employer amendments to the bill, Levering switched his attack. He offered as a device to prevent the bill's passage, an amendment which would have given a \$5 increase to every unemployed recipient, thus increasing the cost of the Governor's proposal by an estimated \$31 million a year. Labor opposed the amendment as destructive in purpose, and it was rejected by the Assembly.

On the Senate side, however, the employers, pursuing yet a third line of attack, succeeded in getting AB 1 amended by the Committee on Social Welfare to provide a tax cushion for the employers against the cost of the \$5 boost in benefits. This was accomplished by lowering from 7.5 to 7.1 the ratio which unemployment reserves to taxable wages must reach before the higher of the two merit rating schedules in the law goes into effect. What the employers sought here was to stay on the lower meriting schedule which has been in effect for the past two years, and which allows zero contribution rates.

Strenuous efforts were made by the Federation to remove this amendment when the bill reached the floor of the Senate. Despite the active assistance of

the Governor in this attempt, a motion to delete the amendment failed by a narrow margin of one vote. The bill was then passed by the Senate with the amendment, and as such, was signed by the Governor upon the request of the Federation. The option was with the Federation to have the bill become law or have the Governor veto it.

It is estimated by the Department of Employment that the \$5 increase will bring unemployment insurance claimants an additional \$18 million during the year which began on July 1, when the increase went into effect. Two-thirds of all unemployed persons who file new claims during the year, or an estimated 510,000 claimants, will receive the increased benefits. A full 75 per cent of these will realize the full \$5 increase. On the other hand, the Department estimates that the bill also gives the employers a \$38 million cushion against the possibility that their 1955 tax rate will jump above that for 1954 solely because the reserve fund balance is below 7.5 per cent of taxable wages. The lowering of the breaking point to 7.1 makes possible the \$38 million cushion.

Two other amendments in the interest of labor that should also be mentioned were added to AB 1 during the course of its legislative journey. One, adopted in the Senate, placed a \$750 maximum on the "30 times weekly benefit" provision as it applies to persons earning more than 75 per cent of their wages in one calendar quarter, so as to prevent mass disqualification of seasonal workers by reason of the added steps on the benefit schedule. The other, adopted in the Assembly, added a provision to prevent the increase to \$30 from becoming an "effective" maximum of \$29 by way of operation of the \$3,000 maximum on taxable wages.

The legislature also passed three other unemployment insurance bills, besides the Governor's bill. These bills—AB 30 (Morris), AB 62 (Morris), and SB 49 (Dorsey)—are neither good, nor very bad.

AB 30 makes changes in the provisions of the law relating to relief of charges to an employer's reserve account for benfits paid after the employer has received a ruling by the Department that the claimant had voluntarily quit his job with that employer without good cause or had been discharged for misconduct connected with his work. The new language of the bill makes it clear that only those benefits which may be paid subsequent to the voluntary quit or discharge are not charged to the employer's reserve account. Previously, if a claimant was paid benefits fol-

lowing a layoff by a given employer, was later re-employed by the same employer and then either voluntarily quit or was discharged, the benefits which had been paid following the layoff were also not charged to the employer. Such benefits paid after the layoff will now be charged, but benefits paid subsequent to the voluntary quit or discharge will not be charged.

AB 62 makes a major change in the appeals provisions as they relate to employers. Decisions with reference to petitions for tax refund, re-assessment of taxes, reserve account transfer or removal of charges to reserve accounts will now be rendered by California Unemployment Insurance Appeals Board referees. Before passage of the bill, such decisions could be rendered only by the Appeals Board.

SB 49 provides that service performed as an elected official of any non-profit fraternal corporation or association which is not subject to the Federal Unemployment Tax Act is not "employment" under the unemployment insurance law if the remuneration for such service does not exceed \$100 a month. Such an official is therefore exempt from coverage.

There were a number of other bad bills introduced, almost all of which were aimed at making it possible for employers to make lower contributions into the reserve fund, and all of which were defeated. Some of the more important defeated bad bills are as follows:

AB 42 (Morris)—Would have deleted the provision in section 1052 of the Unemployment Insurance Code which prohibits the transfer of reserve accounts through acquisition of a business when such acquisition is made solely or primarily for the purpose of obtaining a more favorable contribution rate.

AB 45 (Morris) — Would have amended Section 980 of the U.I. Code to allow employers to make voluntary contributions into their reserve accounts for the purpose of reducing their tax rate. (This bill was introduced in conjunction with a number of other bad bills which would have required the Department to advise employers of their reserve account balance, so they would know when to make the voluntary contribution.)

AB 64 (Morris) — As amended, would have amended section 1030 of the U.I. Code to require the Department to make rulings on voluntary quits, etc., on the basis of the "facts" submitted by the employer, unless the Department has factual information to the contrary.

AB 70 (Ernest R. Geddes)—Would have

added a new section to the U.I. Code to broaden the agricultural exemption with regard to an employee engaged in the care and feeding of livestock.

Also defeated was one good bill—AB 80 (Elliott)—which would have extended full unemployment insurance coverage to agricultural workers.

Budget

The budget for fiscal year 1954-55 submitted by the Governor and passed with but few minor changes in AB 1 (Caldecott), budget session, was received by economyminded legislators as one of the "tightest" budgets ever presented to the legislature. Although the budget was "balanced" without increasing taxes, it was necessary to make up the huge deficit in the general fund portion of the budget by drawing substantially from earmarked reserve funds.

As submitted by the Governor, the budget called for expenditures totaling \$1,423,345,684, with an estimated general fund deficit of \$76,456,161. In order to preclude increasing taxes, the Governor proposed to meet this deficency by using an estimated \$49 million carry-over surplus in the general fund as of June 30, 1954, going into the new budget year, and by drawing some \$28 million from the \$50 million reserve fund for the retirement of school bonds. The budget also contained a cut in capital outlays for construction of \$56 million (\$23 million capital outlay cut in the general fund) below the previous year's outlay. The cut was premised on the existence of an excess of \$100 million of previously appropriated moneys in the Architectural Revolving Fund, and the need to clear the construction pipelines.

As amended in both the Assembly and the Senate, and in conference committee, and as finally passed, the budget appropriated \$1,431,832,944, an increase of \$8,-487,260 over the Governor's recommendation. The estimated general fund deficit was increased to \$82,890,854, which was made up by drawing on reserve funds to the tune of \$33.8 million, including \$27.3 million from the school retirement fund, and \$1.5 million from the contingent fund of the Department of Employment. The other \$5 million was diverted from the socalled Central Valley Project acquisition fund, which was established in 1951 at the behest of the private utilities and the excess landholders who look upon state acquisition as a means of escaping reclamation law restrictions. The capital outlays feature was passed with few changes.

(For an analysis of the 1954-55 budget

as it relates to the impending state financial crisis, see the statement of policy on taxation submitted by the Executive Council to this convention.)

Liquor Control

The overshadowing controversy of the 1954 special session, which at times spilled over into the budget session, was over liquor control and the flood of bills introduced to carry out the recommendations of the Joint Subcommittee on Alcoholic Beverage Control established by the legislature at the 1953 general session, and chaired by Caspar Weinberger (R. San Francisco). Although 12 bills were introduced to carry out the subcommittee's recommendations, the controversy centered on the subcommittee's proposal to divorce liquor control from the state Board of Equalization (BOE) and establish a new state department of alcoholic liquor control under an appointive director and a nine-man advisory commission. At first, differences appeared over the subcommittee proposal, supported by the Assembly all the way, and a Senate proposal shifting liquor control from the BOE to a fiveman appointive liquor commission under control of the legislature. By a series of compromises in the Senate, the controversy narrowed, with the dropping of the plan for an appointive commission responsible to the legislature, to whether there should be a new liquor department with an accompanying appointive commission with merely advisory powers, or whether the accompanying advisory commission should be clothed with appellate review powers over the decisions of the director of the department. The differences were ironed out in free conference between the Senate and the Assembly and embodied in SCA 4 (Breed), and SB 28 (Breed). The provisions in these measures are as follows:

SCA 4-(This measure will appear on the November general election ballot as Proposition No. 3.) Establishes (1) a Department of Alcoholic Beverage Control with an appointive director, to administer liquor licensing laws in place of the BOE, and (2) a three-man appointive board or commission to hear appeals from the department's decisions. The director is appointed by the Governor and confirmed by majority vote of all members of the Senate. He is to serve at the pleasure of the Governor and could be removed by the Governor or by a majority vote of all members of each House of the legislature -for dereliction of duty, corruption, or incompetence-provided five members of the Senate or ten members of the Assembly joined to introduce a proposal to remove him from office. The members of the three-man appeals board are likewise appointed by the Governor, subject to confirmation by a majority vote of all members of the Senate, and can be removed in a similar manner to that prescribed for removal of the director. The measure also makes offenses involving moral turpitude an additional ground for denial, suspension or revocation of liquor licenses.

SB 28—(Becomes operative only if SCA 4 is approved by the voters.) Creates a Department of Alcoholic Beverages Control to be administered by a director, whose salary is fixed at \$14,000 per year. Transfers to the department the powers and duties of the BOE regarding alcoholic beverage control, except those regarding excise taxes. Also creates an Alcoholic Beverage Control Appeals Board and fixes the salary of members at \$12,000 per year. Prescribes procedure for appeals to said board from decision of the department, and provides for judicial review of final orders of the board.

At one phase of the legislative processing of these measures an amendment was added to license bartenders. The Federation, fortunately, succeeded in getting the amendment removed, with the help of the Governor.

Other liquor bills passed were as follows:

AB 5 (Weinberger) regarding the issuance and transfer of alcoholic beverage licenses.—Requires the BOE to mail written notice of an application for transfer of licenses, in addition to a written notice of original application for license, to certain local officials, and requires such notice to consist of a copy of application. Prohibits such issuance, or transfer, until 30 days, rather than 15 days, after mailing such notices. Also authorizes, within 30 days, a protest by the governing body of the city or county to whom such notice has been mailed against issuance or transfer of the license, and prohibits issuance or transfer in such case until after public hearing.

AB 9 (Coolidge)—Creates an Alcoholic Rehabilitation Commission consisting of three licensed physicians and surgeons and six qualified members of the public, appointed by the Governor and serving at his pleasure, without compensation. Requires the commission to study and engage in all phases of treatment and rehabilitation of alcoholics and to study other relevant factors. Also requires a final report by the commission to the Governor and legislature by October 14,

1954, and provides that the commission ceases to exist on September 30, 1957. Appropriates \$100,000 for purposes of the act, and increases all alcoholic beverage license fees by 10 per cent, such additional revenue to go into the general fund.

AB 10 (Coolidge)—Requires the BOE to revoke licenses if: (1) a retail licensee knowingly permitted illegal sale of narcotics upon his licensed premises (successive sales over any continuous period of time is to be deemed evidence of such permission), or (2) if licensee employed or permitted any person (B girls) to solicit or encourage others to buy them drinks in a licensed premises under a commission, percentage, salary, or other profit-sharing plan.

AB 29 (Morris)—Provides that the distances from the grounds or campus of the University of Southern California within which liquor sales are prohibited shall be measured by following the shortest road or roads rather than by air line.

Among the liquor measures that failed are the following: one of the major subcommittee bills prohibiting the transference of liquor licenses; an extremely bad bill to close bars and taverns on Sunday; a bad bill to shorten the selling hours of package liquor stores; a measure providing for the screening of liquor advertisements; a good bill to repeal the present provision that food must be served in all establishments selling liquor over the bar; another extremely bad bill to permit local option in the sale of liquor, and a bill to allow bars to stay open on certain election days.

Schools

In recognition of the school construction crisis, the legislature adopted SCA 3 (Dilworth) special session, which will appear on the November general election ballot as Proposition No. 2. This constitutional amendment directs the issue and sale of \$100,000,000 in state school bonds and grants to school districts, to be used for such purposes as school sites acquisition and improvement, school building construction and alteration, and school furniture and equipment purpases, as well as for expenses of the bond issue and of administration. Also permits the legislature to reduce the total bond issue by appropriations of other money or to augment the bond issue by additional appropriations. In addition, provides that fund allocation to school districts shall be regulated by the legislature, which shall require districts to repay the state according to their ability.

Another bill boosting disability retirement allowances for teachers was approved in \$B 38 (Dilworth) special session. Specifically, the bill raises the minimum disability retirement allowances of members of the state teachers retirement system from \$158 to \$170 a month, at the age of 60 with 30 years of service, reduced proportionately for less than 30 years of service and actuarially equivalent for age less than 60. Also, the bill provides that, for purposes of determining guaranteed retirement allowances, persons retired on the effective date of the sections who subsequently re-enter the system and are again retired for service or disability shall have ages computed at age of subsequent retirement less period of retirement prior to re-entry of membership in the system.

The legislature rejected a proposal to place a \$200 million state college capital outlay bond issue before the voters in the form of a constitutional amendment.

Veterans' Homes and Farms

The legislature passed a bill, SB 26, (Dilworth), special session, which authorizes the issuance and sale of \$175 million in state bonds to replenish funds for the state veterans' home and farm purchase program. (The measure is to be submitted to the voters at the 1954 general election in November, and will appear on the ballot as Proposition No. 1.)

Legislators' Pay

In recognition that the current \$300 sallary of state senators and assemblymen is too low to support a legislator and his family, with the consequence that only those who are financially independent can afford to run for office, a constitutional amendment was introduced by a number of assemblymen who are not running for reelection to increase the pay of state legislators to \$500 per month. The measure, ACA 13 (Shaw and others), special session, was approved, and will appear on the November general election ballot as Proposition No. 6.

Taxes

While no major tax legislation was considered during the budget session because of the acceptance of the expediency by the vast majority of the election-minded legislators of using reserves to balance the budget, several minor bills did receive some attention. One of these, SB2 (Thompson), which passed, makes further inroads into the base of the sales tax to the direct advantage of employers, rather than the worker. The bill exempts from

the state sales and use tax, dry ice used or employed in packing and shipping or transporting food products for human consumption between points within and points without the state.

A good sales tax bill, AB 24 (Elliott), which would have exempted drugs and medicine from the state sales and use tax, was rejected.

IV

POLITICAL ACTIVITY

Your Secretary's report to the California Labor League for Political Education's 1954 pre-primary convention, held on April 12, set forth the activities of the CLLPE, as well as those of the national League, to date. This report is part of the printed proceedings of the pre-primary convention. Subsequent events are set forth below.

Primary Election Campaign

The CLLPE's primary election endorsement pamphlet was mailed to all league affiliates early in May. This pamphlet listed all candidates endorsed by the preprimary convention, together with endorsements made by the CLLPE's Executive Council, as authorized by the convention, to fill several so-called "open" recommendations. A half million of these pamphlets were ordered and distributed by league affiliates, and the campaign was carried on vigorously at local levels.

In addition to the pamphlet, many thousands of copies of a letter issued by your Secretary on the gubernatorial fight were distributed throughout the state.

Election Results

The CLLPE's slate was overwhelmingly successful in the primary election on June 8. Exactly 95 per cent of the CLLPE-endorsed candidates either won their own party nomination or carried both tickets.

The following list sums up the results of the balloting on candidates endorsed by the CLLPE who won the nomination of their own party, or of both parties and were thereby elected.

Governor

Goodwin J. Knight

Lieutenant Governor Harold J. Powers

Attorney General
Edmund G. Brown (elected)

State Treasurer George E. Johnson Secretary of State Frank M. Jordan

State Controller George D. Collins, Jr.

Superintendent of Public Instruction Roy E. Simpson (elected)

> U. S. Senate Samuel W. Yorty

U. S. Congress

District

- 1. Max Kortum
- 2. Clair Engle (elected)
- 3. John E. Moss
- 4. Philip A. O'Rourke
- 5. John F. Shelley (elected)
- 6. Robert L. Condon
- 7. Stanley K. Crook
- 8. George P. Miller
- 9. Harold F. Taggart
- 10. Paul V. Birmingham
- 11. Carl Sugar
- 12. B. F. Sisk
- 14. Harlan Hagen
- 15. Frank P. O'Sullivan
- 16. S Mark Hogue
- 17. Cecil R. King
- 18. Joseph M. Kennick
- 19. Chet Holifield
- 20. Eugene Radding
- 21. William E. Roskam
- 22. William M. Costley
- 23. Clyde Doyle
- 24. George Arnold
- 25. John G. Sobieski26. James Roosevelt
- 27. Harry R. Sheppard
- 28. Harriet Enderle
- 29. Bruce Shangle
- 30. Ross T. McIntire

State Senate

District

- 2. Randolph Collier (elected)
- 10. Ed. C. Johnson (elected)
- 12. Charles E. Greenfield
- 14. Robert I. McCarthy
- 16. Anga Bjornson
- 18. Jack P. D'Angelo, Jr.
- 20. Alan B. Short
- 22. Hugh P. Donnelly (elected)
- 26. Stephen P. Teale (elected)
- 28. Charles Brown (elected)
- 30. Hugh M. Burns (elected)
- 34. Jess R. Dorsey (elected)
- 36. James E. Cunningham (elected)
- 38. Richard Richards
- 40. Fred H. Kraft

State Assembly

District

2. Pauline L. Davis (elected)

- 3. Lloyd W. Lowrey (elected)
- 5. Samuel R. Geddes (elected)
- 7. Richard H. McCollister
- 8. Gordon A. Fleury
- 9. Roy J. Nielsen
- 10. Donald D. Doyle
- 11. S. C. Masterson
- 12. John J. McFall (elected)
- 13. Carlos Bee
- 14. Randal F. Dickey
- 16. Sam W. Blanford
- 17. William B. Rumford (elected)
- 18. Winton McKibben
- 19. Milton Marks
- 20. Thomas A. Maloney (elected)
- 22. John A. Busterud
- 24. Edward M. Gaffney
- 26. Frank Groves
- 27. Glenn E. Coolidge (elected)
- 28. Curtis H. Perry
- 29. Michael di Leonardo
- 30. Ralph M. Brown (elected)
- 32. Wallace D. Henderson (elected)
- 34. Fred Farr
- 37. Rex M. Cunningham
- 38. Dorothy M. Donahoe (elected)
- 40. Edward E. Elliott
- 41. Allen Miller
- 42. Jess Nathan
- 43. John F. Gayer
- 45. Thomas J. Doyle
- 46. Allan K. Jonas
- 47. Elsie Kroesche
- 48. Peter M. Hazell
- 51 William A. Munnell (elected)
- 52. Frank G. Bonelli
- 53. Frank J. Thompson
- 54. Prudence Thrift
- 55. Vernon Kilpatrick
- 56. Philip J. Schlessinger
- 57. Charles J. Conrad
- 59. Thomas M. Rees
- 60. Henry J. Olson
- 61. Lester A. McMillan
- 62. Augustus F. Hawkins (elected)
- 64. Paul Roest
- 65. John W. Evans
- 66. Charles H. Wilson
- 67. Clayton A. Dills
- 68. Vincent Thomas
- 69. Carley V. Porter (elected)
- 70. Ven O. Fahrney
- 74. Oland W. Carrick
- 75. Harry R. Fox
- 77. Sheridan N. Hegland
- 78. Frank Luckel
- 80. John E. Hunter

State Board of Equalization

District

- 1. George R. Reilly
- 2. James H. Quinn (elected)
- 3. Clinton T. Duffy
- 4. William G. Bonelli

Pre-General Election Convention

The California LLPE will meet in pregeneral election convention in Santa Barbara on Thursday, August 26, 1954. The business of the convention will be to reaffirm the CLLPE's primary endorsements, to issue endorsements for the general election in November in those instances where the position of the League has not been recorded to date, and in those few instances where candidates endorsed by the League failed to qualify at the primary election; and to dispose of such other relevant issues and matters as may be determined by the delegates.

National LLPE

Women's Division

Putting into effect its decision to create a Women's Division in the national LLPE, the Administrative Committee this spring appointed as Women's Director Mrs. Margaret Thornburgh, trade union leader, wife and mother, and community leader. Her job will be to reach the wives, the mothers and the daughters in A F of L families and mobilize them for political action.

All over the country, women are being asked to join the League, not as onlookers, but as full, participating members. The LLPE points out the dangers to workers and their families from anti-union amendments to the Taft-Hartley Act and from other legislation directly or indirectly affecting their daily lives, and urges all trade unionists and all members of trade union families to protect themselves at the polls during this election year: "Register. Contribute to LLPE. Look at the record of each candidate. Then vote for the candidate who will vote for your best interests."

National Fund Campaign

The national LLPE's annual fund campaign is now being conducted among the AFL membership throughout the nation. Purpose of the drive is to finance campaigns of labor-backed candidates for the Congress and U. S. Senate.

Since the Taft-Hartley Act denies unions the right to contribute treasury funds to federal election contests, only money donated by individual union members may be used. One-half of every dollar collected by the national LLPE from local unions is returned to the respective state leagues, while the other half is kept in the national office for allotment to critical areas.

At the beginning of July, your Secretary appealed by letter to all our affiliates to give full financial support to the LLPE

1954 fund drive by urging all their members to give voluntary contributions. The CLLPE's need is great, as it will be campaigning to elect one U. S. Senator and 28 Congressmen (CLLPE-backed John F. Shelley, San Francisco, and Clair Engle, Red Bluff, took both party nominations at the primary election and will not face November runoffs).

Contribution books have been issued by the national LLPE to affiliates of all national and international unions participating in the 1954 fund campaign. Unions not affiliated with participating internationals have been urged by your Secretary to request books from the CLLPE headquarters in San Francisco. All such requests will be immediately forwarded to the national office.

V LEGAL SERVICES

Report of Attorney Charles P. Scully

Court Cases

Wemyss v. Stockton Labor Council, et al

You will recall that this case involves the jurisdictional strike statute and our contention that the state court is without jurisdiction since the matter is exclusively within the jurisdiction of the National Labor Relations Board.

The motion for a preliminary injunction was argued before Judge Woodward on November 20, 1953 at Stockton, and a preliminary injunction was granted by him on the ground that he desired to maintain the status quo pending the determination of the matter currently pending in the Ninth Circuit Court of Appeals in San Francisco. That matter was argued in late December, 1953, before the Ninth Circuit.

The Ninth Circuit Court of Appeals confirmed in part the order of the Board by holding that the employer had interfered with the alleged union but that the union was not a company-dominated union. Apparently neither side is applying for certiorari to the U.S. Supreme Court and accordingly this decision will be final.

I have contacted co-counsel and suggest that we immediately move for dismissal of the state court action on the ground that the exclusive jurisdiction exists in the federal area.

It is contemplated that the motion will be filed in the immediate future.

Safeway v. Retail Clerks

This is a proceeding in the United States Circuit Court of Appeals (Ninth Circuit) involving the question of whether the Retail Clerks were guilty of contempt on the ground they violated the injunction which prohibits them from compelling the employers to bargain with respect to store managers. On August 20, 1953, pursuant to the request of the Clerks, having filed a request for permission to file a brief amicus curiae in support of the petition for rehearing of the Clerks, I appeared before the court, at which time the Board opposed the granting of such permission. The court denied our request without prejudice, subject to its being granted without further order if the petition for rehearing was granted. During the course of the argument, however, the court indicated that as a result of our argument it appeared to be inclined to grant the rehearing. This, in fact, happened, and on September 16, 1954 I filed on behalf of the Federation a brief amicus curiae. The Court, however, held the Clerks guilty of civil contempt.

Ireland v. Culinary Union No. 180, et al

This action, which originally involved a suit for injunction and damages, was dismissed with prejudice on the understanding that the question of whether or not the union shop provision was applicable to the employer would be arbitrated.

The union was successful in its arbitration in which the arbitrator directed the employer to comply on the ground that the union shop provision was applicable.

Retail Clerks (Watsonville-Santa Cruz Area)

On April 5, 1954, I conferred with representatives of the Watsonville Central Labor Council, including Shiremann and Rowe, and advised them in regard to the possible liability of that Council in respect to the old suit pending against the Retail Clerks. This is one of a series of suits resting upon the foundation of a company union. I do not know the current status of the suit, which is being handled by the Clerks' counsel.

Cal. Kitchens v. Brotherhood of Carpenters, et al

This case is a suit for injunction and for damages of approximately one million $dollar_S$ against the International, Los Angeles District Council, and various local unions in California on the ground that the California unions are boycotting Bilt-Well cabinets made in Iowa under con-

tract with a local carpenter's union but which do not bear the label.

On June 6, 1954, I had a dinner conference with Arthur Garrett, attorney for the defendant locals in Los Angeles, and reviewed the case.

On June 22, 1954, I conferred with Garrett, Francis Ward, general counsel of the International, and Joseph Cambiano, International Representative, in Los Angeles, as to the method of handling the case

On June 23, and 24, 1954, I worked with the other counsel preparing arguments in support of our demurrers and motions, based primarily on the ground that the dispute, if any, was one within the exclusive federal jurisdiction.

On June 25, 1954, the matter was assigned to Judge P. McCoy for hearing but was continued until June 30, 1954.

On June 30, 1954, I opened the argument, followed by Garrett, and the argument continued three days through July 2, 1954.

On July 1, 1954, Garrett and I prepared our closing arguments which were presented July 2, 1954.

While our demurrer and motions were sustained on several grounds, the court denied our main contention.

Further hearings will be held during July after the plaintiffs file their amended complaints.

Bixby v. Clerks No. 770

On June 24, 1954, I conferred with Joseph DeSilva and attorney Bodle with respect to this case which involves "company union" under the state jurisdictional strike act.

Unemployment Insurance

Regulations

As a result of the codification of the Unemployment Insurance Act, there have been more meetings on this problem than usual. I have performed the following services in regard to the following proposed regulations:

Agricultural Labor. As I have previously reported, an attempt has been made by the Department to redefine completely the definition of "Agricultural Labor" as a result of which many employments now covered would be removed from coverage. On August 24, 1953, I appeared in support of my protest at a hearing before the Appeals Board in Sacramento.

The Board sustained in part, and denied

in part, our protest, and the majority of the employes who would have been excluded are preserved with coverage under the Act.

Domestics and Salesmen. As a result of amendments to the code, additional disqualifications are now imposed for those individuals who leave their work for domestic reasons. On August 6, 1953, I attended a meeting in San Francisco of the Labor Management Committee and protested the proposed regulation on this matter because it was extreme in its definition of what constituted a domestic reason and what constituted a family under the disqualification section. I also opposed proposed regulations dealing with salesmen, who would be exempt, etc. Subsequent to this meeting, I prepared a written protest and brief in opposition to the proposed regulations, which were filed at the time of the public hearing, and on September 21, 1953, I appeared before the Appeals Board in Sacramento in support of my protests.

With respect to the proposed regulation which attempted to exempt not only licensed salesmen but also licensed brokers, as a result of our protest, the Appeals Board has rendered a decision striking down the regulation on the ground it was improper.

With respect to the proposed regulation disqualifying individuals who left their work for domestic reasons, there were a series of protests filed by us, but only in some of these were we successful. For example, one in which we were successful was a determination by the Appeals Board that the regulation was improper in attempting to require that only bona fide subject employment would terminate the disqualification. The Appeals Board specifically held that any bona fide employment would terminate the disqualification. Furthermore, the Board held that the employers were not entitled to anticipatory disqualifications under the guise of obtaining tax rulings.

Partials. You will recall that at the request of the Fishermen Unions and employer groups, former Director Bryant proposed a revision in the partial regulations to more adequately provide coverage for this group. A protest was filed by the employer group and the Appeals Board held that the regulation was invalid and struck it down.

Calendar Week. Upon the new Director taking office, he suggested a change from the flexible week to a calendar week, and on December 7, 1953, I attended a Labor Management meeting with the Secretary

at Sacramento to consider his proposal. At that time, we suggested numerous changes to their proposals, all of which were agreed to, and accordingly at the time of the public hearing in Sacramento on December 21, 1953, no protest was made by any party and the new regulation is now in effect whereby benefits are payable on a calendar, rather than a flexible week basis. From the statistics available to us, although certain of our people will be adversely affected, the vast majority either will not be affected in any or will be benefited, and accordingly we believed it was desirable to agree to the change.

D. I. Regulations. As a result of the codification of the Act, the Department had a complete revision and renumbering of all of the disability insurance regulations. On September 4, 1953, I met at the . Labor Management meeting in San Francisco to review all of these changes and as a result of this meeting and a further conference with the departmental representatives in Sacramento on September 21, 1953, all of our objections were removed. Because, however, of the request by Cal-Western for a revision in the proposed regulation dealing with simultaneous coverage, a continued public hearing was held at Sacramento on October 13, 1953, at which time I appeared and opposed the request. The Department denied the request, and since no protests were filed all of the proposed revisions are now effective.

Appeals Board Regulations. On November 23, 1953, we met with the Appeals Board in Sacramento, at which time there was a complete revamping by the Appeals Board of all of its rules and regulations. From a practical standpoint, there was really no substantive change of any kind, but merely a realigning and renumbering of the regulations. These new regulations, of course, are now in full force and effect.

Blue Cards

Since our statewide meeting June 13, 1953 and the convention action, the Federation has publicly advised all parties of the breakdown in our attempts to obtain the continuance of the Blue Card system. The Secretary has reported in full on this matter, but as far as I was concerned, I attended the following meetings and conferences: August 19, statewide meeting at the Musicians' Hall, San Francisco; August 31, the subcommittee meeting at the offices of the Federation, San Francisco; September 1, a meeting between the subcommittee and Departmental rep-

resentatives in San Francisco; and September 3, the final meeting between the subcommittee and Departmental representatives in San Francisco, which resulted in the breakdown in negotiations.

General

On April 13, 1954, I met in the offices of the Secretary with representatives of the San Pedro Fishermen's Union, including Hawk, Waugh and Calise, with respect to certain prosecutions of alleged fraudulent claims by fishermen in that area. The matter was discussed in detail and placed in the hands of the Secretary.

State Federation Santa Barbara U.I. Conference

On April 28 and 30, 1954, I participated in discussions on the general field of unemployment insurance at this week-long conference. The attendance was well in excess of 100, and I am sure will be reported in detail by the Research Department in its report and I accordingly will not report independently.

Legislation

On May 19, 1954, I met with Counsel McCaffrey of the Department of Employment, at which time he advised me that the Department, for the first time, plans to place before the legislature a complete affirmative program, dealing with the entire Unemployment Insurance Act.

In the past, the Department has confined itself to administrative or procedural changes, but its current plans are to recommend substantial changes as well.

We discussed general problems for the purpose of supporting our views, and I was advised that our organization would be given full opportunity to confer with the Department on its proposals after they become specific and prior to their presentation to the legislature.

Workmen's Compensation

State Chamber of Commerce

As a result of an invitation from the representatives of the State Chamber of Commerce and upon consent of the Secretary, I have met with representatives of the State Chamber of Commerce to discuss possible revision of the procedures of the Industrial Accident Commission. As a result, I attended meetings at the Chamber offices on September 24 and November 2, 1953.

On November 19, I met in their offices with Mr. Creede, Mr. Brown and Mrs. Moran; on December 3, 1953, I appeared before their convention at Los Angeles

with Mr. Creede as a panel member and discussed proposed changes; and on February 4, 1954, I again met with the same committee to discuss proposed changes. As of the present time, everything is still in the tentative stage and there is nothing objective to report as yet.

State Federation Conference

In cooperation with the Secretary and the Research Department, I assisted in the presentation at the statewide conference on Workmen's Compensation held in San Francisco on February 13 and 14, 1954.

We conducted our second conference in Los Angeles on June 5 and 6, 1954, devoted exclusively to a discussion of the permanent disability rating schedule.

Prior to the presentation, I met both with the staff of the Federation and representatives of the Commission who participated in the conference.

The first such meeting was held in San Francisco on April 23, 1954, with the director of the rating department, Mr. Welch, and the medical director, Dr. Barrett

The second meeting was held in Los Angeles on April 27, 1954, with the southern panel and assistant medical director, Dr. Beddoe, and assistant rating expert, Mr. Crowley.

The final meeting was held in San Francisco on May 19, 1954, with Mr. Welch and Dr. Barrett.

It is also planned to repeat this conference in San Francisco on October 9 and 10, 1954, in accordance with the suggestion at the February conference that they be held on a sectional, rather than a statewide, basis.

Medical Fee Schedule

On March 8, 1954, I appeared at the public hearing of the Commission in San Francisco in regard to the proposed revision of the medical fee schedule. While I did not specifically object to any particular item in the schedule, it was my position that the mere fact that the doctors and insurance carriers reached an agreement was not sufficient to justify adoption, but that the doctors should submit data justifying each of the changes.

There were subsequent meetings in Los Angeles which I could not attend because of my presence at the legislature in Sacramento, but no final decision has been made to date and the matter is still pending before the Commission.

Rehabilitation

On June 29, 1954, I participated in a panel discussion in Los Angeles sponsored by the National Rehabilitation Association and presented the position of the Federation.

Health and Welfare

S.F. Labor Council Conference

On January 15, 1954, I met with Secretary Johns and various other representatives of the San Francisco Labor Council to plan for the conference held in San Francisco on March 20 and 21, 1954, on the over-all problem of medical care. Full publicity has been given on this matter and further details would be unwarranted.

California Medical Association

On January 17, 1954, together with the Secretary and other representatives appointed by the Secretary, I met with the representatives of the California Medical Association and, in particular, with their Medical Services Commission, to discuss with them the overall problem of medical care and medical fees. I am su e that the Secretary will give a full report on this matter and accordingly will not report here. Suffice to say that this is merely the first of many planned meetings in the hope of arriving at mutually satisfactory treatment of this very important subject matter.

Legislation

1953 Legislative Report

I assisted in the preparation of the Legislative Report and the accompanying roll calls which have been distributed to all affiliated locals and delegates at our convention.

1954 Special Session

I attended the full session of the legislature during the month of March because of the fact that among the items in the special session was a bill dealing with the Alcoholic Beverages Act and an unemployment insurance bill.

The bill increasing the maximum of unemployment insurance from \$25.00 to \$30.00 was successfully enacted, and the proposals in regard to the A.B.C. Act satisfactory to the culinary groups as a result of amendments suggested by us, also were approved.

During the session I was present at Sacramento on March 3, 4, 5, 9, 10, 11, 15, 16, 22, 23, 24, 25, 26, 29, 30 and 31.

Legislative Interim Committees

Assembly Subsequent Injuries Committee

On October 20, 1953, I conferred with Chairman Backstrand of this committee and explained our views to him. On November 3, 1953, I appeared at the public hearing of this committee in San Francisco and presented the position of the Federation.

Assembly U.I. Committee

On April 25 and 27, 1954, I attended a meeting of this committee in Los Angeles, which was to consider the possible entire revision of the Unemployment Insurance Act. I stated in full the historic position of the Federation for adequate benefits, full coverage, repeal or adjustment in merit rating, and a sound financing of the program. It will not be repeated in detail here.

Senate Labor Committee re I.A.C. Branch Offices

On November 5, 1953, I attended an all-day meeting of this committee in San Francisco, and not only opposed the position of the committee in attempting to hold up the opening of additional branch offices already authorized, but took the position that this was a matter which already had been passed upon by the legislature and was not properly a subject for consideration by this Interim Committee. Although other interested parties sought to postpone the opening of such offices, I am glad to announce that the committee adopted my position and referred the entire matter back to the Director of Finance.

Senate Labor Committee re Labor Unions

I attended the meeting of this committee in Los Angeles on January 26 and 27, 1954, when they were conducting hearings as to the conduct of labor unions I regret that my report to the Secretary was a most pessimistic one, since the whole tenor and conduct of the hearing appeared to be an attempt to attack unions without affording them the opportunity of appearing to defend themselves. I specifically so stated to the committee during my brief appearance, in which I pointed out that it appeared essential that the organizations under attack at least be advised in advance of the general nature of the charges in order that they likewise could appear and present evidence in regard to them.

I must add that the Chairman indicated

his agreement that the procedures were imperfect and expressed willingness to sit down and establish procedures which would afford all parties a full and fair hearing. It is hoped that this can be accomplished, and that if any additional hearings are to be held that the organizations under attack will be advised in advance, will be in a position to appear and present evidence in rebuttal of their accusers.

I have assisted several locals, including Culinary and IATSE locals, in replies to the general counsel of the committee with respect to charges.

I have also written to the counsel, and it is agreed that before the next meeting of the committee we will meet to attempt to establish procedures which will permit a more desirable opportunity of presentation by charged locals before the Committee.

Modesto Area

In accordance with the direction of the Secretary, I have cooperated with the building trades unions in the Modesto area in the hopes of obtaining union conditions in the area. On December 23, 1953, I met with a group of representatives of the Carpenters and Laborers organizations in my office, together with certain contractors, in an attempt to reach a union contract. I again, on January 3, 1954, met with a similar group, and on February 5, 1954, attended a meeting in Modesto. I regret to state that at that time agreement was impossible, although I am advised that, since that date, some progress has been made in an attempt to obtain union conditions at least partially in the area.

During the course of these meetings, I prepared a proposed contract for use by the unions in question, but under the definite understanding that it must be cleared by the respective International organizations.

Palm Springs Ordinances

I have engaged in much correspondence and conferences with representatives of the Riverside area in regard to so-called anti-labor ordinances existing in the area.

I met with the city attorney of Palm Springs on May 12 and 13, 1954, and have submitted a complete confidential report to the Secretary and Vice President Doran with respect to such meeting. Vice President Doran is to report to the affiliates in his area and advise me as to their desires in this matter.

California Employers Association

On April 14, 1954, I attended a statewide meeting at the Clift Hotel to review the overall problem of company unions as fostered and promoted by this Association. Steps were worked out to provide statewide cooperation in the posting of data in this report.

Since such date I have met with respect to specific employers, such as Remboc's, Visalia, on June 2, 1954.

Governor's Committee Re Physically Handicapped

I was invited by the Governor to serve on this Committee with various other representatives, including several of our vice presidents and President Pitts. I accepted the invitation and met in Sacramento on May 11, 1954, in an organizational meeting.

The next meeting is scheduled in the fall in Los Angeles and the committee plans on meeting quarterly thereafter.

Convention

I attended the convention of the Federation at San Francisco from August 7 to 14, 1953 and assisted the various committees upon request.

Trust Agreements

As I have previously reported, there is a terrific increase in the number of contacts being made with respect to health and welfare trust agreements. I have not only had numerous conferences and prepared many opinions, but, in fact, have drafted or reviewed many trust instruments submitted to me. It would serve no purpose to set forth all of the details here, ether than to indicate that typical of such activities are those with respect to the Stockton Projectionists Union. IATSE.

Lectures, etc.

I have appeared at the following places on the following dates:

Eureka, September 7, 1953. Labor Day guest speaker.

San Francisco, November 13, 1953. Western Association of Colleges, Subject: "What is wrong with the public relations of college presidents from the standpoint of labor?"

KSFO, January 29, 1954. On the California Council Table to argue with employer representatives the President's

proposal in regard to Taft-Hartley Law changes.

February 23, March 11, 1954. Presented a weekly course at the University of San Francisco School of Industrial Relations on the Taft-Hartley Law.

KPFA, Berkeley. To debate with Professor Kragen the general unemployment insurance program and the recent amendment to the Act increasing benefits.

In addition to the above, I have conferred via office conferences, correspondence and telephone with numerous affiliates of the Federation, giving them advice and counsel.

REPORT OF ATTORNEY CLARENCE E. TODD

Labor Injunction Law in California

Following is a brief summary of the cases which I have handled for the State Federation of Labor in the last sixteen years, together with reference to other cases in which I have represented other labor organizations, all tending to show in a very brief way the development of the law in California regarding the constitutional rights of unions and union members down to date.

The first picketing case which I handled was filed in 1934, twenty years and a month ago, (the Tennessee Market case), in which I represented the Vallejo Labor Council. This, I believe, was the first case in California where a court protected the right of picketing by an "outside" union, that is, a union none of whose members were employed in the plant. This was very bitterly fought, but I finally won it.

In March of 1938, I began to represent the State Federation of Labor in picketing cases from one end of the state to the other. The first case was in Fresno, Chrisman v. Culinary Workers. There an eminent and highly respected superior judge, who has learned better since, issued an injunction against peaceful picketing because he said the picketing might lead to violence. I took the case to the District Court of Appeal for the Fourth District, and secured a reversal of the injunction.

The next notable case was the Libby case in Sonoma County. The case was a non-union barber who sued for damages because he claimed the union had thrown a stink bomb through the window of his shop. This was tried before a jury, and we succeeded in getting three or four people

on the jury who had relatives or friends in organized labor and who we thought might give us a break, but the verdict was unanimous for a large sum in damages—I have forgotten the exact amount. At any rate, we put up a terrific fight on a motion for a new trial, and after the new trial was granted the case was dismissed.

Anti-Picketing Ordinance

A very interesting series of cases followed, involving the validity of anti-picketing ordinances. Following the activity of the Associated Farmers in the middle "30s," many ordinances were passed in counties and cities in the Sacramento and San Joaquin valleys which sought to prohibit picketing. I fought a number of these cases, and did not lose any of them. For the most part, the ordinance was declared unconstitutional and invalid by the superior court. Finally, however, we had certain cases where the Associated Farmers or other employers' associations took an active part. One of these was the case of Haggarty v. Kings County, in which an outside judge was called in to listen to our arguments for a day or two, and then threw us out of court. We took the case up on appeal and had a bitter fight against an able San Francisco lawyer, but in the end the decision of the court was in our favor, and the objectionable ordinance was set aside, although another ordinance which merely provided that the use of sound trucks might be regulated by the county was upheld.

Another case which attracted wide attention and which I lost in every court except the Supreme Court (which was unanimous in my favor), was the Porterfield case, involving the ordinance of the city of Redding, which provided that a labor organizer must secure a license from the city council and which made it very easy for the city council to deny a license. This case was very bitterly fought, but as above indicated, the Supreme Court was unanimous in holding the ordinance unconstitutional.

Anti-Sabotage and "Hot Cargo" Laws

Cases still more serious and more difficult have been those involving the validity of a state statute. One of the first of these was the so-called anti-sabotage law, passed at the beginning of World War II. Under the guise of preventing sabotage, this law would have prevented normal and peaceful activity by the union against an unfair employer. This law we had set aside in the Supreme Court over the strenuous ob-

jection of one of the superior judges in Los Angeles County.

When the "Hot Cargo" law was passed, which would have prevented secondary boycott throughout the state, I was instructed to fight the operation of the law at every step. Practically every superior court before whom I appeared accepted my argument and held the law unconstitutional. Finally, the case reached the Supreme Court and the court by a vote of 6 to 1 declared the law unconstitutional.

Jurisdictional Strike Law

When the Jurisdictional Strike law was passed, we found much more difficulty in the superior courts. Only a very few superior judges agreed with us that the law was unconstitutional for the same reasons as those which invalidated the "Hot Cargo" law. When we got to the Supreme Court, we had very hard sledding, and in each of three cases which we argued, the decision was against us. In one, the decision was unanimous that the law was constitutional. In another case, the vote was 5 to 2, and in another case 4 to 3 in favor of the law. It may be added here that the principal vice of the Jurisdictional Strike law is that it encourages the formation of company unions. An encouraging feature of the fight is that many times a judge will be fair and thoughtful and will require a very clear and conclusive showing before issuing an injunction under the Jurisdictional Strike law, so there is hope that we can prevent the law from operating in a great many cases and that some time a friendly legislature may either modify or repeal it.

Other Cases

One case very valuable to labor was Emde v. San Joaquin County Labor Council, in which the labor newspaper took an active part in favor of a strike and boycott against an unfair dairy proprietor. After losing the case in every court up to the Supreme Court, I was lucky enough to gain a final victory, the court holding that communications from a labor newspaper to members of the various unions were privileged and could not be the subject of a libel suit. The particular language objected to consisted of advice and encouragement to boycott the unfair dairy.

One unfortunate case arose out of a strike by the Los Angeles Building Trades Council against the water and power project of Los Angeles. Looking back at the case, we can see that it was simply not in the cards to win, because of the mistaken

notion that this was a "strike against the government." I argued the law to the court to the effect that this was not a government project and that, therefore, no action was being taken against the government. I also showed then that the decision of the Supreme Court against John L. Lewis and the Mine Workers was decided on the ground that the mine workers were at the time of the strike actual government employees. However, the decision in the Los Angeles Building Trades case was against us.

Another case from Los Angeles County was Parker v. Bowron, in which I was called in on the day the case was ready for trial. The papers were somewhat complicated, but the purpose of the suit was to compel the City of Los Angeles to pay the prevailing wage to its employees under the provisions of the charter. An outside judge decided in favor of the city and we took it to the Supreme Court. On the argument, every single member of the court who had anything to say was in favor of the union, including some who were very conservative. However, after the appeal was argued and before it was decided, the city council, as I am informed, passed an ordinance bringing the wages up to practically the same figures as the prevailing wage in private employment. The court then found an irregularity in the way in which the suit had been filed, in that the plaintiff was not, himself, actually an employee, and on this ground the judgment for the city was sustained. Since the employees were getting practically the prevailing wage, it was decided not to carry the case any further.

Two criminal cases arising out of the strike of the Lumber & Sawmill Workers six or seven years ago, were tried in one of the counties which is considered by the lumber companies to be practically their private property and, although we showed the absurdity of the charges against the defendants, the jury brought in a unanimous verdict of guilty. Although the men were sentenced to the penitentiary, we secured clemency from the Governor so that they were only required to serve a certain amount of time in the county jail.

Current Cases

The current Lumber & Sawmill strike has given rise to a number of very interesting cases, and I have discovered two things of great importance to labor. The first is that the judges before whom these cases are brought seem to realize after the long fight of so many years for the con-

stitutional rights of the workers, that peaceful picketing is a constitutional right and injunctions so far have not been granted against peaceful picketing.

The second interesting feature of these cases, and the most important from the standpoint of labor generally, is that I have been able to secure in every instance an injunction against the employer prohibiting not only violence by the employer, his strike breakers, scabs, etc., but an injunction against interference with the right of peaceful picketing and, far more important, an injunction against interference with the right of boycott, primary and secondary, against the employer.

Incidentally, I have had a good deal of trouble in these picketing cases in preventing the employer from getting an injunction which prohibits the following of cars or trucks which go through the picket line. Many judges feel a prejudice against the following of trucks, but I consider this to be a part of the right of boycott and for that reason, I shall insist in every case that the right of boycott, including the right to follow cars and to identify customers of the struck plant, shall be protected. As you know, the law of California is far more liberal than the law of almost any other state protecting the right of boycott, and the Supreme Court of California has refused to make any distinction between the primary and secondary boycotts in that regard.

Important Victories

During these sixteen years of battling, we have gained certain victories which are very important. We have knocked out practically every anti-picketing ordinance instigated by the Associated Farmers during the heyday of their influence. We have instructed the superior courts until they now understand—most of them, at least—that peaceful picketing is a constitutional right, and we have demonstrated the fact that the employer and the worker stand on exactly the same level before a court of equity, and that the worker is just as much entitled to an injunction against unlawful acts as the employer.

The reactionary employers of California, and their able and active attorneys, are continually thinking up some new form of attack against the rights of labor. Three or four years ago, a number of cases were filed by a very active anti-labor lawyer in Los Angeles under the Cartwright Act, attempting to show that since a boycott usually causes loss of business to the employer, therefore, a boycott is an illegal

restraint of trade. I had two cases like this in Fresno County and one or two others against this particular lawyer, also a case or two in San Diego regarding the same question, and am very glad to report victory for the unions in each of these cases.

Taft-Hartley Law

After the Taft-Hartley law was passed, there was a good deal of excitement for several years over the question whether a picket line should be restrained by a state court or should be submitted to the National Labor Relations Board and other federal agencies. Since the law of California is so much more favorable to the rights of labor than the Taft-Hartley law, I have never been too enthusiastic about invoking the Taft-Hartley law, except in a case where the particular state judge seems to be hostile. The law is being worked out from case to case and the latest rule pronounced by some courts is that where interstate commerce is involved, a state court has no right to issue an injunction, but may under certain circumstances give judgment for damages for prior acts which have caused damage.

We are still working hard to protect the rights of labor in every possible way, and we appreciate the friendly cooperation of all who are interested in the same cause.

VI

RESEARCH AND PUBLICITY

AFL Labor Institute

The 7th annual labor institute, sponsored jointly by the California State Federation of Labor and the University of California, was held the week of April 25-30, 1954, at the Hotel Samarkand in Santa Barbara.

The 1954 Institute was an "Unemployment Conference," dedicated entirely to the consideration of symptoms, causes, and remedies for unemployment.

Members of the Institute faculty included: William A. Burkett, director, State Department of Employment; Frederick A. Breier, assistant professor of economics, University of San Francisco; George S. Roche, chief, Research and Statistics Section, State Department of Employment; Max Kossoris, regional director, U. S. Bureau of Labor Statistics; Ewan Clague, director, U. S. Bureau of Labor Statistics; Dr. Joseph Garbarino, assistant professor of economics, University of California; Daniel W. Johnston, economic counselor, labor unions; John Ulene, International

Ladies' Garment Workers Union; O. T. Satre, Southern California Metal Trades Council; C. Al Green, regional director, Labor's League for Political Education; Charles P. Scully, attorney, California State Federation of Labor; Dr. Carl Uhr, lecturer, Riverside Campus, University of California; Clark Doolittle, chief, Unemployment Insurance Division, Department of Employment; Thomas Campbell, southern California area manager, Department of Employment; Michael Kunz, chairman, Unemployment Insurance Appeals Board, Department of Employment; Dr. Currin Shields, professor of political science, University of California at Los Angeles; Dr. Milton Chernin, dean, School of Social Welfare, University of California at Berkeley; William A. Barr, superintendent of charities and director of institutions, Los Angeles County; Ronald Born, director, Social Welfare Department, City and County of San Francisco; Charles Schottland, director, State Department of Social Welfare; and Dr. Karl de Schweinitz, professor of social welfare, University of California at Los Angeles.

1954 Scholarship Award

Two boys and a 16-year-old girl were winners in the 1954 high school scholarship contest sponsored by the California State Federation of Labor.

Winners of the three \$500 awards in the fourth annual contest are: Donna Hardesty, La Jolla High School, La Jolla, California; Richard Kirk, Christian Brothers High School, Sacramento, California; and William D. Mathewson, Stockton High School, Stockton, California. Both boys are 17.

Three hundred and forty-six students participated in the 1954 competition. The contest was open to all seniors in California and Hawaii. Students were graded on an examination testing their knowledge of industrial relations history and practices in the United States. High school records were also reviewed to make certain that winners had grades sufficient to allow entrance to college.

The committee of judges which selected the winners was composed of three professional educators: Dr. Edgar L. Warren, Director, Institute of Industrial Relations, University of California, Los Angeles; Vaughn D. Seidel, Alameda County Superintendent of Schools, Oakland; and Frederick A. Breier, Assistant Professor of Economics, University of San Francisco. Identity of the students participating in the contest was not known to the judges.

Announcements of the 1954 contest were

mailed in February to the 681 high schools of California and Hawaii.

Students from 116 schools filed applications for the 1954 contest.

The three winners will receive their awards at the 1954 convention of the California State Federation of Labor. The students will be guests of the State Federation for the entire convention period.

Under rules of the contest, the winners may apply the \$500 award at any college or university of their choice.

Labor Press Institute

The Fourth Annual State Federation Labor Press Institute was held in Santa Barbara, November 28-29, 1953, at the Samarkand Hotel.

The Institute was attended by approximately 100 representatives of AFL publications in California. Highlight of the Institute was the address of Lewis M. Herrmann, Secretary-Treasurer of the International Labor Press of America, who urged that a regional unit of the ILPA be established in California.

Following Herrmann's address, framework for such a unit was erected. Temporary officers were chosen to draft a regional constitution for a unit embracing California and possibly other western states.

Founded by Samuel Gompers in 1910, the ILPA seeks to advance the interests of all duly authorized AFL papers in the United States and Canada.

The ILPA discussion climaxed two days of conference instruction and debate regarding labor paper problems.

Workshops were held on "How to Write for Readability," "What to Write for Reader Interest," "The Labor Press and Political Issues," and "How Should Editorial Policies Be Determined."

Sponsored jointly by the State Federation and the University of California, the conference featured numerous labor officials, including Herrmann, C. J. Haggerty and Thomas L. Pitts, State Federation officials.

Political Education

The Research Department prepared pamphlets and other pertinent literature for distribution in connection with the primary election of June 8, 1954.

Following endorsement of candidates for federal and state office at the pre-primary convention of the CLLPE held April 12 in San Francisco, the Research Department assembled all needed educational material for distribution to unions and the public.

In preparation for the April 12 preprimary convention, the Research Department published the congressional voting records of California Senators and Congressmen for the years 1945-1954. The Department also submitted lists of suggested questions to be put to candidates for federal and state offices by local leagues, such questionnaires to be used during interviews held prior to the recommendation of candidates by the local bodies.

Labor Press Directory

The State Federation's Labor Press Directory has continued to be issued on a semi-annual basis. The Directory includes all local, council, and state periodicals sponsored by A F of L affiliates in California, and lists the name of the editor of each publication, the office address, frequency of publication, size of paper, and name of sponsoring body.

Quarterly Education Conferences

The success of the newly instituted quarterly education conferences surpassed even the most optimistic of expectations.

The first conference, which was held in San Francisco on the weekend of February 13-14, 1954, on a statewide basis, covered the general aspects and problems of California's workmen's compensation law. An overflow crowd of 400 AFL members jammed the conference hall in attendance. By a rousing ovation at the closing session of the second day's meeting, delegates voiced approval of the program and called for continuation of the quarterly conference series started by the Federation.

It was realized, however, that the attendance was too large to effectively present the subject matter on an informal discussion type basis which is most conducive to learning. It was determined, therefore, that future conferences should be held on a regional basis with repetition of the same conference in the north and south.

Accordingly, the second weekend conference, which was devoted entirely to the complex permanent disability rating schedule of the compensation law, was held in Los Angeles on June 5-6, 1954. Its smaller attendance permitted wider audience participation in the various sectional and general meetings, and showed a marked improvement over the first statewide conference in this respect. An identical conference is scheduled to be held in San Francisco in October for attendance by northern California unionists.

With regard to the cost to individual unions of sending delegates, the decision to hold the conferences on a regional basis should also help to bring the weekend institutes within the financial reach of every affiliated union.

Cartoon Services

The State Federation of Labor-sponsored cartoon service is still being conducted on a monthly basis for the benefit of AFL papers in California.

The cartoons cover significant state issues for the benefit of the AFL labor press.

Tolerance Pamphlets

Under the auspices of the Education Committee of the State Federation of Labor, tolerance pamphlets have been mailed to all AFL unions in California on a quarterly basis. This program was inaugurated in January, 1952.

Your Economics and Mine

The monthly series of articles on major economic problems, "Your Economics and Mine," continues to be issued by the State Federation.

Topics since the last convention included "Health and the People," "Health and the Worker," "Sales Taxes," "The Farmer and U. S. Prosperity," "U. S. and Foreign Productivity," "Employment and Exports," "How Much Unemployment?", "Unemployment and the Economy," "Eisenhower and Unemployment," and "Crisis in Housing."

Public Relations

The Research Department conducted its traditional press relations with commercial and labor newspapers on all State Federation activities throughout the year.

The Research Director addressed numerous community and educational organizations in various parts of the state, explaining the functions and goals of the AFL movement in California.

The Research Department also prepared for mass distribution a circular, "What Your State AFL Does for You," providing a brief analysis of the achievements of the California State Federation of Labor.

VII

"WE DON'T PATRONIZE" LIST

The Federation's unfair list has shown a good deal of activity during the past year. The additions and deletions have been as follows:

Llooyd A. Fry Roofing Co. San Leandro

At its meeting on August 7, 1953, just prior to the opening of the Federation's 51st convention, the Executive Council voted, at the request of the San Francisco Bay Counties District Council of Carpenters, to place the Lloyd A. Fry Roofing Company, San Leandro, on the "We Don't Patronize" list. The request resulted from a long and costly fight with this company, whose San Leandro plant is one of nineteen scattered across the United States and operated on a non-union basis.

Redding Restaurants

Brother C. T. McDonough. International Organizer of the Hotel and Restaurant Employees and Bartenders International Union, appeared before the Executive Council at its November meeting, requesting that it place 18 restaurants in the city of Redding and surrounding area on the Federation's "We Don't Patronize" list. He reviewed the circumstances which led to strike action against the restaurants, and the need for State Federation support.

In a letter, H. L. Weingartner, Secretary of the Shasta County Central Labor Council, also requested that the same 18 firms be placed on the "We Don't Patronize" list.

The Council voted that the following establishments be placed on the Federation's "We Don't Patronize" list:

Loop Inn Cafe. The Pantry, Fountain and Cafe. Towne's Coffee Shop. Lorenz Hotel. Golden Eagle Hotel. Temple Hotel. Western Hotel. A-1 Cafe. Bud's Donut Shop. Scotty's Drive In, Anderson. Rite Spot Cafe. Woolworth's (Fountain). Don's Drive In. H & M Cafe, Anderson. Carl's Donut Shop. Casa Blanca Hotel. Shasta Maid. Golden Bird Cafe.

In May, after nearly 11 months of bitter employer conflict, the local hotel and restaurant employers' association signed a contract with the Culinary Workers and Bartenders Local No. 470.

Under terms of the settlement, the "company union" apparatus set up during the strike was dissolved and Local 470 won

sole bargaining rights. The Hotel, Bar and Restaurant Guild, or "company union," released the employers' association from terms of a "contract" written during the strike.

At its June meeting, the Executive Council voted to remove the 18 hotels and restaurants from the Federation's "We Don't Patronize" list.

Southern Service Co., Ltd

At the request of Brother Charles R. Goldstein, vice president of the Laundry Workers International Union, the Southern Service Company, Ltd., laundries and linen supplies, was placed on the Federation's unfair list by the Executive Council at its November meeting. Names of the firms involved in thirteen Southern California cities, will be found in the current unfair list at the end of this section of your Secretary's report.

DeVoe Reynolds Company

The DeVoe Reynolds Company (Bishop-Conklin) Los Angeles, was placed on the official "We Don't Patronize" list in September, 1953, the Executive Council having approved this action in December, 1952, but withheld action pending the possible settlement of the dispute.

The action was taken at the request of the Painters District Council of Southern California, which informed the Federation that the paint company had failed to carry out an understanding reached earlier to adjust the long standing dispute.

L. A. Times-Mirror

The Federation's 1953 convention adopted a resolution condemning the Los Angeles Times-Mirror, but no request was made to place it on the Federation's unfair list. An official request that this be done was subsequently received from the Los Angeles Central Labor Council.

At its February meeting, the Executive Council voted to place the Los Angeles Times-Mirror on the "We Don't Patronize" list. Since this time, the Federation has been working with the Los Angeles Central Labor Council on this campaign, and twice sent appeals to all of our unions requesting financial assistance in battling this open shop group there, with excellent results. The campaign has made good headway, and the Los Angeles organizations have been gratified at the response of the unions throughout the state to their program.

Pollock Mill of El Dorado

Lumber and Sawmill Workers Local No. 2561 requested that the Pollock Mill of El Dorado be placed on the unfair list. The Council voted to place the Pollock Mill on the list in February.

Celotex Corporation

Upon the request of R. W. Tucker, Business Manager of Operating Engineers Local No. 501, the Celotex Corporation of Los Angeles was placed on the unfair list in February.

Time and Life Magazines

A request from the Los Angeles Central Labor Council that Time and Life magazines be removed from the Federation's unfair list was concurred in by the Executive Council at its February meeting.

General Mills, Inc.

Requests were received early in April, 1954, from the Solano County Consolidated Building Trades and Central Labor Councils, and the American Federation of Grain Millers No. 71 of Vallejo, to place General Mills, Inc., on the Federation's "We Don't Patronize" list. The request was granted by the Executive Council at its April meeting.

Three weeks later, the union announced a complete victory over the company, and asked that the firm be removed from the unfair list.

Radio Stations

Your Secretary reported to the Executive Council at its April meeting that, in answer to a request, he had written Studio Electriians Local No. 40 of Hollywood on February 16, 1954, relative to the current status of radio station KECA, which had been placed on the "We Don't Patronize" list by the 1942 convention's adoption of Resolution No. 214, Local No. 40 referred our letter to Local No. 45, IBEW, Broadcast, Television and Recording Engineers, Hollywood, who replied requesting the inclusion of the following additional stations on the Federation's unfair list: KOWL, Santa monica; KBLA, Burbank; KABC (KECA) TV and AM; KFI-AM; KTTV and KNBH.

Before this request could be granted, your Secretary explained that it would be necessary to check with the local council and the unions involved. Vice President Somerset asked that the Film Council also be advised. The Executive Council thereupon voted to hold this matter

over until other unions involved were consulted. No further action has been taken to date.

Swift and Co. (San Diego Branch)

At its June meeting, Vice President Max J. Osslo informed the Executive Council that the San Diego Central Labor Council had placed Swift and Company on the unfair list, and requested similar action by the State Federation of Labor. On behalf of the Western Federation of Butchers, he explained factors that resulted in this action.

The dispute centers about the health and welfare plan, the company insisting upon the labor organizations using its plan. While all other companies involved in negotiations have abandoned their own plans in favor of the union plan, Swift and Company has been adamant in their refusal. A series of meetings has been held, and while various monetary proposals have been submitted, a serious inequity still exists. To date, the company has consistently refused to put the health and welfare contributions into a trust fund or the proper plan.

The Council voted to place Swift and Company on the Federation's "We Don't Patronize" list as it applies to San Diego, pending receipt of official communications from the local unions and the San Diego Central Labor Council; further, that from time to time, as communications are received from other central labor councils in the state, the Secretary is to automatically add that territory to the list.

Subsequent to the meeting of the Executive Council, the official request from the San Diego Labor Council was received by your Secretary.

Current "We Don't Patronize" List

The following is the official "We Don't Patronize" list of the California State Federation of Labor, as revised by the Executive Council at its quarterly meeting in June, 1954.

Bakeries-

Helms Bakery. Van de Kamp's Holland Dutch Bakeries.

Cosmetics, etc.—

Andrew Jergens Products.

Laundries and Linen Supplies—

Southern Service Company, Ltd., owning and operating the following:

ANAHEIM-

Anaheim Laundry
Orange County Linen Supply.

COLTON—

Hub City.

LONG BEACH—

Ideal Laundry
Long Beach Laundry
Pacific Cleaners
Long Beach Linen Supply.

LOS ANGELES—

Blue Seal Laundry
Blue Seal Linen Supply
Blue Bird Laundry
Blue Bird Cleaners.

MONROVIA-

Monrovia Laundry Monrovia Cleaners Blue Seal Linen Supply.

ONTARIO-

Ontario Laundry.

POMONA-

Sanitary Laundry Sanitary Cleaners.

RIVERSIDE-

Riverside Laundry.

SAN BERNARDINO-

San Bernardino Laundry Valley Towel and Linen Supply.

SAN DIEGO-

Electric Laundry
Munger's Laundry
Nu-Way Laundry
Peerless Laundry
Bay City Linen Supply
Benbough and Duggan.

SAN PEDRO-

Pacific Laundry.

SANTA ANA—

Santa Ana Laundry Crescent Cleaners.

WILMINGTON--

Marine Laundry.

Lumber Mills-

Pollock Mill, El Dorado.

Manufacturing-

Celotex Corporation, Los Angeles. Glendale Sheet Metal and Manufacturing Company, Glendale.

Meat and Meat Products-

Swift and Company (San Diego Branch)

Newspapers—

Los Angeles Times-Mirror.

Paint-

DeVoe Reynolds Company (Bishop-Conklin), Los Angeles.

E. I. DuPont de Nemours Company (Duco-Dulux enamels, paints, varnishes, lacquers, and marine finishes).

Printers and Publishers-

Curtis Company, Philadelphia (includes Saturday Evening Post, Ladies' Home Journal, Country Gentleman, and Holiday).

Radio Stations-

KFI KECA

Roofing Companies

Lloyd A. Fry Roofing Company, San Leandro.

VIII STATE FEDERATION MEMBERSHIP STATISTICS

Lo	cal Unions	Councils	Total	Total
	Affiliated .	Affiliated	Affiliations	Membership
October 1, 1909	151	11	162	25,000
October 1, 1910	244	12	256	45,000
October 1, 1911	362			
October 1, 1912	429	15	444	62,000
October 1, 1913	502	15	517	67,000
October 1, 1914	512	18	530	
October 1, 1915	498	18	516	66,500
October 1, 1916	481	21	502	68,000
October 1, 1917		21	519	71,500
October 1, 1918	486	21	507	78,000
October 1, 1919	515	24	539	
October 1, 1920	549	27	576	104,200
October 1, 1921	568	27	595	100,100
October 1, 1922	664			•
September 1, 1923	626	26	651	87,500
September 1, 1924		25	658	,
September 1, 1925		25	652	
September 1, 1926		27	689	
September 1, 1927				,
September 1, 1928				,
September 1, 1929				•
September 1, 1930				100,200
September 1, 1931				
September 1, 1932				, .
September 1, 1933				,
September 1, 1934				. ,
September 1, 1935				102,000
September 1, 1936				135,179
September 1, 1937				
September 1, 1938				291,763
September 1, 1939				267,401
September 1, 1940				274,901
September 1, 1941				332,635
September 1, 1942				451,970
September 1, 1943				510,477
<u>*</u>				
August 1, 1944				
August 1, 1945				
June 1, 1946	. 1113	108	. 1221	510,596
July 1, 1947	. 1149	116	. 1265	520,841
July 1, 1948	. 1201	127	1328	573,466
July 1, 1949				,
• ,				- ,
July 1, 1950				
July 1, 1951				,
July 1, 1952	. 1392	147	. 1539	625,807
June 1, 1953	. 1354	155	. 1509	646,569
July 1, 1954				,
		400	. 1004	004,000

NEW LOCAL AND COUNCIL AFFILIATIONS June 1, 1953 to July 1, 1954

	June 1, 12	, , , , , , , , , , , , , , , , , , , ,	., ., .,		
Town	Name of Local	Local No.	Date	Receipt No.	Members
Benicia Machinists	š	1687	3-16-54	152853	250
Betteravia Sugar Ref	iners Union	20884	9-16-53	146613	120
Chico					
Musicians	***************************************	508	7-27-53	144884	82
Typograpl	hical Union (re-affiliate	d) 667	9-12-53	146446	50
Concord	s	1179	4 15 54	152050	317
	······	1113	4-15-54	153859	211
Fresno Post Offic	e Clerks	1339	6-24-54	156194	150
Huntington Pa					
	eration of Post Office Cl	erks —	6-28-54	156267	,
Klamath	Com Mill Woods	0505	0.00.54	150144	017
	Saw Mill Workers	2505	6-22-54	156144	317
Long Beach State Cou	ncil of Culinary Worker	s —	10-19-53	147741	_
Los Angeles					
	ns (re-affiliation)		7- 2-54	156327	50
	te Assn. of Electrical W		8-17-53	145645	
	s		3- 1-54	151987	1000
	iture & Appliance Drive		5-19-54	155061	2000
	& General Utility Driver		6-23-54	156178	500
	(Carpenters)		8- 1-53	145341	700
	Automotive Workers		6-17-54	156014	300
	utomobile Workers	990	7-11-53	144364	60
Marysville Bartender	s & Culinary Alliance	715	10-14-53	147543	300
Maywood Glass Bot	ttle Blowers	190	9-15-53	146556	50
Napa					
Machinist Newark	s	1419	9- 4-53	146113	250
	Clay Workers	552	2-23-54	151994	49
Oakland					
	s		7-14-53	144477	5000
Governme	ent Empl., Naval Supply	·1533	8-28-53	145910	380
Palo Alto		200	2 10 54	150000	010
Roseville	•••••	300	3-19-54	152992	210
	Carmen	231	9-14-53	146533	846
Sacramento		•			
S	Service Employees	411	5-18-54	154998	56
Salinas Machinist	:s	1824	6-15-54	155941	150
San Francisco					
	s	1305	3-30-54	153185	3849
	ite Council of Carpente		7- 6 -53	144082	
Radio &	T.V. Technicians	202	7- 6-53	144088	200
	I.v. lechnicians Engineers		2-24-54	152078	100
	iremen, Oilers	—	4-44-04	102010	100
	: Wipers	–	6- 4-54	155450	25 0 0
San Jose					
	ile Mechanics	1101	3-10-54	152632	880
	ployees		7- 2-53	143911	60
		•			-

NEW LOCAL AND COUNCIL AFFILIATIONS (Continued)

Town	Name of Local	Local No.	Date	Receipt No.	Members
San Mateo Sheet M	Ietal Workers	272	7- 3-53	143974	50
Santa Barba Post Of	ara fice Clerks	264	7-10-54	156759	50
Santa Rosa Hod Ca	rriers & Com. Laborers	s 139	6- 9-54	155700	300
	nd Clay Workerssts		3-13-54 6-29-54	152805 156281	70 600
Torrance Machini	sts	1619	7-12-54	156816	100
Weott Lumber	& Saw Mill Workers	2952	7-18-53	144724	36

WITHDRAWALS, MERGERS, DISBANDED, REVOKED, ETC. June 1, 1953 to July 1, 1954

Dorris: Lumber & Sawmill Workers No. 2828, merger, 11-19-53.

El Monte: Carpenters & Joiners No. 1507, disaffiliated, 6-4-54.

Garberville: Shingle Weavers No. 2835, charter surrendered, 11-19-53.

Huntington Park: Government Employees No. 926, membership withdrawn, 5-25-54.

Kingsburg: Chemical Workers No. 96, merged with Local 100, 3-1-54.

Little Valley: Lumber & Sawmill Workers No. 2686, merged with No. 2608, 8-28-53.

Los Angeles: Government Employees No. 731, withdrew, loss of members, 6-15-54.

Ladies Garment Workers No. 483, inactive since 7-31-53. Millinary Workers No. 41, withdrew, financial difficulties, 6-2-54. Painters No. 1037, membership withdrawn, 1-13-54.

Oakland: E. Bay Council of Public Employees, disbanded, 7-28-53.

Sacramento: Bay District Council of Iron Workers, disbanded, 2-3-54. Boilermakers, Blacksmiths No. 1166, disaffiliated, 5-1-54.

Salinas: Laundry & Dry Cleaners No. 258, merged with No. 33, San Jose, 3-22-54. San Francisco: Railway Employees, Local Fed. No. 7, disaffiilated, 6-4-54. Ship-fitters Union No. 9, disaffiliated, 10-1-53.

San Jose: Regstered Nurses No. 1408, disbanded, 12-31-53.

Taft: Electrical Workers No. 343, merged with No. 428, 12-4-53.

SUMMARY OF MEMBERSHIP 1953-1954

Labor Unions in good standing, June 1, 1953	1354	
Labor Councils in good standing, June 1, 1953		
<u> </u>		
Total		1509
Labor Unions affiliated during year	37	
Labor Councils affiliated during year	4	
- •		
Total		41
WITHDRAWALS DURING YEAR		
Mergers, local unions	5	
Withdrawals, suspended, disbanded etc	10	
Labor Councils, disbanded & withdrawal	3	
Total		18
Balance		1532
TOTAL AFFILIATIONS		
Labor Unions as of July 1, 1954		1376
Labor Councils as of July 1, 1954		156
Total		1532

IX REPORT OF THE AUDITORS

San Francisco, California July 12, 1954.

California State Federation of Labor 995 Market Street San Francisco, California

Gentlemen:

We have examined the Statement of Cash, Cash Deposits, Bonds Owned, Prepaid Insurance, and Trust Fund of the California State Federation of Labor as at June 30, 1954, and the related Statements of Cash Receipts and Disbursements for the period June 1, 1953, to June 30, 1954. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

Cash receipts, as recorded and evidenced by duplicate receipts on file, were found to have been deposited regularly in the Federation's commercial bank account with Bank of America N.T. & S.A. Disbursements from this account were evidenced by paid checks on file, which we compared with the register of checks drawn as to payees and amounts, and scrutinized as to signatures and endorsements. Disbursements were also found to be either supported by voucher, or approved for payment by Mr. C. J. Haggerty, Secretary-Treasurer.

The commercial account with Bank of America N.T. & S.A., was reconciled with the bank's statements on file for the period June 1, 1953, to June 30, 1954, and balances on deposit in commercial and savings accounts as at June 30, 1954, were confirmed by correspondence with the depositaries.

The office cash fund was counted and found to be in order.

Bonds owned at June 30, 1954, as shown on Exhibit A, attached, and as detailed below, were inspected by us.

			Maturity Date	Maturity Value	Cost
United States	War Savings	Bonds-Series	F1954	\$ 20,000.00	\$ 14,800.00
United States V	War Savings	Bonds-Series	F1955	57,000.00	42,180.00
United States V	War Savings	Bonds-Series	F1956	90,000.00	66,600.00
United States V	War Savings	${\bf Bonds-\!$	F1957	45,000.00	33,300.00
				\$212,000,00	\$156.880.00

Surety bonds in effect at June 30, 1954, consisted of the following:

C. J. Haggerty,	Secretary-Treasurer	\$10,000.00
Charles A. Hines	s, Bookkeeper-Cashier	5,000.00

Net changes in the operating fund balances for the period June 1, 1953 to June 30, 1954, are summarized as follows:

OPERATING FUNDS:

	Cash			Cash
	Resources			Resources
	June 1, 1953	Increase	Decrease	June 30, 1954
General	\$101,113.12		\$ 345.11	\$100,768.01
Legal Defense	137,142.48		5,482.60	131,659.88
Organizing	122,495.51	\$4,720.34		127,215.85
	\$360,751.11	\$4,720.34	\$5,827.71	\$359,643.74

The accounts and records of the California State Federation of Labor are maintained on the cash basis of accounting and the Federation has consistently followed

the accounting practice of charging purchases of furniture, office equipment, and automobiles directly to expense.

In our opinion, the accompanying financial statements present fairly the financial position of the California State Federation of Labor at June 30, 1954, and its cash transactions for the period June 1, 1953, to June 30, 1954, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding fiscal year.

We attach the following:

Exhibit A—Statement of Cash, Cash Deposits, Bonds Owned, Prepaid Insurance, and Trust Fund, June 30, 1954.

Exhibit B—Statement of Cash Receipts and Disbursements—Operating Funds, Period June 1, 1953 to June 30, 1954.

Schedule 1—Detail of Per Capita Receipts and Affiliation Fees, Period June 1, 1953 to June 30, 1954.

Schedule 2—Detail of Per Capita Receipts and Affiliation Fees by Districts, Period June 1, 1953 to June 30, 1954.

Schedule 3-Detail of Disbursements, Period June 1, 1953 to June 30, 1954.

Very truly yours,

SKINNER & HAMMOND
Certified Public Accountants

OFFICERS REPORTS TO

	Total	General Fund	Legal Defense Fund	Organizing Fund	Trust Fund
Cash on Hand and on Deposit:					
Bank of America N.T. & S.A., Humboldt Branch: Commercial Account 163,990.85 Trustee account	163,990.85	39,	\$ 39,819.88	\$ 84,475.85	\$15,000.00
Bank of America N.T. & S.A., Humboldt Branch: Savings account Crocker First National Bank of San Francisco: Savings account Anglo California National Bank of San Francisco: Savings account The Hibernia Bank of San Francisco: Savings account	12,251.30) 7,472.11) 11,016.62) 7,030.00)	26,770.03	6,000.00	5,000.00	
150	\$201,910.88	\$ 66,615.15	\$ 45,819.88	\$ 89,475.85	į.
Cash Deposits: United Air Lines, Inc* Western Air Lines, Inc*	425.00 425.00	\$ 425.00 425.00	***		
6	850.00	\$ 850.00			
Bonds Owned: United States War Savings Bonds—Series F—at cost\$1	\$156,880.00	\$ 33,300.00	\$ 85,840.00	\$ 37,740.00	
Prepaid Group Insurance\$	2.86	\$ 2.86			
Cash Balance—Trust Fund	at- \$359,643.74	\$100,768.01	\$131,659.88	\$127,215.85	\$15,000.00
Summary of Change in Financial Position of Operating Funds for the Period June 1, 1953 to June 30, 1954	inds for the	Period June 1	, 1953 to Jun	e 30, 1954	6380 7K1 11
Cash, Cash Deposits, and Bonds Owned at June 1, 1933	1953, to June	30, 1954, As Sho	wn in Detail on	Exhibit B	1,107.37
1964 Court Dance Bond Owned and Broad Inc. 1964			-		\$359.643.74

Exhibit B—Statement of Cash Receipts and Disbursements—Operating Funds Period June 1, 1953 to June 30, 1954

ST. SP SHEED COLL TO BE DOUBLE				
		Operatin	Operating Funds	
			Legal	
Beceints:		General	Defense	Organizing
Per canita receipts and affiliation fees:	Total	Fund	Fund	Fund
	\$188 550 50	\$188 550 59		
	2,000,0	90.000,00T#	000000000000000000000000000000000000000	
e	37,300.36		\$ 51,500.30	9
	74,600.68			\$ 74,600.68
Affiliation fees	67.00	62.00		
Total Per Capita Receipts and Affiliation Fees—Schedule 1\$300	\$300,518.63	\$188,617.59	\$ 37,300.36	\$ 74,600.68
American Federation of Labor—office rental\$	192.50	\$ 192.50		
Cartoon service refund	316.00	316.00		
on Haggerty vs. King County	530.89		\$ 530.89	
	1,110.76	1,110.76		
ion fees	3.213.00	3,213.00		
	135.25	90.70		44.55
MINOCELLATION				
Total Other Receipts\$	5,498.40	\$ 4,922.96	\$ 530.89	\$ 44.55
			100	
Total Receipts\$306	\$306,017.03	\$193,540.55	\$ 37,831.25	\$ 74,645.23
Disbursements:				
Annual Convention—San Francisco	37,568.23	\$ 37,568.23		
Convention—St Louis Missouri	2,850.34	2,850.34		
Conference—Washington, D. C.	250.00	250.00		
	750.00	750.00		
	19,053.82	19,053.82		
	43,313.85		\$ 43,313.85	
	69,924.89			\$ 69,924.89
	32,050.05	32,050.05		
	24,389.44	24,389.44		
1	12,443.61	12,443.61		
	1,884.86	1,884.86		
	300.04	300.04		
	37,496.17	37,496.17		

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Exhibit B—Statement of Cash Recei

		/=		
Printing stationery and office supplies.	6,301.10	6,301.10		
4 4	2,480.40	2,480.40		
	2,391.58	2,391.58		
	2,309.60	2,309.60		
	1,160.61	1,160.61		
	10,205.81	10,205.81		
Total Dishursements—Schedule 3 \$307.124.40	7.124.40	\$193.885.66	\$ 43,313.85	\$ 69.924.89
Excess of Cash Disbursements Over Cash Receipts for the Period		-		.
June 1, 1953 to June 30, 1954—Exhibit A\$	1,107.37	\$ 345.11	\$ 5,482.60	(\$ 4,720.34)

Schedule 1—Detail of Per Capita Receipts and Affiliation Fees Period June 1, 1953 to June 30, 1954

AGNEW California State Employees No. 247\$	34.00	Electrical Workers No. 428 Hod Carriers and Common La- borers No. 220	158.00 192.00
ALAMEDA	31.00	Farm Labor Union of Kern	
Carpenters No. 194\$	80.64	County No. 218	16.00
ALHAMBRA		Farm Labor Union No. 247	16.00
Electrical Workers No. 47\$	240.00	Lathers No. 300	30.48
	240.00	Painters No. 314	180.00
ALTURAS	i i	Plasterers and Cement Finish-	100 50
Lumber and Sawmill Workers		ers No. 191	120.76
No. 2813\$	70.48	Plumbers and Steamfitters No.	
ALVARADO		460	219.56
Sugar Refinery Workers No.		Street, Electric Railway, and	
20630\$	74.40	Motor Coach Operators No.	
	11.10	1291	28.00
ANAHEIM		Theatrical Stage Employees	
Carpenters and Joiners No.	400.00	No. 215	30.00
2203\$	403.08	Typographical No. 439	46.36
ANTIOCH		United Slate, Tile, and Roofers	
Cannery Workers No. 678\$	238.72	No. 66	12.00
Carpenters and Joiners No.			
2038	80.00	\$	3,700.64
Paper Makers No. 330	30.00	BANNING	
Paper Makers No. 606	46.28	Carpenters and Joiners No.	
Pulp, Sulphite and Paper Mill		2134\$	41.16
Workers No. 249	48.00	·	
Pulp, Sulphite and Paper Mill		BARSTOW Theotoical Standard Maties	
Workers No. 713	46.00	Theatrical Stage and Motion	04.00
	25.00	Picture Operators No. 730\$	24.00
\$	489.00	BELL	
ARCATA	200100	American Federation of Grain	
Lumber and Sawmill Workers		Millers No. 79\$	110.24
No. 2808\$	416.28	BENICIA	
		Machinists No. 1687\$	41.00
AUBURN			22.00
DeWitt State Hospital Employ-	50.00	BERKELEY	
ees No. 630\$	56.92	Insurance Agents No. 219\$	27.00
Lumber and Sawmill Workers	900.40	Meat Cutters and Butchers No.	
No. 2687	209.46	526	44.32
Tri-Counties Building and Con-	10.00	Painters No. 40	78.00
struction Trades Council	12.00	Teachers No. 1078	28.00
	970 20		
\$ AVALON	278.38	\$	177.32
Painters No. 1226\$	94.00	BETTERAVIA	
	24.00	Sugar Refinery Workers No.	
AZUSA		20884\$	47.44
Chemical Workers No. 112\$	24.84	BISHOP	
BAKERSFIELD		Painters and Decorators No.	
Allied Printing Trades Council\$	12.00	1688\$	24.00
Bakers No. 146	60.68		
Barbers No. 317	77.64	BORON	
Building and Construction		Chemical Workers No. 85\$	179.72
Trades Council	12.00	BURBANK	
Butchers No. 193	55.60	Culinary Workers and Bartend-	
Carpenters and Joiners No.	-0.00	ers No. 694\$	208.00
743	586.60	Operative Plasterers No. 739	
Central Labor Council	16.00	Operative Flasterers No. 139	271.96
Chauffeurs and Teamsters No.			479.06
87	1,164.76	CAMARILLO	#19.00
Chemical Workers No. 98	98.64	Building Service Employees	
Cooks and Waiters No. 550	567.56	No. 249\$	12.08
		_ : - · · · · · · · · · · · · · · · · · ·	O

State Hospital Employees No. 923	27.90	CUPERTINO United Cement, Lime, and Gypsum Workers No. 100\$	66.5 2
\$	39.98	DAVENPORT	00.52
CAZADERO Lumber and Sawmill Workers No. 2558\$	28.40	United Cement, Lime, and Gypsum Workers No. 46\$	62.40
CHESTER Lumber and Sawmill Workers No. 3074\$	120.92	DIAMOND SPRINGS United Cement, Lime, and Gypsum Workers No. 158	30.00
CHICO Barbers No. 354\$	16.00	DORRIS Lumber and Saw Mill Workers No. 2828\$	40.60
Building and Construction Trades Council	13.00	EL CAJON	20.00
Carpenters and Joiners No. 2043	136.84	Carpenters and Joiners No. 2398\$	243.44
Carpenters and Joiners No. 2838	77.92	EL CENTRO Barbers No. 733\$	28.00
Fire Fighters Association No.	19.00	Bartenders and Culinary Workers No. 338	90.40
Lathers No. 156	13.00	Building and Construction Trades Council	12.00
1853	$41.16 \\ 334.32$	Carpenters and Joiners No.	72.00
Motion Picture Projectionists No. 501		Construction and General La-	
Musicians No. 508	30.00 45.28	borers No. 1119 Painters No. 313	44.92 26.00
Operative Plasterers and Cement Masons No. 836	12.00	Plasterers and Cement Finishers No. 572	28.00
Painters No. 1084	$56.24 \\ 23.00$	Theatrical Stage Employees No. 656	24.00
	817.76	Truck Drivers and Warehouse-	
CHULA VISTA	011.10	men No. 898	156.00
Theatrical Stage Employees No. 761\$	30.00	\$ EL CERRITO	481.32
COLTON		Operative Potters No. 165\$	89.94
United Cement, Lime, and Gyp-	000.00	Teachers No. 866	91.00
sum Workers No. 89\$ COMPTON	209.96	\$	180.94
Carpenters and Joiners No.	097.00	EL MONTE Carpenters and Joiners No.	
1437\$ Glass Bottle Blowers No. 216\$	837.60 12.00	1507\$ Glass Bottle Blowers No. 39	$880.00 \\ 53.04$
\$	849.60	Hod Carriers and General La-	440.55
CONCORD Machinists No. 1173\$	54.76	borers No. 1082 Painters No. 254	440.76 366.28
CORONA	020		1,740.08
Carpenters No. 2048\$	41.80	EMERYVILLE	
City Employees No. 971	18.00	Blacksmiths, Drop Forgers, and Helpers No. 245\$	44.04
Glass Bottle Blowers No. 254	26 .00	EUREKA	11.01
Sales Drivers, Food Processors, and Warehousemen No. 952	140.00	Bakers No. 195\$ Barbers No. 431	24.00 43.00
	225.80	Bartenders No. 318	115.44
CORONADO		Building and Construction	24.00
Masters, Mates, and Pilots No. 12\$	24.00	Trades Council Butchers No. 445	66.6 0
·	44.00	Carpenters and Joiners No.	
CROCKETT Sugar Refinery Workers No.		1040 Central Labor Council	255.64 18.00
Sugar Refinery Workers No. 20037\$	635.84	Cooks and Waiters No. 220	221.00

Electrical Workers No. 482	26 .00	Electrical Workers No. 100	78.00
Laborers No. 181	75.88	General Teamsters No. 431	2 ,007. 64
Laundry Workers No. 156	2 8.80	Hod Carriers and Common La-	
Lumber and Sawmill Workers		borers No. 294	288.00
No. 2592	161.52	Iron Workers No. 155	104.00
Lumber and Sawmill Workers	00.00	Iron Workers No. 624	28.00
No. 2868	22.00	Joint Executive Board, Culinary	10.00
Motion Picture Operators No.	32.00	Bartenders, etcLathers No. 83	12.00 27.36
Municipal Employees No. 54	26.00	Laundry Workers No. 86	279.32
Musicians No. 333	72.00	Millmen No. 1496	146.40
Painters No. 1034	66.00	Motion Picture Operators No.	110.10
Plasterers and Cement Finish-	33.00	599	24.00
ers No. 481	24.04	Motor Coach Operators No.	
Plumbers No. 471	33.16	1027	38.80
Redwood District Council of		National Farm Labor Workers	
Lumber and Saw Mill Work-		No. 213	20.00
ers	12.00	Office Employees No. 69	28.00
Retail Clerks No. 541	108.13	Packing House Employees and	•
Teachers No. 1203	15.00	Warehousemen No. 616	618.28
Teamsters, Warehousemen, and	444.00	Plasterers and Cement Finish-	
Auto Truck Drivers No. 684	441.08	ers No. 188	117.44
Typographical No. 207 United Textile Workers No. 126	26.00 32.00	Plumbers and Steamfitters No.	999.40
Officed Textile Workers No. 126	32.00	246 Post Office Clerks No. 339	233.49 7.00
\$	1,969.29	Printing Pressmen No. 159	24.00
FORT BRAGG	1,000.20	Retail Food, Drug, and Liquor	24.00
Carpenters and Joiners No.		Clerks No. 1288	492.00
1376\$	27.60	Sheet Metal Workers No. 252	65.00
Lumber and Sawmill Workers	200	Sign Painters No. 966	26.00
No. 2610	32.38	Theatrical Stage Employees	
· · · · · · · · · · · · · · · · · · ·		No. 158	12.00
\$	59.98	Tile Layers No. 23	36.08
FORTUNA		Typographical No. 144	52.80
Carpenters and Joiners No.		Winery and Distillery Workers	
960\$	48.88	No. 45	130.00
FRESH POND			7.007.00
Lumber and Sawmill Workers		\$ FULLERTON	7,337.02
No. 2561\$	154.48		
FRESNO		Barbers No. 766	24.00
Bakers No. 43\$	176.00	Flat Glass Workers No. 20928	32.60
Barbers and Beauticians No.			56.60
333	76.64	•	50.00
Bartenders, No. 566	33.84	GILROY	
Building and Construction		Painters No. 1157\$	13.00
Trades Council	12.00	GLENDALE	
Building Service Employees	05.10		50.00
No. 110	65.12	Barbers No. 606\$	50.80
Butchers No. 126	260.00	Brick and Clay Workers No.	600.40
Carpenters No. 701 Central Labor Council	$667.25 \\ 12.00$	Brick and Clay Workers No.	699.40
Chemical Workers No. 97	82.72	820	50.24
Chemical Workers No. 100	80.80	Carpenters and Joiners No.	00.21
Chemical Workers No. 160	30.20	563	850.00
Chemical Workers No. 478	10.68	Cement Finishers No. 893	169.28
Chemical Workers No. 480	12.28	Culinary Workers and Bartend-	
Chemical Workers No. 469	57.30	ers No. 324	395.24
City School Employees No.		Plumbers and Pipe Fitters No.	
1206	34.84	761	160.96
Cooks No. 230	157.00	Post Office Clerks No. 841	55.20
Creamery Employees and Driv-		Printing Pressmen No. 107	24.00
ers No. 517	000 00		00.00
Ch. 12	260.00	Typographical No. 871	26.00
Culinary Workers No. 62 District Council of Carpenters	260.00 400.74 12.00	Typographical No. 871	26.00 2,481.12

GRASS VALLEY		Motion Picture Studio Cine-	
Bartenders and Culinary		technicians No. 789	144.00
Workers No. 368\$	317.64	Motion Picture Studio Laborers	04.00
Carpenters and Joiners No.	68.32	No. 727 Motion Picture Studio Elec-	84.00
		trical Technicians No. 728	480.06
\$	385.96	Motion Picture Studio Pro-	450.04
GREENVILLE		jectionists No. 165 Office Employees No. 174	153.84 576.00
Carpenters and Joiners No.	27.85	Operative Plasterers and	310.00
Lumber and Sawmill Workers		Cement Finishers No. 755	78.00
No. 2647	149.02	Post Office Clerks No. 1256	56.96
	176.87	Screen Actors Guild Screen Extras Guild, Inc	2,600.00 1,664.00
\$ GRIDLEY	110.01	Studio Carpenters No. 946	406.80
Carpenters and Joiners		Studio Electricians No. 40	156 .00
No. 2148\$	25.60	Studio Grips No. 80	156 .00
HANFORD		Studio Transportation Drivers No. 399	520.00
Carpenters and Joiners		Studio Utility Employees	020.00
No. 1043\$	61.40	No. 724	208.00
HAYWARD		•	11,928.04
Cannery Workers No. 768\$	806.80	HONOLULU	11,020.01
Carpenters and Joiners	500.00	Central Labor Council\$	12.00
No. 1622 Culinary Workers and	520.00	Hotel, Restaurant Employees,	
Bartenders No. 823	696.08	and Bartenders No. 5	54.08
Glass Bottle Blowers No. 53	60.48	· S	66.08
Painters and Decorators	100.04	HUNTINGTON PARK	00.08
No. 1178	196.04	Butchers No. 563\$	588.00
\$	2,279.40	California Federation of Post	000.00
HOLLYWOOD		Office Clerks	13.00
Actors' Equity Association\$	41.00	Glass Bottle Blowers No. 100	46.80
Affiliated Property Craftsmen No. 44	1,040.00	Glass Bottle Blowers No. 114 Glass Bottle Blowers No. 125	65.00 131.28
American Federation of Radio	1,010.00	Glass Bottle Blowers, American	202.20
Artists	156.00	Flint No. 141	20.00
Broadcast, Television, and	000.00	Glass Bottle Blowers No. 145	45.80
Recording Engineers No. 45 Building Service Employees	208.00	Glass Bottle Blowers No. 146 Government Employees No. 926	143.00 34.84
No. 278	211.88	Painters No. 95	207.24
Carpenters and Joiners		United Automobile Workers	
No. 1052 Film Technicians No. 683	945.40	No. 990	29.80
Hollywood A.F.L. Film Council	520.00 12.00		1,324.76
Hollywood Painters No. 5	260.00	INGLEWOOD	1,021.10
Make-up Artists No. 706	144.00	Carpenters and Joiners No. 2435 \$	842.12
Motion Picture Costumers No. 705	52.00	Painters and Decorators	
Motion Picture Film Editors	02.00	No. 1346	394.12
No. 776	421.20		1,236.24
Motion Picture Photographers	150.00	KINGS BEACH	_,
No. 659 Motion Picture Screen Cartoon-	156.00	Carpenters and Joiners No. 2035 \$	30.64
ists No. 839	156.00	KINGSBURG	
Motion Picture Set Painters		Cannery Workers No. 746\$	94.48
No. 729 Motion Picture Sound	104.00	Chemical Workers No. 96	22.44
Technicians No. 695	156 .00		44000
Motion Picture Studio Art		\$	116.92
Craftsmen No. 790	30.00	KLAMATH	
Motion Picture Studio First Aid Employees No. 767	30.96	Lumber and Saw Mill Workers No. 2505\$	13.68
paojees and, 101	50.50	*10. MUUU	10.00

KORBEL		LOS ANGELES	
Lumber and Sawmill Workers		Advertising and Public Rela-	
No. 2641\$	22.00	tions Employees No. 518\$	24.00
LA JOLLA		American Flint Glass Workers	
Carpenters and Joiners No. 1358 \$	120.28	No. 139	64.60
<u> </u>		American Guild of Variety	
LANCASTER	101.50	Artists	98.40
Carpenters and Joiners No. 2185 \$	191.78	Asbestos Workers No. 5	104.00
LITTLE VALLEY Lumber and Sawmill Workers		Bakers No. 37	1,514.64
No. 2686\$	6.96	Bakers No. 453Bakery and Confectionery	78.00
	0.00	Workers No. 400	260.00
LODI		Bakery Drivers No. 276	506.32
Carpenters and Joiners No. 1418 \$	118.04	Barbers No. 295	260.00
LOMPOC		Bartenders No. 284	1,255.76
Chemical Workers No. 146\$	160.80	Beer Drivers and Helpers	,
		No. 203	156.00
LONG BEACH		Bill Posters and Billers No. 32	28.80
Asbestos Workers No. 20\$	28.00	Board of Education Employees	
Automotive Employees and	00.00	No. 99	26 0.00
Laundry Drivers No. 88	28.00	Boilermakers, Blacksmiths,	
Bakers No. 31	182.04	Drop Forgers and Helpers	
Barbers No. 622	82.64	No. 1212	52.00
Bartenders No. 686 Building and Construction	274.96	Boilermakers No. 92	480.00
Trades Council	12.00	Bookbinders No. 63	65.00
Boilermakers No. L-285	133.52	Bricklayers No. 2	192.00
Bricklayers No. 13	126.80	Brick and Clay Workers No. 615	37.32
Carpenters and Joiners No. 710	1,067.56	Brick and Clay Workers No. 661 Building Material and Dump	59.24
Cement Finishers No. 791	166.68	Truck Drivers No. 420	832.00
Central Labor Council	12.00	Building Service Employees	852.00
Chauffeurs and Sales Drivers		No. 193	26.00
No. 572	364.00	Building Service Employees	20.00
Chemical Workers No. 1	268.72	(Public Events, etc.) No. 76	83.28
Culinary Alliance No. 681	2,080.00	Bus Drivers No. 1222	104.00
Dry Dock and Ordnance Paint-		Cabinet Makers and Millmen	
ers No. 1501	31.08	No. 721	1,083.44
General Truck Drivers No. 692	130.00	California State Association of	
Hod Carriers and Common	250.00	Electrical Workers	13.00
Laborers No. 507	650.00	California State Council of	•
Lathers No. 172	124.6 0	Building Service Employees	36.00
Motion Picture Projectionists No. 521	30.24	Cap Makers No. 22	30.00
Municipal Employees No. 112	65.72	Carpenters and Joiners No. 25	881.44
Musicians Association No. 353	52.00	Carpenters and Joiners No. 929	606.08
Painters No. 256	632.32	Carpenters and Joiners No. 1497 Carpenters and Joiners No. 1976	1,070.08 234.88
Plasterers and Cement Finish-	**	Cement Masons No. 627	458.76
ers No. 343	227.44	Central Labor Council	18.00
Plumbers and Steamfitters		Chemical Workers No. 11	308.20
No. 494	355.60	Chemical Workers No. 350	40.88
Post Office Clerks No. 543	72.00	Chemical Workers No. 452	141.12
Printing Pressmen No. 285	27.60	Cigar Makers No. 225	26.00
Retail Clerks No. 324	234.00	Cleaning and Dye House Work-	
Rig Builders No. 1458	113.04	ers No. 11	52.00
Roofers No. 72State Council Culinary Work-	47.00	Cloak Makers No. 55	240.00
ers, Bartenders, etc	13.00	Cloak Makers No. 58	240.00
Stereotypers No. 161	26.00	Commercial Telegraphers (Western Union) No. 48	120.00
Typographical No. 650	93.56	(Western Union) No. 48	130.00 1,040.00
United Cement, Lime, and Gyp-	20.00	Coopers No. 152	19.32
sum Workers No. 59	65.80	Council of Federated Municipal	20.02
United Garment Workers No. 56	26.00	Crafts	13.00
		Dairy Employees, Plant and	
\$	7,843.92	Clerical No. 93	779.64

Dental Technicians No. 100	28.80	Joint Executive Conference Elec-	
Department, Variety, Specialty		trical Workers of Southern	
Store Employees No. 777	465.36	California	12.00
Dining Car Employees No. 582	195.84	Ladies Garment Workers No. 84	120.00
District Council Brick and Clay		Ladies Garment Workers No. 96	112.00
Workers No. 11	15.00	Ladies Garment Workers No. 97	120.00
District Council of Carpenters	24.00	Ladies Garment Workers	
District Council of Chemical		(Ladies Tailors) No. 445	44.00
Workers No. 5	24.00	Ladies Garment Workers	
District Council of Painters		No. 451	44.00
No. 36	13.00	Ladies Garment Workers	
District Council Plasterers and		(Accessories) No. 482	117.00
Cement Masons of Southern		Ladies Garment Workers	
California	13.00	No. 483	4.00
Electrical Workers No. B-11	840.00	Ladies Garment Workers	
Electrical Workers No. B-18	312.00	(Undergarment) No. 496	117.00
Electrical Workers No. 1710	260.00	Ladies Garment Workers	
Electrotypers No. 137	36.22	No. 497	28.00
Elevator Constructors No. 18	87.36	Ladies Garment Workers	
Elevator Operators and Start-		No. 512	48.00
ers No. 217	72.00	Lathers No. 42	96.25
Film Exchange Employees		Lathers No. 42-A	598.00
No. 61-B	56.24	Laundry and Dry Cleaning	
Firemen and Oilers No. 152	24.00	Workers No. 52	156.00
Fitters, Welders, and Helpers	,	Laundry, Linen Supply, and	
No. 250	520.00	Dry Cleaning Drivers No. 928	260.00
Food Processors, Packers,		Line Drivers No. 224	101.00
Warehousemen No. 547	52.00	Linoleum, Carpet, and Soft Tile	
Food, Drug, and Beverage		Workers No. 1247	441.96
Warehousemen No. 595	384.12	Local Freight Drivers No. 208	260.00
Freight Handlers, Clerks, and		Los Angeles Allied Printing	
Helpers No. 357	260.00	Trades Council	12.00
Fruit and Produce Drivers		Los Angeles Building and Con-	
No. 630	260.00	struction Trades Council	12.00
Glass Bottle Blowers No. 129	26.16	Los Angeles City Employees	
Glass Workers No. 636	545.04	No. 119	27.00
Government Employees, U.S.		Los Angeles City Park and	
Engravers No. 731	24.00	Recreation Department Em-	
Government Employees No. 1167	30.00	ployees No. 517	92.04
Gunite Workers No. 345	72.80	Los Angeles City Water and	
Hardwood Floor Workers		Power Employees No. 233	28.56
No. 2144	604.68	Los Angeles County Probation	
Hay Haulers, Dairy Employees		Officers No. 685	75.72
No. 737	52.00	Los Angeles County Mechanical	
Hod Carriers and Common La-		Supervisory Employees	
borers No. 300	1,950.00	No. 180	28.00
Hotel Service Employees		Los Angeles County Superior	
No. 765	234.00	Court Clerks No. 575	40.00
House, Building, and General		Los Angeles County Guards	
Movers No. 923	90.20	No. 790	43.72
Ice Drivers, Cold Storage		Los Angeles Editorial Associa-	
Warehousemen No. 942	78.00	tion No. 1	132.88
Insurance Agents No. 86	193.12	Los Angeles Fire Department	
International Fire Fighters		Employees No. 1420	115.12
No. 748	184.74		110,15
Iron Workers (Shopmen)		Los Angeles Metal Trades	12.00
No. 509	32.50	Council	12.00
Jewelry Workers No. 23	98.00	Lumber and Sawmill Workers	
Joint Council Laundry Workers	20.00	No. 2288	2,094.56
	12.00	Machinists No. 311	161.00
No. 2	12.00	Mailers No. 9	181.20
Joint Council of Teamsters No. 42	12.00	Manifold and Sales Book	
	12.00	Workers No. 522	125.84
Joint Executive Board of Bakery and Confectionery Workers	19.00	Meat Cutters No. 421	1,300.00
and Confectionery Workers	12.00	Meat Cutters NO. 421	1,500.00

Meat and Provision Drivers	970.40	Retail Clerks No. 770	4,600.00
No. 626	270.40	Retail Milk Drivers and Sales-	000.00
Metal Polishers No. 67	39.00	men No. 441	883.08
Millinery Workers No. 41	28.00	Roofers No. 36	375.1 6
Millwrights No. 1607	245.24	Service and Maintenance Em-	450.00
Miscellaneous Employees	044.00	ployees No. 399	450.00
No. 440	844.08	Sheet Metal Workers No. 108	1,549.24
Miscellaneous Foremen and		Shinglers No. 1125	271.81
Park Works Superintendents	24.00	Sign and Pictorial Painters	6E 00
No. 413	24.00	No. 831Southern California Council of	65.00
Molders and Foundry Workers	70.79		94.00
No. 374 Motion Picture Projectionists	70.72	Allied Printing Trades	24.00
	200.10	Southern California Council of	
No. 150	329.12	Public Employees S. C. &	10.00
Municipal Truck Drivers	94.00	M. E.	12.00
No. 403 Musicians Protective Associa-	24.00	Southern California District	10.00
	9 000 00	Council of Lathers	12.00
tion No. 47	2,080.00	Southern California District	19.00
National Postal Transportation	26.00	Council of Laborers	12.00
Association	26 .00	Southern California Pipe Trades	10.00
New Furniture and Appliance	07.00	Committee	19.00
Drivers No. 196	97.00	Southern California Typograph-	10.00
Newspaper Pressmen No. 18	197.60	ical Conference	12.00
Office Employees No. 30	130.00	Sportswear and Cotton Garment	000.00
Operating Engineers No. 12	3,060.00	Workers No. 266	260.00
Pacific South West District		Sprinkler Fitters No. 709	117.80
Council of Government Em-	10.00	Stage Employees No. 33	96.00
ployees	12 .00	Stationery Operating Engineers	450.00
Package and General Utility	91.00	No. 501	476.00
Drivers No. 396	21.00	Steel, Paper House, Chemical	
Painters No. 116	552.00	Drivers No. 578	104.00
Painters No. 434	151.28	Stereotypers No. 58	104.00
Painters No. 1037	19.08	Stove Mounters No. 125	136.48
Painters No. 1348	130.00	Structural Iron Workers	400.00
Paint Makers No. 1232	96.96	No. 433	168.00
Paper Handlers No. 3	41.60	Switchmen No. 43	26.00
Paper Makers No. 208	141.20	Teachers No. 1021	43.16
Paper Makers No. 356	72.80	Teamsters Automotive Work-	14500
Pattern Makers Association	41.60	ers No. 495	145.00
Photo Engravers No. 32	208.00	Theatrical Press Agents and	
Planterers No. 2	240.00	Managers No. 18032	24.00
Plumbers No. 78	1,171.32	Theatrical Wardrobe Attend-	94.00
Postal Supervisors No. 39	52.00	ants No. 768	24.00
Post Office Clerks No. 64	208.00	Tile Layers No. 18	29.32
Printing Pressmen No. 78	286.00	Transportation (Street Carmen)	400.00
Printing Specialties and Paper	400.00	No. 1277	480.00
Converters No. 388 Provision House Workers	480.00	Typographical No. 174 United Garment Workers	780.00
	249.00		00.00
No. 274 Public Service Carpenters	348.00	No. 94	28.00
	26 16	United Garment Workers	040.00
No. 2231 Public Service Painters No. 323	36.16	No. 125	240.00
	51.36	United Textile Workers No. 92	22.00
Pulp, Sulphite, and Paper Mill Workers No. 266	78.00	Van, Storage, and Furniture	
	10.00	Drivers No. 389	374.16
Pulp, Sulphite, and Paper Mill	940.00	Waiters No. 17	1,222.00
Workers No. 307	240.00	Waitresses No. 639	2,080.00
Pulp, Sulphite, and Paper Mill	00.00	Western Warehousemen and	,
Workers No. 550	80.88	Produce Council	19.00
Pulp, Sulphite, and Paper Mill	.		10.00
Workers No. 680	54.00	Wholesale Delivery Drivers	1 910 70
Railway Carmen No. 601	158.40	No. 848	1,318.72
Railway News Service No. 357	24.00	Wholesale Salesmen, Dairy, and	000.00
Reinforced Iron Workers		Ice Cream Drivers No. 306	260.00
No. 416	78.00	Window Cleaners No. 349	65.00

Women's Union Label League No. 36	12.00	Glass Bottle Blowers No. 190	21.00
		\$	117.00
	58,836.96	MEADOW VALLEY	
LOS GATOS Carpenters and Joiners		Lumber and Sawmill Workers	
No. 2006\$	123.20	No. 2626\$	36.40
•	120.20	MERCED	
LOS NIETOS		Carpenters and Joiners	
Brick and Clay Workers No. 824\$	155.08	No. 1202\$	105.68
•	100.00	Central Labor Council	12.00
LOYALTON		Construction and General La-	100.04
Lumber and Sawmill Workers	405.04	borers No. 995Plasterers and Cement Masons	160.04
No. 2695\$	137.04	No. 672	16.68
MADERA		Typographical No. 865	24.00
Carpenters and Joiners			
No. 2189\$	39.00	\$	318.40
Construction and General La-	45.00	MILL VALLEY	
borers No. 920	45.00	Carpenters and Joiners	
	84.00	No. 1710\$	131.88
MANTECA	01.00	MODESTO	
Beet Sugar Operators		Barbers No. 787\$	26.00
No. 20733\$	82.68	Building and Construction	20.00
		Trades Council	13.00
MARTELL		California State Hospital Em-	
Carpenters and Joiners No. 1522\$	26.00	ployees No. 636	75.30
•	20.00	Cannery Workers No. 748	208.00
MARTINEZ		Carpenters and Joiners	
Allied Hospital Employees		No. 1235	235.56
No. 251\$	111.88	Central Labor Council	12.00
Building and Construction	24.00	Chemical Workers No. 190 Culinary Workers and Bar-	91.00
Trades Council	24.00	tenders No. 542	557.12
Carpenters and Joiners	156.00	Electrical Workers No. B-684	119.60
No. 2046 Central Labor Council	12.00	Hod Carriers and General La-	
Construction and General La-	12.00	borers No. 1130	150.80
borers No. 324	480.00	Musicians No. 652	86.28
Painters No. 741	92.00	Office Employees No. 208	23.00
Plumbers No. 159	185.92	Painters No. 317	74.22
Private Hospital Employees		Plasterers No. 429	32.08
No. 277	26.00	Plumbers No. 437 Post Office Clerks No. 635	104.00 24.00
Teamsters No. 315	935.00	Sign and Pictorial Artists	21.00
	2,022.80	No. 1629	23.98
MARYSVILLE	2,022.00	Teamsters No. 386	884.00
Barbers No. 720\$	26.00	Typographical No. 689	26.00
Bartenders and Culinary	20.00		
Alliance No. 715	109.00	\$	2,765.94
Building and Construction		MONROVIA	949.00
Trades Council	12.00	Electrical Workers No. B-1008\$	242.08
Carpenters and Joiners No. 1570	216.84	MONTEREY	
Central Labor Council	12.00	Barbers No. 896\$	32.04
General Teamsters No. 137	650.00	Bartenders and Culinary Work-	900.00
Hod Carriers and General Lo- borers No. 121	174.28	ers No. 483	260.00
Meat Cutters and Butchers	117.40	Building and Construction Trades Council	12.00
No. 505	54.6 0	Carpenters and Joiners No. 1323	425.00
Stage Employees No. 216	24.00	Central Labor Council	12.00
		Fish Cannery Workers of the	
\$	1,278.72	Pacific	175.52
MAYWOOD		Hod Carriers and Common	
Glass Bottle Blowers No. 148\$	96.00	Laborers No. 690	156.00

Painters and Decorators		Blacksmiths, Drop Forgers, and	
No. 272	24.00	Helpers No. 1171	78.00
Plasterers and Cement Finish-		Boilermakers No. 39	250.00
ers No. 337	23.68	Bricklayers No. 8	104.00
Plumbers No. 62	56.88	Building Service Employees	
Seine and Line Fishermen	128.00	No. 18	464.64
		Butchers No. 120	360.00
\$	1,305.12	California Conference of Typo-	
MOUNTAIN VIEW		graphical Unions	12.00
Carpenters and Joiners		California State Council of	
No. 1280\$	419.40	Cannery Workers	24.00
MYERS FLAT		Candy Workers No. 119-C	130.00
Lumber and Sawmill Workers		Cannery Workers No. 750	2,075.40
No. 2952\$	17.28	Carpenters and Joiners No. 36	1,272.60
NO. 2932	11.20	Carpenters and Joiners No. 1473	317.76
NAPA		Carpet, Linoleum, and Soft Tile	
Bartenders and Culinary		Workers No. 1290	112.00
Workers No. 753\$	157.08	Cement Masons No. 594	164.00
Building and Construction		Cemetery Workers and Greens	
Trades Council	12.00	Attendants No. 322	25.56
Carpenters and Joiners No. 2114	152.17	Central Labor Council	12.00
California State Hospital		Chauffeurs No. 923	261.80
Employees No. 174	26.68	Cleaning and Dye House	
Central Labor Council	12.00	Workers No. 23	325.00
Hod Carriers and General		Clerks and Lumber Handlers	
Laborers No. 371	173.56	No. 939	39.00
Machinists No. 1419	95.00	Commercial Telegraphers	
Packing House Employees		No. 208	52.00
No. 668	54.96	Construction and General La-	
Painters No. 262	48.44	borers No. 304	1,040.00
Plasterers and Cement Finish-		Cooks No. 228	1,040.00
ers No. 766	24.00	Culinary Alliance No. 31	2,018.56
United Garment Workers		Department and Specialty	
No. 137	60.64	Store Employees No. 1265	449.00
United Garment Workers		Dining Car Cooks and Waiters	
No. 197	129.60	No. 456	128.00
		District Council of Chemical	
\$	946.13	Workers No. 2	24.00
NEWARK		District Council of Painters	
Brick and Clay Workers		No. 16	12.00
No. 552\$	9.56	Drydock and Marine Waysmen	
Chemical Workers No. 62	93.52	No. 3116	130.00
Stove Mounters No. 61	26 0.28	East Bay Council of Public	
-		Employees	2.00
\$	363.36	Electrical Workers No. B-595	650.00
NORTH FORK		Electrical Workers No. 1245	364.00
Lumber and Sawmill Workers		Federated Fire Fighters of	304.00
No. 2762\$	68.08		2.00
NORWALK		California	2.00
Brick and Clay Workers		Federated Fire Fighters of	200.26
No. 487\$	31.96	California	380.36
·	01.00	Federated Fire Fighters	97 50
OAKLAND		(Alameda) No. 689	27.56
Alameda County Building and		Federated Fire Fighters	00.00
Construction Trades Council\$	12.00	(Burbank) No. 778	20.00
Alameda County School Em-		Federated Fire Fighters	00.00
ployees No. 257	99.08	(Eureka) No. 652	2 0. 00
Allied Printing Trades Council	12.00	Federated Fire Fighters	07.00
Auto and Ship Painters No. 1176	118.56	(Fresno) No. 753	67.60
Automotive Machinists No. 1546	2,401.00	Federated Fire Fighters	00.00
Bakers No. 119	288.00	(Glendale) No. 776	20.00
Bakery Wagon Drivers No. 432	362.20	Federated Fire Fighters	04.00
Barbers No. 134	231.40	(Long Beach) No. 372	84.00
Bartenders No. 52	707.24	Federated Fire Fighters No. 55	202.56

Federated Fire Fighters "Fed-		Paint Makers No. 1101	246.80
eral Naval Air Station"	20.00	Plasterers No. 112	48.00
Federated Fire Fighters, Ala-	90.00	Post Office Clerks No. 78	156.00
meda Medical Depot Federated Fire Fighters	20.00	Printing Pressmen No. 125 Printing Specialty and Paper	104.00
(Ontario) No. 1123	10.00	Products No. 382	728.00
Federated Fire Fighters	10.00	Pulp, Sulphite, and Paper Mill	120.00
(Pasadena) No. 809	55.12	Workers No. 255	99.20
Federated Fire Fighters	55122	Railway Carmen No. 735	46.96
(Richmond) No. 188	55.16	Retail Delivery Drivers No. 588	260.00
Federated Fire Fighters		Retail Food Clerks No. 870	624.00
(Sacramento) No. 522	20.00	Roofers No. 81	130.00
Federated Fire Fighters		Sheet Metal Workers No. 216	240.00
(San Diego) No. 145	138.08	Sheet Metal Workers No. 355	104.00
Federated Fire Fighters		Shipyard and Marine Shop	
(Santa Ana) No. 509	20.00	Laborers No. 886	288.00
Federated Fire Fighters		Sleeping Car Porters (Oakland	
(Santa Rosa) No. 1050	20.00	Division)	108.00
Federated Fire Fighters, Cen-		Steamfitters and Helpers	000 00
tral 11th Naval District,	0.00	No. 342	260.00
Lakewood	2.00	Street Carmen No. 192	892.44
Federated Fire Figmters, San	3.60	Teachers No. 771	53.56 3,453.48
Jose No. 873 Federated Fire Fighters, Santa	3.60	Teamsters Automotive Employ-	3,433.40
Monica No. 1109	13.76	ees No. 78	156.00
Federated Los Angeles County	15.10	Technical Engineers, Architects,	100.00
Fire Protective District Fire		and Draftsmen No. 39	38.64
Fighters, Whittier No. 1014	255.28	Theatrical Employees No. B-82	48.00
Floor Layers and Carpenters	200.20	Theatrical Janitors No. 121	42.48
No. 1861	52.00	Theatrical Stage Employees	
Gardeners, Florists, and		No. 107	30.40
Nurserymen No. 1206	40.80	Typographical No. 36	231.80
General Warehousemen, No. 853	455.00	University of California Em-	
Glass Bottle Blowers No. 2	52.00	ployees No. 371	84.76
Glass Bottle Blowers No. 137	50.68	Welders and Burners No. 681	156.00
Glass Bottle Blowers No. 141	232.00		
Glass Bottle Blowers Associa-		\$	30,058.22
tion No. 155	165.60	OLIVE VIEW	
Government Employees (Navy)	- 40	Los Angeles County Depart-	
No. 1113	5.6 0	ment of Charities No. 347\$	104.00
Government Employees (Naval	96.90	OLEUM	
Supply Center) No. 1533	86.20 130.00	Asbestos Workers No. 108\$	22.00
Hod Carriers, No. 166	104.00	ONTARIO	
Iron Workers (Shopmen)	104.00	City Employees No. 472\$	26.00
No. 491	104.00		20.00
Lathers No. 88	97.50	ORO GRANDE	
Laundry Drivers No. 209	173.56	Cement Workers No. 192\$	126.96
Laundry Workers No. 2	390.00	OROVILLE	
Milk Wagon Drivers No. 302	312.00	Barbers No. 643\$	26.00
Motion Picture Projectionists		Bartenders and Culinary	
No. 169			
	41.88	Workers No. 654	132.24
Newspaper and Periodical		Workers No. 654 Butchers No. 460	132.24 26.00
Newspaper and Periodical Drivers No. 96	41.88 129.36		
Newspaper and Periodical Drivers No. 96 Newspaper Printing Pressmen	129.36	Butchers No. 460 Cannery. Dried Fruit, and Nut Workers No. 849	26.00 493.24
Newspaper and Periodical Drivers No. 96 Newspaper Printing Pressmen No. 39		Butchers No. 460	26.00 493.24 69.56
Newspaper and Periodical Drivers No. 96 Newspaper Printing Pressmen No. 39 Newspaper Writers and Re-	129.36 40.48	Butchers No. 460 Cannery. Dried Fruit, and Nut Workers No. 849	26.00 493.24
Newspaper and Periodical Drivers No. 96 Newspaper Printing Pressmen No. 39 Newspaper Writers and Reporters No 22279	129.36	Butchers No. 460	26.00 493.24 69.56 12.00
Newspaper and Periodical Drivers No. 96 Newspaper Printing Pressmen No. 39 Newspaper Writers and Reporters No 22279 Ninth District Council of Bak-	129.36 40.48 24.00	Butchers No. 460	26.00 493.24 69.56
Newspaper and Periodical Drivers No. 96	129.36 40.48	Butchers No. 460	26.00 493.24 69.56 12.00 759.04
Newspaper and Periodical Drivers No. 96	129.36 40.48 24.00 9.00	Butchers No. 460	26.00 493.24 69.56 12.00 759.04 26.00
Newspaper and Periodical Drivers No. 96	129.36 40.48 24.00 9.00 52.00	Butchers No. 460	26.00 493.24 69.56 12.00 759.04
Newspaper and Periodical Drivers No. 96	129.36 40.48 24.00 9.00	Butchers No. 460	26.00 493.24 69.56 12.00 759.04 26.00

PALM SPRINGS		Hotel and Restaurant Workers	
Carpenters and Joiners	100.00	No. 793	69.88
No. 1046\$	106.32 24.00	e	100.00
Lathers No. 454	24.00	\$ POMONA	122.92
\$	130.32	Barbers No. 702\$	24.00
PALO ALTO		Chemical Workers No. 58	65.52
Barbers No. 914\$	57.2 0	Glass Bottle Blowers No. 111	54.80
Bindery Workers No. 21	12.00	Glass Bottle Blowers No. 232	28.00
Carpenters and Joiners No. 668	415.36	Hod Carriers No. 806	322.08
Painters No. 388	69.84	Painters and Decorators	
Typographical No. 521	26 .00	No. 979	237.32
\$	580.40	Plumbers and Steamfitters No. 398	100.00
PASADENA	500.40	Printing Pressmen No. 320	$186.00 \\ 26.00$
Barbers No. 603\$	39.28	Retail Clerks No. 1428	260.00
Carpenters and Joiners No. 769	696.04	Typographical No. 994	48.20
Cement Masons No. 923	46.56	-^-	10:20
Central Labor Council	12.00	\$	1,251.92
Culinary Workers and Bar-		PORT CHICAGO	,
tenders No. 531	682.59	Chemical Workers No. 25\$	53.18
Hod Carriers No. 439	240.00	PORTERVILLE	
Lathers No. 81	159.88		
Meat Cutters No. 439	147.68	Carpenters and Joiners	75.00
Operative Potters No. 222	50.60	No. 2126\$	75.08
Painters and Decorators No. 92	288.00	QUINCY	
Pasadena School District Em-	71.72	Lumber and Sawmill Workers	
ployees No. 606 Plasterers and Cement	11.12	No. 2591\$	66.76
Finishers No. 194	277.72	Lumber and Sawmill Workers	
Plumbers No. 280	169.78	No. 2862	78.36
Printing Pressmen No. 155	30.00		
Typographical No. 583	72.80	\$	145.12
		RED BLUFF Lumber and Sawmill Workers	
\$	2,984.65	No. 2850\$	98.48
PATTON		·	30.40
California State Hospital Em-		REDDING	
ployees No. 128\$	13.00	Barbers No. 6\$	35.80
PETALUMA		Bartenders No. 549 Northeast California Building	38. 52
Barbers No. 419\$	26 .00	and Construction Trades	
Bartenders and Culinary		Council	12.00
Workers No. 271	142.88	Carpenters and Joiners	12.00
Beauticians No. 419-A	26.00	No. 1599	192.00
Central Labor Council	12.00	Central Labor Council	12.00
Painters No. 293	25.64	Culinary Workers No. 470	260.00
Poultry and Egg Workers No. 364-B	56 .00	Hod Carriers and Common	
Typographical No. 600	26 .00	Laborer No. 961	91.00
	20.00	Lumber and Sawmill Workers	
\$	314.52	No. 2608	665.14
PITTSBURG		Moving Picture Projectionists	
Barbers No. 917\$	37.90	No. 739	36.00
Bartenders and Culinary		Painters and Decorators No. 315 Plasterers and Cement	33.48
Workers No. 822	354.64	Finishers No. 805	29.48
Chemical Workers No. 23	219.60	Retail Clerks No. 1364	
Glass Bottle Blowers No. 160	83.24		156.00
Paper Makers No. 329	105.88	\$	1,561.42
Plasterers and Cement	20.00	REDLANDS	-,
Finishers No. 825	30.00	Electrical Workers Council	
<u> </u>	831.26	"Santa Fe System" No. 20\$	12.00
PLACERVILLE	001.20	REDONDO BEACH	
Carpenters and Joiners		Brick and Clay Workers	
No. 1992\$	53.04	No. 923\$	12.00
•			

Carpenters and Joiners No. 1478	405.60	SACRAMENTO	
	417.60	Allied Printing Trades Council\$	12.00
REDWOOD CITY	411.00	Bakers No. 85	307.42
Cement Mill Workers No. 760\$	60.00	Barbers No. 112Bartenders No. 600	98.60 312.00
Teachers No. 1163	20.00	Boilermakers, Blacksmiths,	012.00
		Drop Forgers, and Helpers	
\$	80.00	No. 1166	26.00
RENO, NEVADA		Boilermakers No. 735	26.00
Lumber and Sawmill Workers No. 2903\$	90.00	Bookbinders No. 35	90.00
NO. 2903	28.00	Building and Construction Trades Council	12.00
RESEDA		Building Service Employees	12.00
Carpenters and Joiners		No. 22	156 .00
No. 844\$	768.52	Building Service Employees	
RICHMOND		No. 411	12.00
Barbers No. 508\$	48.00	Butchers No. 498	950.52
Bartenders and Culinary		California Council of State Employees No. 56	19.00
Workers No. 595	795.32	California Department Indus-	12.00
Boilermakers No. 513	182.00	trial Relations Employees	
California School District Em-	00.00	No. 1031	24.00
ployees No. 1328 Carpenters and Joiners No. 642	28.00	California State Federation of	
City Employees No. 1357	506.36 10.24	Teachers	12.00
Electrical Workers No. B-302	367.64	Cannery Workers No. 857	1,993.24
Fabricated Metal and Enamel-		Carpenters and Joiners No. 586	1,050.72
ware Workers No. 18524	79.48	Carpet, Linoleum, and Tile Workers No. 1237	37.68
Leadburners No. 512	26 .00	Cement Finishers No. 582	124.60
Motion Picture Projectionists	24.00	Central Labor Council	12.00
No. 560 No. 242	24.00	Chauffeurs and Teamsters	
Office Employees No. 243 Operative Potters No. 89	83.20 56.00	No. 150	2,089.32
Painters No. 560	41.04	Construction and General La-	
Retail Clerks No. 1179	750.04	borers No. 185	260.00
Typographical No. 738	26.04	Cooks No. 683County Employees No. 146	315.62 48.00
		District Council of Carpenters	12.00
\$	3,023.36	Electrical Workers No. B-340	180.00
RIVERSIDE		Grant Union High and Tech-	
Barbers No. 171\$	37.60	nical District Employees	
Building and Construction Trades Council	12.00	No. 930	32.00
Carpenters and Joiners No. 235	382.88	Hod Carriers No. 262Iron Workers No. 118	78.80 104.00
Central Labor Council	12.00	Jewelry Workers No. 112	24.00
City Employees No. 395	26 .00	Lathers No. 109	36.16
District Council United Cement,		Laundry and Cleaning Drivers	
Lime, and Gypsum Workers	14.00	No. 234	33.60
No. 3 District Council of Painters	14.00	Laundry and Dry Cleaners	200.00
No. 48	12.00	No. 75Lumber and Sawmill Workers	208.00
Electrical Workers No. 440	78.00	No. 3170	156.00
Hod Carriers and General		Millmen No. 1618	95.48
Laborers No. 1184	400.00	Miscellaneous Employees	
Retail Clerks No. 1167	504.00	No. 393	358.60
United Cement, Lime, and	100.70	Moving Picture Machine	
Gypsum Workers No. 48	189.72	Operators No. 252	26.00
\$	1,668.20	Musicians No. 12 Northern California Joint Con-	76.60
ROSEVILLE	-,	ference Electrical Workers	9.00
Central Labor Council\$	18.00	Office Employees No. 43	24.44
Railway Carmen No. 231	228.12	Painters No. 487	180.00
Teachers No. 836	24.00	Paper Handlers No. 33	32.00
· —	070.10	Plumbers and Steamfitters	150.00
\$	270.12	No. 447	156.00

STATE I	EDERA	TION OF LABOR	115
Post Office Clerks No. 66	54.00	Office Employees No. 83	26.00
Printing Pressmen No. 60	52.00	Painters No. 775	171.20
Retail Clerks No. 588	560.00	Plasterers and Cement	212.20
Roofers No. 47	38.00	Finishers No. 73	210.48
Sacramento County Board of		Plumbers and Steamfitters	
Education Employees No. 258	79.44	No. 364	208.00
Sheet Metal Workers No. 162	174.00	Printing Pressmen No. 138	26.00
Stage Employees No. 50	24.00	Sales Drivers and Dairy Em-	
State Janitors No. 1318	18.00	ployees No. 166	104.00
Stereotypers No. 86	24.00	Stage Employees No. 614	24.00
Street Carmen No. 256	75.2 0	Teachers No. 832	7.4 8
Teachers No. 31	24.00	-	
Teachers No. 727	30.00	\$	3,702.68
Theater Employees No. B-66	60.00	SAN BRUNO	
Typographical No. 46	130.00	Carpenters No. 848\$	144.12
Waiters and Waitresses No. 561	419.60		
Wholesale Plumbing House		SAN DIEGO	
Employees No. 447-A	44.20	Bakers No. 315\$	26 0.00
-	11.010.04	Barbers No. 256	104.00
	11,610.84	Bindery Workers No. 40	36.00
SALINAS	04.00	Brick and Clay Workers	
Barbers No. 827\$	24.00	No. 955	24.00
Carpenters and Joiners No. 925 Central Labor Council	227.80 12.00	Bridgemen No. 229	91.00
General Teamsters and Ware-	12.00	Building and Construction	
housemen No. 890	299.20	Trades Council	12.00
Hod Carriers and Common	255.20	Building Material and Dump	
Laborers No. 272	99.44	Truck Drivers No. 36	520.00
Hotel and Restaurant Em-	00.11	Building Service Employees	000.00
ployees No. 355	164.92	No. 102 Butchers and Meat Cutters	208.00
Laundry and Dry Cleaners		No. 229	520.00
No. 258	35.40	California Council of Office	520.00
Machinists No. 1824	7.00	Employees	19.00
Painters No. 1104	47.08	Carpenters and Joiners	12.00
Plasterers and Cement		No. 1296	715.08
Finishers No. 763	20.00	Carpenters and Joiners	110.00
Plumbers and Steamfitters		No. 1571	552.44
No. 503	52.00	Carpet, Linoleum, and Resilient	
Retail Clerks No. 839	171.40	Tile Workers No. 1711	68.40
Teachers No. 1020	28.00	Central Labor Council	12.00
		Chauffeurs, Taxicab, Funeral,	
\$	1,188.24	etc., Drivers No. 481	260.00
SAN BERNARDINO		Commercial Telegraphers	
Barbers No. 253\$	55.20	"Western Union Division"	
California State Employees		No. 150	38.24
No. 533	26.44	County and Municipal Em-	
Carpenters and Joiners No. 944	895.20	ployees No. 127	322.08
Central Labor Council	12.00	Culinary Alliance and Hotel	1 400 44
City Schools Maintenance Em-	41.06	Service Employees No. 402	1,480.44
ployees No. 1076 County Employees No. 122	41.96 91.20	District Council of Carpenters Electrical Workers No. B-465	12.00
Culinary Workers and Bar-	91.20	Electrical Workers No. B-569	286,00 538.00
tenders No. 535	545.24	Fish Cannery Workers of the	000.00
Electrical Workers No. 477	130.00	Pacific	1,040.00
General Truck Drivers No. 467	325.00	Floorlayers No. 2074	63.20
Government Employees		Government Employees No. 980	45.56
No. 1485	101.80	Government Employees	
Hod Carriers and Laborers		No. 1054	65.28
No. 783	480.00	Government Employees "Naval	
International Fire Fighters		Supply Depot" No. 1399	26.00
No. 891	126.16	Government Employees (Navy	
Lathers No. 252	87.32	Civilian) No. 1085	42.92
Motion Picture Machine		Government Employees (Marine	
Operators No. 577	8.00	Corps Recruit) No. 1474	27.76

Government Employees (Naval		Bakery Wagon Drivers No. 484	516.80
Air Station) No. 1476	26.00	Barbers No. 148	494.00
Hod Carriers and Construction		Bar Pilots No. 89	24.00
Laborers No. 89	1,176.88	Bartenders No. 41	1,541.40
Iron Workers No. 627	106.65	Bay Cities Metal Trades	10.00
Lathers No. 260	70.40	Council	12.00
Laundry and Dry Cleaners	00.04	Bay Counties District Council	
No. 259	33.04	of Carpenters	12.00
Mailers No. 75	24.00	Bil Posters and Billers No. 44	24.00
Millmen No. 2020	311.44	Blacksmiths, Drop Forgers, and	150.00
Motion Picture Projectionists	20.04	Helpers No. 168	156.00
No. 297	39.84	Boilermakers No. 6	480.00
Musicians Association No. 325	182.00	Bookbinders and Bindery-	004.00
Office Employees No. 139	38.04	women No. 31-125	234.00
Operating Engineers No. 526	104.00	Bottlers No. 896	780.00
Operating Plasterers and	407.00	Brewery Drivers No. 888	260.00
Cement Finishers No. 346	437.60	Brewers, Maltsters, and Yeast	004.00
Painters No. 333	377.00	Makers No. 893	364.00
Printing Pressmen No. 140	42.00	Brewery Shipping, Receiving	
Retail Clerks No. 1222	280.00	Clerks No. 884	57.60
Roofers No 45	97.40	Building and Construction	10.00
Roofers (Carpenters Interna-	00.10	Trades Council	12.00
tional) No. 553	39.12	Building Material and Con-	004.00
Salesdrivers, Helpers, and	500.00	struction Teamsters No. 216	224.00
Dairy Employees No. 683	520.00	Building Service Employees	.=
Sheet Metal Workers No. 206	96.00	No. 87	672.00
Shipwrights, Boatbuilders, and	010.00	Building Service Employees	04.00
Caulkers No. 1300	210.32	No. 167	24.00
Stereotypers No. 82	24.00	Butchers No. 115	468.00
Street, Electric Railway, and		Butchers No. 508	720.96
Motor Coach Employees	207.44	California Allied Printing	10.00
No. 1309	297.64	Trades Council	13.00
Teachers No. 1035	12.00	California Conference of	10.00
Teamsters and Chauffeurs	000 00	Bookbinders	12.00
No. 542	26 0.00	California Pipe Trades Council	12.00
Theatrical Stage Employees	00.00	California State Council of	10.00
No. 122	26.00	Carpenters	13.00
Tile Layers, Marble Masons	50.50	California State Council of	10.00
No. 17	52.50	Cleaners and Dyers	12.00
Tri-State Council of California,	19.00	California State Council Lum-	19.00
Arizona, and Nevada	12.00	ber and Sawmill Workers	12.00
Typographical No. 221	144.00	California State Council of	10.00
Waiters and Bartenders No. 500	521.88	Retail Clerks No. 2 California State Laborers and	12.00
-	12,944.15	Utility Employees No. 1226	24.00
SAN FERNANDO	12,544.10		24.00
		California Theatrical Feder-	10.00
Government Employees, V. A.	70.00	ation	12.00
No. 1043\$	52.00	Candy and Glace Fruit	004.00
SAN FRANCISCO		Workers No. 158	364.00
American Guild of Variety	04.00	Carpenters and Joiners No. 22	1,300.00
Artists\$	24.00	Carpenters and Joiners No. 483	545.80
Apartment and Hotel Em-	940.00	Carpenters and Joiners No. 2164	371.08
ployees No. 14	260.00	Cement Finishers No. 580	168.84
Asbestos Workers No. 16	78.00	Central California District	
Asbestos Workers No. 29	26 .00	Council Lumber and Sawmill	
Automobile and Car Painters No. 1073	100 00	Workers	12.00
	108.96	Chauffeurs No. 265	1,167.24
Auto Drivers and Demon-	905 96	Chemical Workers No. 466	26.00
strators No. 960 Automotive Machinists	295.36	Cigar Makers No. 228	28.00
	616 00	_	20.00
No. 1305	616.88	City and County Employees No. 747	104.00
Automotive Warehousemen	190.00		104.00
No. 241	130.00	Civil Service Building Main-	05000
Bakers No. 24	780.00	tenance Employees No. 66-A	356.80

Cleaning and Dye House		Masters, Mates, and Pilots	
Workers No. 7	260.00	No. 40	84.76
Cloakmakers No. 8	156.00	Masters, Mates, and Pilots	
Commercial Telegraphers		No. 90	576.00
No. 34	260.00	Milk Wagon Drivers No. 226	669.40
Commission Market Drivers		Miscellaneous Employees	
No. 280	156.00	No. 110	1,604.56
Construction and General		Miscellaneous Wood Workers	
Laborers No. 261	480.00	No. 2565	124.80
Cooks No. 44	1,551.50	Molders and Foundry Workers	
Coopers No. 65	58.20	No. 164	169.00
Coppersmiths No. 438	36.00	Motion Picture Projectionists	04.04
David Scannell Club, Inc.	050.00	No. 162	84.24
No. 798	852.96	Musicians Association No. 6	520.00
Dental Technicians of Nor- thern California No. 24116	20.00	Newspaper and Periodical	208 40
District Council Plasterers and	39.00	Drivers No. 921 Northern California Council of	298.40
Cement Finishers of Northern		Government Employees	12.00
California	12.00	Northern California District	12.00
Dressmakers No. 101	156.00	Council of Laborers	12.00
Electrical Workers No. 6	480.00	Office Employees No. 3	104.00
Elevator Constructors No. 8	78.00	Office Employees No. 36	110.00
Elevator Operators and		Operating Engineers No. 3	1,800.00
Starters No. 117	156.00	Operating Engineers No. 39	780.00
Emergency Hospital Employees		Operating Engineers (Califor-	
No. 803	32.48	nia State Branch)	36.00
Film Exchange Employees		Optical Technicians No. 18791	39.00
No. B-17	48.00	Ornamental Plasterers No. 460	30.00
Film Exchange Employees		Pacific Coast Marine Firemen,	
No. F-17	52.00	Oilers, etc.	101.00
Garage Employees No. 665	480.00	Packers and Preserve Workers	
Garment Cutters No. 45	46.64	No. 20989	52.00
General Warehousemen No. 860	1,272.24	Painters No. 19	46 8.00
Glaziers and Glass Workers	016.00	Painters and Decorators	500.04
No. 718	216.00	No. 1158	599.04
Government Employees (Letterman Hospital) No. 1466	35.16	Painters District Council No. 8 Paint, Varnish, and Lacquer	12.00
Government Employees	35.10	Makers No. 1071	208.00
No. 1152	43.76	Pattern Makers Association	78.00
Government Employees No. 634	82.28	Pharmacists No. 838	208.00
Government Employees No. 922	34.36	Photo Engravers No. 8	156.00
Granite Cutters	22.00	Pile Drivers No. 34	260.00
Hospital and Institutional		Plasterers No. 66	153.60
Workers No. 250	288.00	Plumbing and Pipe Fitters	
Hotel Service Workers No. 283	1,503.80	No. 38	1,400.00
Ice Wagon Drivers No. 440	44.64	Postal Supervisors No. 88	113.88
Inland Boatmen's Union of the		Post Office Clerks No. 2	520.00
Pacific	156.00	Printing Pressmen No. 24	363.24
Iron Workers No. 377	104.00	Printing Specialty and Paper	
Jewelry Workers No. 36	78.00	Converters No. 362	520.00
Ladies Garment Cutters No. 213	44.20	Professional Embalmers	=0 00
Laundry Wagon Drivers	240.00	No. 90-49 Public Employees Conference	59.08
No. 256	240.00	Radio and Television Tech-	12.00
Laundry Workers No. 26	1,352.00	nicians No. 202	97.00
Leather and Novelty Workers	F0.00	Railway Carmen No. 498	86.00
No. 31	52.00	Railway Patrolmen No. 19	38.40
Lumber Clerks and Lumbermen	007.00	Retail Cigar and Liquor Clerks	90.10
No. 2559	207.00	No. 1089	208.00
Macaroni Workers No. 493	98.00	Retail Delivery Drivers No. 278	357.54
Marine Cooks and Stewards	26 0.00	Retail Department Store	001.01
Marine Engineers	17.00	Employees No. 1100	939.00
Master Furniture Guild		Retail Fruit and Vegetable	
No. 1285	208.00	Clerks No. 1017	156.00

Retail Grocery Clerks No. 648	988.00	Brick and Clay Workers	
Retail Shoe and Textile Sales-	000.00	No. 580	36.40
men No. 410	208.00	Building and Construction	
Roofers No. 40	109.20	Trades Council	12.00
Sailors Union of the Pacific	2,773.29	Bookbinders No. 3	30.60
San Francisco Labor Council	12.00	Building Service Employees	
San Francisco Mailers No. 18	104.00	No. 77	60.60
Sanitary Truck Drivers No. 350	235.81	Butchers No. 506	562.64
Sausage Makers No. 203	383.20	California State Council of	10.00
Scrap Iron, Metal, Salvage, and Waste Material Workers		Barbers and Beauticians	12.00 $3,042.72$
No. 965	104.00	Cannery Workers No. 679 Carpenters and Joiners No. 316	888.64
Seafarers Guards and	104.00	Cement Laborers No. 270	1,051.40
Watchmen	52.00	Central Labor Council	12.00
Sheet Metal Workers No. 104	240.00	Chemical Workers No. 294	103.52
Shipfitters and Helpers No. 9	60.00	City Employees No. 1058	43.42
Sign and Pictorial Painters	• • • • • • • • • • • • • • • • • • • •	District Council of Carpenters	12.00
No. 510	114.40	District Council of Painters	
State Building and Construc-		No. 33	12.00
tion Trades Council	12.00	Electrical Workers No. B-332	84.00
Steel Die and Copper Plate		Freight, Construction and	
Engravers No. 424	40.00	General Drivers No. 287	624.00
Stereotypers and Electrotypers		Hod Carriers No. 234	99.80
No. 29	98.80	Hotel, Restaurant, and Hotel	
Street, Electric Railway, and		Service Employees No. 180	1,100.76
Motor Coach Employees		Insurance Agents No. 194	16.00
No. 1380	130.00	Lathers No. 144	45.48
Teachers No. 61	108.86	Laundry Workers No. 33	140.00
Teamsters No. 85	2,400.00	Lumber and Planing Mill	00.00
Teamsters Joint Executive	12.00	Workers No. 3102	99.08
Council No. 7	92.76	Millmen No. 262	172.96
Technical Engineers No. 11 Theatrical Janitors No. 9	48.00	Motion Picture Projectionists No. 431	24.00
Theatrical Stage Employees	40.00	Musicians No. 153	26.00
No. 16	55.68	Office Employees No. 94	32.00
Theatrical Employees No. B-18	216.00	Painters No. 507	362.16
Theatrical Wardrobe Attend-		Plasterers No. 224	122.20
ants No. 784	22.00	Plumbers No. 393	130.00
Typographical No. 21	520.00	Printing Pressmen No. 146	52.00
Union Label Section	12.00	Registered Nurses No. 1408	5.64
United Garment Workers		Retail Clerks No. 428	312.00
No. 131	26 0.00	Roofers No. 95	68.32
Upholsterers No. 28	48.00	Sales Delivery Drivers and	
Waiters No. 30	1,887.84	Warehousemen No. 296	408.60
Waitresses No. 48	2,565.32	Sheet Metal Workers No. 309	118.24
Warehousemen No. 12	300.00	Stereotypers and Electro-	22.00
Watchmakers No. 101	104.00	typers No. 120	26.00
Web Pressmen No. 4	104.00	Street Carmen No. 265	26 .00
Western Conference of Spe-	20.00	Theatrical Stage Employees	20.00
cialty Unions	20.00	No. 134 Typographical No. 231	30.00 56.00
"State Branch"	12.00	Typographical No. 231	30.00
Wholesale Liquor Drivers	12.00		10,502.10
No. 109	177.24	SAN JUAN BAUTISTA	10,002.10
Window Cleaners No. 44	104.00		
Wood, Wire, and Metal Lathers		United Cement, Lime, and Gypsum Workers No. 148\$	79.04
No. 65	70.20	Gypsum Workers No. 148\$	72.04
		SAN LEANDRO	
\$	54,735.48	Musicians Association No. 510\$	24.00
SAN JOSE		SAN LUIS OBISPO	
Allied Printing Trades Council\$	12.00	Barbers No. 767\$	26.00
Auto Mechanics No. 1101	137 28	Central Labor Council	12.00
Barbers No. 252	88.40	Construction and General	
Bartenders No. 577	203.24	Laborers No. 1464	160.00

Painters No. 1336	52.60	SAN QUENTIN	
Plumbers and Steamfitters No. 403	55.20	San Quentin Prison Employees No. 416\$	30.52
Railway Carmen No. 792	18.00	•	30.52
Roofers No. 161	22.00	SAN RAFAEL	01.00
		Barbers No. 582\$	31.20
\$	345.80	Bartenders and Culinary Workers No. 126	379.48
SAN MATEO		Building and Construction	518.10
Bartenders and Culinary		Trades Council	12.00
Workers No. 340\$	440.00	California State Council of	
Building and Construction	110.00	Lathers	12.00
Trades Council	12.00	Central Labor Council	12.00
Butchers No. 516	140.00	General Truck Drivers No. 624	770.72
Carpenters No. 162	567.64	Golden Gate District Council	
Cement Finishers No. 583	85.80	of Lathers	12.00
Central Labor Council	13.00	Hod Carriers and General	
Construction and General		Laborers No. 291	288.00
Laborers No. 389	117.92	Lathers No. 268	20.00
Electrical Workers No. 617	48.00	Plasterers and Cement	
Lathers No. 278	31.72	Finishers No. 355	35.60
Laundry Workers No. 143	78.00	Retail Clerks No. 1119	223.38
Paint, Varnish, and Lacquer		Teachers No. 1077	26.00
Makers No. 1053	149.56		1 000 00
Painters and Decorators		\$ SANTA ANA	1,822.38
No. 913	146.36	Barbers No. 549\$	26.00
Plasterers No. 381 Plumbers No. 467	45.96	Beet Sugar Workers No. 20748	61.40
Printing Pressmen No. 315	22.00 33.80	Building and Construction	01.10
Retail Clerks No. 775	220.00	Trades Council	12.00
Sheet Metal Workers No. 272	25.00	Carpenters and Joiners	
Shinglers No. 3111	35.00	No. 1815	579.64
Theatrical Stage Employees	00.00	Central Labor Council	12.00
No. 409	18.00	Chemical Workers No. 66	87.36
Typographical No. 624	78.40	District Council of Carpenters	
_		of Orange County	15.00
\$	2,308.16	Electrical Workers No. 441	120.00
SAN PABLO		Hod Carriers and General	
International Fire Fighters		Laborers No. 652	645.32
No. 1136\$	11.00	Lathers No. 440	52.80
110, 1100φ	11.00	Painters and Decorators	0.40.00
SAN PEDRO		No. 686Plasterers and Cement Finish-	342.60
Bartenders No. 591\$	208.00	ers No. 489	180.48
Butchers No. 551	520.00	Plumbers and Steamfitters	100.40
Carpenters No. 1140	455.04	No. 582	156.00
Central Labor Council	12.00	Roofers No. 36-C	31.24
Chemical Workers No. 53	32.84	Theatrical Stage Employees	. 01.21
Culinary Alliance No. 754	264.08	No. 504	48.00
Lathers No. 366	22.54	Typographical No. 579	26.00
Lumber and Sawmill Workers			
No. 1407	260.00	\$	2,395.84
Masters, Mates, and Pilots		SANTA BARBARA	
No. 18	36.04	Barbers No. 832\$	28.92
Painters No. 949	45.50	Building and Construction	
Pile Drivers No. 2375 Plasterers and Cement	288.00	Trades Council	12.00
Finishers No. 838	137.80	California State Conference	
Retail Clerks No. 905	830.88	of Painters	12.00
Seine and Line Fishermen	79.00	Carpenters and Joiners	00===
Shipyard Laborers No. 802	355.20	No. 1062	297.50
Typographical No. 862	28.60	Carpet and Linoleum Workers No. 1689	<u> </u>
Waitresses No. 512	329.68	Central Labor Council	26.00 12.00
		Chauffeurs and Teamsters	12.00
\$	3,905.20	No. 186	195.00
•			

Construction and General La-		Culinary Workers No. 814	1,300.00
borers No. 591	270.24	Meat Cutters No. 587	132.00
Culinary Alliance No. 498	771.16	Painters No. 821	219.82
Electrical Workers No. 413	36.00	Plumbers No. 545	178.40
Hod Carriers and General La-		Printing Pressmen No. 429	38.00
borers No. 195	24.00	Retail Clerks No. 1442	900.00
Meat Cutters No. 556	169.00	Typographical No. 875	27.48
Musicians Protective Associa-			
tion No. 308	93.60	\$	3,170.74
Painters No. 715	97.76	SANTA ROSA	0,2.0
Plasterers and Cement Fin-		Barbers No. 159\$	36.00
ishers No. 341	36.00	Bartenders and Culinary	00.00
Plumbers and Steamfitters		Workers No. 770	382.04
No. 114	44.80	Building and Construction	302.04
Retail Clerks No. 899	192.00	<u> </u>	13.00
Sheet Metal Workers No. 273	51.32	Trades Council	
	31.32	Butchers No. 364Central Labor Council	50.00
State, County, and Municipal	05.44		24.00
Employees No. 358	25.44	Electrical Workers No. 551	104.00
Theatrical Stage Employees	04.00	General Truck Drivers No. 980	636.84
No. 442	24.00	Hod Carriers and Common La-	
		borers No. 139	37.00
\$	2,418.74	Lathers No. 243	26 .00
SANTA CLARA		Musicians Association No. 292	153.76
California District Council of		Painters No. 364	43.84
Roofers\$	12.00	Plasterers and Cement Fin-	
Glass Bottle Blowers No. 262	91.20	ishers No. 363	50.04
		Retail Clerks No. 1532	156.00
\$	103.20	Typographical No. 577	24.00
SANTA CRUZ			
Barbers No. 891\$	25.16	\$	1,736.52
Bricklayers No. 16	3.92	SEAL BEACH	
Carpenters and Joiners No. 829	28.80	Chemical Workers No. 225\$	66.72
Central Labor Council	13.00	SELMA	
Construction and General La-			
		Commendant and Tain and	
borers No. 283	88.00	Carpenters and Joiners	00.00
borers No. 283 Leather Workers No. L-122	88.00 36.8 0	Carpenters and Joiners No. 1004\$	66.00
			66.00
Leather Workers No. L-122	36.80	No. 1004\$ SONOMA	66.00
Leather Workers No. L-122 Musicians Association No. 346	36.80	No. 1004\$ SONOMA California State Employees	
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators	36.80 28.00	No. 1004\$ SONOMA California State Employees No. 14-1\$	66.00 48.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.00	No. 1004\$ SONOMA California State Employees No. 14-1\$ SONORA	
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026 Plasterers and Cement Fin-	36.80 28.00 28.40	No. 1004\$ SONOMA California State Employees No. 14-1\$ SONORA Carpenters and Joiners	48.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026 Plasterers and Cement Finishers No. 379	36.80 28.00 28.40 30.00	No. 1004\$ SONOMA California State Employees No. 14-1\$ SONORA	
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026 Plasterers and Cement Finishers No. 379 Sheet Metal Workers No. 304	36.80 28.00 28.40 30.00	No. 1004\$ SONOMA California State Employees No. 14-1\$ SONORA Carpenters and Joiners No. 2196\$	48.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026 Plasterers and Cement Finishers No. 379	36.80 28.00 28.40 30.00 23.56	No. 1004\$ SONOMA California State Employees No. 14-1\$ SONORA Carpenters and Joiners No. 2196\$ SOUTHGATE	48.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026 Plasterers and Cement Finishers No. 379 Sheet Metal Workers No. 304 \$ SANTA MARIA	36.80 28.00 28.40 30.00 23.56	No. 1004\$ SONOMA California State Employees No. 14-1\$ SONORA Carpenters and Joiners No. 2196\$ SOUTHGATE Pulp, Sulphite, and Paper	48.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026 Plasterers and Cement Finishers No. 379 Sheet Metal Workers No. 304 \$ SANTA MARIA Barbers No. 941	36.80 28.00 28.40 30.00 23.56	No. 1004\$ SONOMA California State Employees No. 14-1\$ SONORA Carpenters and Joiners No. 2196\$ SOUTHGATE	48.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.00 28.40 30.00 23.56	No. 1004\$ SONOMA California State Employees No. 14-1\$ SONORA Carpenters and Joiners No. 2196\$ SOUTHGATE Pulp, Sulphite, and Paper Mill Workers No. 253\$ SPRECKELS	48.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.00 28.40 30.00 23.56 305.64 27.00	No. 1004\$ SONOMA California State Employees No. 14-1\$ SONORA Carpenters and Joiners No. 2196\$ SOUTHGATE Pulp, Sulphite, and Paper Mill Workers No. 253\$	48.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.00 28.40 30.00 23.56 305.64 27.00 73.00 12.00	No. 1004\$ SONOMA California State Employees No. 14-1\$ SONORA Carpenters and Joiners No. 2196\$ SOUTHGATE Pulp, Sulphite, and Paper Mill Workers No. 253\$ SPRECKELS	48.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026 Plasterers and Cement Finishers No. 379 Sheet Metal Workers No. 304 \$ SANTA MARIA Barbers No. 941 \$ Carpenters and Joiners No. 2477 Central Labor Council Chemical Workers No. 224	36.80 28.00 28.40 30.00 23.56 305.64 27.00	No. 1004\$ SONOMA California State Employees No. 14-1\$ SONORA Carpenters and Joiners No. 2196\$ SOUTHGATE Pulp, Sulphite, and Paper Mill Workers No. 253\$ SPRECKELS Sugar Refinery Workers No. 20616\$	48.00 49.20 52.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.00 28.40 30.00 23.56 305.64 27.00 73.00 12.00 31.20	No. 1004\$ SONOMA California State Employees No. 14-1\$ SONORA Carpenters and Joiners No. 2196\$ SOUTHGATE Pulp, Sulphite, and Paper Mill Workers No. 253\$ SPRECKELS Sugar Refinery Workers No. 20616\$ STOCKTON	48.00 49.20 52.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026 Plasterers and Cement Finishers No. 379 Sheet Metal Workers No. 304 \$ SANTA MARIA Barbers No. 941	36.80 28.00 28.40 30.00 23.56 305.64 27.00 73.00 12.00	No. 1004\$ SONOMA California State Employees No. 14-1\$ SONORA Carpenters and Joiners No. 2196\$ SOUTHGATE Pulp, Sulphite, and Paper Mill Workers No. 253\$ SPRECKELS Sugar Refinery Workers No. 20616\$ STOCKTON Auto Machinists No. 428\$	48.00 49.20 52.00 148.64 25.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.40 28.40 30.00 23.56 305.64 27.00 73.00 12.00 31.20 383.12	No. 1004\$ SONOMA California State Employees No. 14-1\$ SONORA Carpenters and Joiners No. 2196\$ SOUTHGATE Pulp, Sulphite, and Paper Mill Workers No. 253\$ SPRECKELS Sugar Refinery Workers No. 20616\$ STOCKTON Auto Machinists No. 428\$ Bakers No. 120	48.00 49.20 52.00 148.64 25.00 117.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.40 30.00 23.56 305.64 27.00 73.00 12.00 31.20 383.12 52.00	SONOMA California State Employees No. 14-1\$ SONORA Carpenters and Joiners No. 2196\$ SOUTHGATE Pulp, Sulphite, and Paper Mill Workers No. 253\$ SPRECKELS Sugar Refinery Workers No. 20616\$ STOCKTON Auto Machinists No. 428\$ Bakers No. 120	48.00 49.20 52.00 148.64 25.00 117.00 24.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.40 28.40 30.00 23.56 305.64 27.00 73.00 12.00 31.20 383.12	SONOMA California State Employees No. 14-1\$ SONORA Carpenters and Joiners No. 2196\$ SOUTHGATE Pulp, Sulphite, and Paper Mill Workers No. 253\$ SPRECKELS Sugar Refinery Workers No. 20616\$ STOCKTON Auto Machinists No. 428\$ Bakers No. 120 Barbers No. 312 Bartenders No. 47	48.00 49.20 52.00 148.64 25.00 117.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.40 30.00 23.56 305.64 27.00 73.00 12.00 31.20 383.12 52.00 30.40	SONOMA California State Employees No. 14-1	48.00 49.20 52.00 148.64 25.00 117.00 24.00 226.64
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.40 30.00 23.56 305.64 27.00 73.00 12.00 31.20 383.12 52.00	SONOMA California State Employees No. 14-1\$ SONORA Carpenters and Joiners No. 2196\$ SOUTHGATE Pulp, Sulphite, and Paper Mill Workers No. 253\$ SPRECKELS Sugar Refinery Workers No. 20616\$ STOCKTON Auto Machinists No. 428\$ Bakers No. 120 Barbers No. 312 Bartenders No. 47 Brick and Clay Workers No. 874	48.00 49.20 52.00 148.64 25.00 117.00 24.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.40 30.00 23.56 305.64 27.00 73.00 12.00 31.20 383.12 52.00 30.40 456.60	SONOMA California State Employees No. 14-1	48.00 49.20 52.00 148.64 25.00 117.00 24.00 226.64 8.92
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.40 30.00 23.56 305.64 27.00 73.00 12.00 31.20 383.12 52.00 30.40	SONOMA California State Employees No. 14-1	48.00 49.20 52.00 148.64 25.00 117.00 24.00 226.64
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.40 30.00 23.56 305.64 27.00 73.00 12.00 31.20 383.12 52.00 30.40 456.60	SONOMA California State Employees No. 14-1	48.00 49.20 52.00 148.64 25.00 117.00 24.00 226.64 8.92 12.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.40 30.00 23.56 305.64 27.00 73.00 12.00 31.20 383.12 52.00 30.40 456.60	SONOMA California State Employees No. 14-1	48.00 49.20 52.00 148.64 25.00 117.00 24.00 226.64 8.92 12.00 52.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.40 30.00 23.56 305.64 27.00 73.00 12.00 31.20 383.12 52.00 30.40 456.60 1,065.32 51.04	SONOMA California State Employees No. 14-1	48.00 49.20 52.00 148.64 25.00 117.00 24.00 226.64 8.92 12.00
Leather Workers No. L-122 Musicians Association No. 346 Painters and Decorators No. 1026	36.80 28.40 30.00 23.56 305.64 27.00 73.00 12.00 31.20 383.12 52.00 30.40 456.60	SONOMA California State Employees No. 14-1	48.00 49.20 52.00 148.64 25.00 117.00 24.00 226.64 8.92 12.00 52.00

8111121		11011 01 11111011	. – .
Cannery Warehousemen, Food		TORRANCE	
Processors, Drivers No. 601	390.00	Boilermakers No. 718\$	24.00
Carpenters and Joiners		Chemical Workers No. 138	63.04
No. 266	260.00	Operative Potters No. 218	105.20
Carpenters and Joiners	100 60		192.24
No. 891Cement Finishers No. 814	108.60 26.00	TRACY	192.24
Central Labor Council	18.00	Carpenters and Joiners	
Chauffeurs and Teamsters	20.00	No. 1698\$	74.76
No. 439	1,456.00	Sugar Workers No. 20058	77.28
City Employees No. 102	24.00	<u></u>	·
County Employees No. 183	26.00	\$	152.04
Culinary Alliance No. 572	646.72	TRINIDAD	100.00
District Council Carpenters of San Joaquin County	12.00	Loggers No. 3006\$	122.38
Electrical Workers No. 591	48.00	TULARE	
Hod Carriers and Common	10.00	Carpenters and Joiners	
Laborers No. 73	260.00	No. 1578\$	57.80
Laundry Workers No. 177	104.00	TURLOCK	
Motion Picture Projectionists		Carpenters and Joiners	
No. 428	24.00	No. 1306\$	60.40
Motor Coach Operators	00.00	TWAIN	
No. 276 Musicians No. 189	33.36 104.00	Lumber and Sawmill Workers	
Office Employees No. 26	26.00	No. 2944\$	24.00
Operative Potters No. 171	39.42	UKIAH	
Painters No. 1115	168.60	California State Employees	
Paper Makers No. 320	78.00	No. 519\$	40.68
Plasterers No. 222	23.60	Central Labor Council	12.00
Plumbers and Steamfitters		Lumber and Sawmill Workers	
No. 492	97.00	No. 2975	90.80
Post Office Clerks No. 320 Retail Clerks No. 197	45.16 31.00	North Coast Counties District	10.00
Sheep Shearers No. 301A	53.00	Council of Carpenters	12.00
Sheet Metal Workers No. 283	40.92	Pulp, Sulphite, and Paper Mill Workers No. 723	235.78
Theatrical Stage Employees		WOIREIS 140, 125	200.10
No. 90	24.00.	\$	391.26
Typographical No. 56	36 .00	VALLEJO	
	F 140.00	American Federation of Grain	
\$ SUNNYVALE	5,140.22	Millers No. 71\$	111.56
Theatrical Stage and Motion		Asbestos Workers No. 70	26.00
Picture Operators No. 796\$	24.00	Barbers No. 335	54.52
•		Beauticians No. 335-A Boilermakers No. 148	34.28 109.20
SUSANVILLE		Building and Construction	109.20
Barbers and Beauticians No. 311\$. 00.00	Trades Council	12.00
Lumber and Sawmill Workers	28.00	Butchers and Meat Cutters	
No. 2790	23.32	No. 532	208.00
Tri-Counties Central Labor		Carpenters and Joiners	
Council	24.00	No. 180	468.00
		Central Labor Council Culinary Workers and Bar-	12.00
\$ #1.4 F2/D	75.32	tenders No. 560	404.28
TAFT		Electrical Workers No. B-180	96.00
Barbers No. 869\$	28.00	Government Employees No. 73	10.00
Carpenters and Joiners No. 1774	26.00	Hod Carriers and General La-	
Electrical Workers No. 343	6.00	borers No. 326	410.44
Painters and Decorators	3. 00	Laundry Workers No. 113	6.00
No. 702	26.00	Laundry Workers No. 113 Mare Island Navy Yards Metal	65.28
		Trades Council	12.00
\$	86.00	Musicians Association No. 367	93.60
TERMINAL ISLAND		Office Employees No. 86	48.12
Cannery Workers of the Pacific \$	1,800.00	Painters No. 376	127.88

Plasterers and Cement Fin-		VISALIA	
ishers No. 631	33.00	Building and Construction	
Plumbers No. 343	41.6 0	Trades Council\$	12.00
Retail Clerks No. 373	507.16	Barbers No. 856	26 .00
Roofers No. 35	26.00	Carpenters and Joiners	
Sheet Metal Workers No. 221	58.80	No. 1484	107.20
Shipwrights, Joiners, and	F1 04	Central Labor Council	12.00
Boatbuilders No. 1068	51.84	Hod Carriers and General La-	
Steam and Operating Engi-	06 29	borers No. 1060	302.00
neers No. 731	86.32 24 .00	Motion Picture Projectionists	04.00
Teachers No. 827 Teamsters and Chauffeurs	24.00	No. 605	24.00
No. 490	383.24	Plasterers and Cement Masons	20.00
Technical Engineers (Mare	303.24	No. 895	30.00
Island Naval Shipyard) No. 8	97.24	Sign, Scene, and Pictorial Painters No. 1591	24.00
Theatrical Stage Employees	0	Typographical No. 519	28.00
No. 241	24.00		20.00
Typographical No. 389	26.00	\$	565.20
		VISTA	000.20
\$	3,668.36	Carpenters No. 2078\$	425.92
VALLEY SPRINGS		Lathers No. 527	24.96
Carpenters and Joiners			
No. 2847\$	52.04	\$	450.88
·	02.01	WARM SPRINGS	
VAN NUYS		Brick and Clay Workers	
Barbers No. 837\$	105.04	No. 663\$	26.00
Carpenters and Joiners		WATSONVILLE	
No. 1913	1,509.92	Barbers No. 749\$	26.00
Painters No. 1595	24 0.00	Brick and Clay Workers	_0,00
	1.051.00	No. 998	45.64
\$	1,854.96	Carpenters and Joiners	
VENICE		No. 771	90.08
Bricklayers and Stone Masons		Central Labor Council	18.00
No. 26\$	55.60	Culinary Workers and Bar-	
VENTURA		tenders No. 345	190.84
Building and Construction		Electrical Workers No. 526	27.00
Trades Council\$	12.00	General Teamsters, Packers,	
Carpenters and Joiners	12.00	and Warehousemen No. 912	390.00
No. 2463	248.92	Lathers No. 122	26.00
Central Labor Council	12.00	Painters No. 750	20.00
Electrical Workers No. 952	130.00	Railway Carmen No. 765	42.04
Hod Carriers and General La-		Theatrical Stage Employees	20.00
borers No. 585	450.60	No. 611 Typographical No. 543	39.96
Lathers No. 460	21.00	Typographical No. 545	26.00
Operating Engineers No. 732	16 .00	\$	941.56
Painters and Decorators		WEED	241.00
No. 955	98.32	Lumber and Sawmill Workers	
Plasterers and Cement Fin-	_	No. 2907\$	359.16
ishers No. 741	53.00	WEIMAR.	55515
Plumbers and Steamfitters	00.00	Weimar Sanatorium Employees	
No. 484	93.60	No. 745\$	78.36
-	1 195 44		10.00
\$ VERNON	1,135.44	WESTEND	117:04
	64.00	Chemical Workers No. 398\$	117.04
Glass Bottle Blowers No. 224\$	64.00 26.00	WESTWOOD	
Paper Makers No. 336	20.00	Lumber and Sawmill Workers	
Pulp, Sulphite, and Paper Mill Workers No. 254	48.00	No. 2836\$	624.00
** UI RCIS INU. 204	*0.00	Northern California District	
\$	138.00	Council of Lumber and Saw-	10.00
VICTORVILLE	100.00	mill Workers Retail Clerks No. 730	12.00
United Cement, Lime, and Gyp-		Iterali Cierra IVU, 13U	28.00
sum Workers No. 49\$	248.12		664.00
	_10.12	Ψ	551.00

WHITTIER Typographical No. 899\$ WILMINGTON	24.00	WOODLAND Beet Sugar Operators No. 20610 \$ 95.8 United Sugar Workers Council 12.0	
Amusement Guild (Seafarers)\$ Chemical Workers No. 40 Marine Painters No. 812	24.00 142.48 103.16	\$ 107.8 YREKA Lumber and Sawmill Workers	38
Pulp, Sulphite, and Paper Mill Workers No. 341 Ship Carpenters No. 1335	62.40 156.00	No. 2774\$ 62.9 TOTAL PER CAPITA RECEIPTS AND AFFILIATION	96 —
WOODLAKE Carpenters and Joiners No. 2803\$	488.04 29.86	FEES — PERIOD JUNE 1, 1953, TO JUNE 30, 1954—Ex- hibit B	63

Schedule 2—Detail of Per Capita Receipts and Affiliation Fees by Districts Period June 1, 1953 to June 30, 1954

District No. 1:		Pasadena	2,984.65
Chula Vista\$	30.00	Patton	13.00
Coronado	24.00	Pomona	1,251.92
El Cajon	243.44	Redlands	12.00
El Centro	481.32	Reseda	768.52
La Jolla	120.28	Riverside	1,668.20
San Diego	12,944.15	San Bernardino	3,702.68
Vista	450.88	San Fernando	52.00
<u>-</u>		South Gate	52.00
	\$ 14,294.0	7 Van Nuys	1,854.96
District No. 2:		Vernon	138.00
Anaheim	403.08	Victorville	248.12
Compton	849.60	Westend	117.0 4
Fullerton	56.60	Whittier	24.00
Long Beach	7,843.92		····
Santa Ana	2,395.84		\$ 91,703.19
Seal Beach	66.72	District No. 4:	
		Inglewood\$	1,236.24
	\$ 11,615.7		417.60
District No. 3:	, - ,	San Pedro	3,905.20
Alhambra	240.00	Santa Monica	3,170.74
Avalon	24.00	Terminal Island	1,800.00
Azusa	24.84	Venice	55.60
Banning	41.16	Wilmington	488.04
Barstow	24.00	_	
Bell	110.24		\$ 11,073.42
Burbank	479.96	District No. 5:	
Colton	209.96	Betteravia\$	47.44
Corona	225.80	Camarillo	39.98
El Monte	1,740.08	Lompoc	160.80
Glendale	2,481.12	Oxnard	147.76
Hollywood	11,928.04	San Luis Obispo	345.80
Huntington Park	1,324.76	Santa Barbara	2,418.74
Lancaster	191.78	Santa Maria	1,065.32
Los Angeles	58,836.96	Ventura	1,135.44
Los Nietos	155.08		
Maywood	117.00		\$ 5,361.28
Monrovia	242.08	District No. 6:	
Norwalk	31.96	Bakersfield\$	3,700.64
Olive View	104.00	Bishop	24.00
Ontario	26.00	Boron	179.72
Oro Grande			
	126.96	Delano	
Palm Springs			7,337.02

OFFICERS REPORTS TO

Hanford	61.40		Oakland	30,058.22	
Kingsburg	116.92		San Leandro	24.00	- 1 . J
Madera Merced	84.00 318.40		Warm Springs	26.00	
Monolith	910.40				33,127.38
North Fork	68.08		District No. 11:	Ψ	00,121.00
Porterville	75.08		Antioch\$	489.00	,
Selma	66.00		Concord	54.76	
Taft	86.00	•	Crockett	635.84	
Torrance	192.24		El Cerrito	180.94	
Tulare	57.80		Martinez	2,022.80	
Visalia	565.20		Oleum	22.00	
Woodlake	29.86		Pittsburg	831.26	
_			Port Chicago	53.18	
	\$	12,962.36	Richmond	3,023.36	
District No. 7:				•	7 212 14
Lodi\$	118.04		D1:4 1:4 No. 40:	\$	7,313.14
Manteca	82.68		District No. 12:	41.00	
Martell	26.00		Benicia\$	41.00	
Modesto	2,765.94		Cazadero	28.40 131.88	
Sonora	49.20		Mill Valley Napa	946.13	
Stockton	5,140.22		Petaluma	314.52	
Tracy	152.04		San Pablo	11.00	
Turlock	60.40		San Quentin	30.52	
Valley Springs	52.04		San Rafael	1,822.38	
			Santa Rosa	1,736.52	
	\$	8,446.56	Sonoma	48.00	
District No. 8:			Vallejo	3,668.36	
Agnew\$	34.00				
Cupertino	66.52			\$	8,778.71
Davenport	62.40		District No. 13:		
Gilroy	13.00	•	Auburn\$	278.38	**
Los Gatos	123.20		Chico	817.76	
Monterey	1,305.12		Diamond Springs	30.00	
Mountain View	419.40		Fresh Pond	154.48	
Palo Alto	580.40		Grass Valley	385.96	
Redwood City	80.00		Gridley	25.60	
Salinas	1,188.24		Kings Beach	30.64	
San Bruno	144.12		Marysville	1,278.72	
San Jose	10,502.10		Oroville	759.04	
San Juan Bautista	72.04		Placerville	122.92	
San Mateo	2,308.16		Roseville	270.12	
Santa Clara	103.20		Sacramento	11,610.84	
Santa Cruz	305.64		Weimar	78.36	
Spreckels	148.64		Woodland	107.88	
Sunnyvale	24.00				15,950.70
Watsonville	941.56		District No. 14:	Ψ	10,000.10
			Arcata\$	416.28	
	\$	18,421.74	Eureka	1,969.29	
District No 9:			Fort Bragg	59.98	
Honolulu\$	66.08		Fortuna	48.88	
San Francisco	54,735.48		Klamath	13.68	
			Korbel	22.00	
	\$	54,801.56	Myers Flat	17.28	
District No. 10:	•	,	Red Bluff	98.48	
Alameda\$	80.64		Trinidad	122.38	
Alvarado	74.40		Ukiah	391.26	
Berkeley	177.32				9 150 51
Emeryville	44.04		District No. 15:	\$	3,159.51
Hayward	2,279.40			70.40	
Newark	363.36		Alturas\$ Chester	70.48 120.92	
Newark	00.606		onester	140.84	

Dorris	40.60	Westwood 664.00
Greenville	176.87	Yreka 62.96
Little Valley	6.96	
Loyalton	137.04	\$ 3,509.25
Meadow Valley	36.40	<u>' '</u>
Quincy	145.12	TOTAL PER CAPITA RE-
Redding	1,561.42	CEIPTS AND AFFILIATION
Reno, Nevada	28.00	
Susanville	75.32	FEES — PERIOD JUNE 1,
Twain	24.00	1953, TO JUNE 30, 1954—Ex-
Weed	359.16	hibit B\$300,518.63

Schedule 3—Detail of Disbursements Period June 1, 1953 to June 30, 1954

51ST ANNUAL CONVENTION—SAN FRANCISCO:

Salaries and Expenses:

•	
Bianchi, Maud\$	20.00
D'Aubigny, Berthe	32.89
Dvorson, Betty	122.21
Fricke, Joseph P	20.00
Haggerty, C. J	350.00
Henning, John F.	300.00
Hines, Charles A	300.00
Hyans, Curtis J	228.66
Lilly, Diana	109.59
London, Joan	238.88
Otto, Walter R	300.00
Moore, Josephine	20.00
Petrone, Geraldine	112.50
Pitts, Thomas L	350.00
Rider, Adeline	138.88
Shoop, Rita R	112.36
Vial, Donald	75.84
Weber, Nan A	20.00
·	

\$ 2,851.81

Other Expenses:

The Garrett Press\$	21,541.48
City and County of San Francisco—lease of	·
Civic Auditorium	1,842.50
Irvine & Jackens, Inc.—badges, etc	2,902.55
Bell Typewriter Co	37.39
Mo Dorman Co	258.75
Harry McCune—sound service	382.00
Pacific Catering Company—table rental	675.50
Hotel Whitcomb	1,650.02
E. D. Conklin—reporting service	1,929.00
J. L. Stuart Manufacturing Co	322.90
Pacific Telephone & Telegraph Co	49.33
Lee Greenwood	25.00
Petty cash—Credentials Committee	600.00
Petty cash—Legislation Committee	375.00
Petty cash—Resolutions Committee	600.00
Petty cash—Constitution Committee	350.00
Petty cash—Sergeants-at-Arms	975.00
Petty cash—sundry expenses	200.00

\$ 34,716.42

Cotal

AMERICAN FEDERATION OF LABOR CONVENTION—ST. LOUIS, MISSOURI:

Allowances and Expenses:				
Haggerty, C. J\$	1,000.00			
Pitts, Thomas L	750.00			
		\$ 1,750.00		
Other Expenses:				
Western Air Lines		 1,100.34		
Total			\$	2,850. 34
AMERICAN FEDERATION OF LABOR CONFERENCE—WASHINGTON, D. C.	,			
Allowance and Expenses:				
Haggerty, C. J			\$	250.00
MARITIME CONFERENCE—WASHINGTON, D. C.				
Allowance and Expenses:				
Thomas L. Pitts			\$	750. 00
EXECUTIVE COUNCIL MEETINGS—				
Allowances and Expenses of Officers Attending Executive Council Meetings:				
Arnold, Jack T\$	507.00			
Ash, Robert S	648.00			
Brewer, Roy W	254.00			
Carroll, William C	345.00			
Dean, William A	532.20			
Doran, Elmer J	455.00			
Dougherty, Arthur F	842.10			
Finks, Harry	892.40			
Gardner, John T.	349.80			
Giesick, Robert	825.60			
Green, C. A.	741.62			
Gruhn, Albin J	949.60			
Haggerty, C. J., Secretary-Treasurer	595.00 585.00			
Henning, John H Hyans, Curtis J	52.00			
Jones, Paul L	639.40			
Kelly, George	859.80			
Lehmann, C. T	275.00			
Lundeberg, Harry	584.40			
Lundschen, Harvey	349.80			
Nelson, Lowell	877.80			
Osslo, Max J	596.62		7	
Otto, Walter R	630.00		1	
Petrone, Geraldine	63 0.00			
Pitts, Thomas L., President	395.00			
Reed, Howard	876.00			
Reeves, Paul L	556.08			
Satre, O. T	129.00			
Small, Thomas A.	858.20			-,
Somerset, Pat	349.80			:
Swanson, Victor S	859.80			•

Other Expenses:			
Southern Pacific Railway\$	688.69		
Hollywood Roosevelt Hotel	25.45		
Mayfair Hotel	129.45		
Wilton Hotel	151.36		
Petty cash—sundry expenses	17.85		
		1,012.80	
		1,012.00	
Total			\$ 19,053.82
LEGAL SERVICES—			
Fees, Salaries, and Expenses:			
Scully, Charles P\$	19.266.38		
Todd, Clarence E	14,452.91		
Vial, Donald	5,797.60		
David Hewes Building—rent	1,716.00		
Pacific Telephone and Telegraph Co	1,927.72		
Western Union	153.24		
		\$ 3,796.96	
Total			\$ 43,313.85
ORGANIZING EXPENSES-			
Salaries or Allowances and Expenses:			
Finks, Harry\$	688.29		
Green, C. A.	2,331.55		
Haggerty, C. J	8,230.00		
Henning, John F	8,390.71		
Hyans, Curtis J	9,623.13		
Osslo, Max J	2,681.77		
Otto, Walter R	5,490.00		
Pitts, Thomas L	4,431.48		
Small, Thomas A	651.7 0		
Weber, Nan A	20.00		
Wilkerson, Naomi	240.00		
Other Funerces		\$ 42,778.63	
Other Expenses:			
David Hewes Building—rent\$	1,625.00		
Southern California Metal Trades Council	2,750.00		
Marine Cooks and Stewards, A. F. of L Union Oil Co. of California	13,000.00		
Standard Oil Co. of California	131.69 168.25		
Flood Garage	300.68		
Cadillac Motor Car Division	163.65		
Sacramento Labor Council—telephone calls	14.36		
Maloney and Maritzen—insurance	281.80		
Roydon Supply House	159.31		
Pacific Telephone & Telegraph Co	585.75		
Western Air Lines, Inc.	2,069.63		
Southern Pacific Railway Brede, Inc	342.48		
Addressograph-Multigraph Corporation	133.00 12.95		
San Francisco Chamber of Commerce	2.25		
Kings Photo Service, Inc	10.35		
William Sexton	10.00		
Clift Hotel	25.00		
Hotel Senator	47.35		
Roosevelt Hotel	143.30		
Stones Flowers	36.23		

120	OFFICERS REFOR.	10 10		
	Compression I also Compail	E0 10		
	Sacramento Labor Council	52.13		
	Harold Lopez Testimonial Dinner	30.00		
	Jefferson-Jackson Committee	50.00		
	United Air Lines, Inc	131.46		
	J. J. Jacobs Cadillac Co	512.50 2.32		
	K and D Press	2.32 6.47		
	Union Label and Service Trades Dept	512.50		
	California State Automobile Association	15.00		
	Union Labor Post No. 352—A. F. of L	100.00		
	Building and Construction Trades Council—	100.00		
	Modesto	1,000.00		
	Western Union	24.02		
	E. D. Conklin	147.20		
	Petty cash—postage meter machine	2,425.00		
	Petty cash—sundry expenses	124.63		
		121.00		
			\$ 27,146.26	
	Total			\$ 69,924.89
				,,
PUI	BLICITY EXPENSES—			
	SEIGHT EXPENSES—			
S	alaries and Expenses:			
	Diamel: Man 1	045 50		
	Bianchi, Maud\$	945.70		
	Fricke, Joseph P.	300.00		
	King, Bert C	60.00		
	Moore, Josephine	60.00		
	Schramm, Edwin T	1,032.15 852.15		
	Weber, Nan A	925.70		
	Wilkerson, Naomi	20.00		
	Windison, Italini	20.00		
			\$ 4,195.70	
			Ψ 1,100.10	
0	ther Expenses:			
	D 11 II D 11 II D			
	David Hewes Building—rent\$	2,080.00		
	John F. Fixa—Postmaster	11,160.20		
	Blake, Moffitt & Towne	3,612.00		
	The Garrett Press	7,062.56		
	Golden Gate Press	1,128.54		
	International Business Machines	314.65		
	Walter Radell Co.	30.00 14.70		
	Fitzgerald Electro Mechanical Co	25.73		
	Addressograph-Multigraph Co	8.25		
	Warren W. Zimmer	112.28		
	Milo Harding Co	27.95		
	Galland Linen Service.	1.81		
	Jones Decorating Co	2,100.00		
	Petty cash—sundry expenses	444.17		
	—			
	\$	28,122.84		
	· · · · · · · · · · · · · · · · · · ·	-,		
L	ess:			
	Close of aminting stations			
	Cost of printing, stationery, mimeograph, and			
	supplies allocated to "Quarterly Institute			
	Expenses"	268.49		
	-			
			\$ 27,854.35	
	m.t.i			B 00 070 07
	Total			\$ 32,050.05

STATISTICAL EXPENSES—		
Salaries and Expenses:		
Austin, Theresa M\$	228.80	
Henning, John F	33.20	
Lilly, Diana	4,134.93	
London, Joan	5,403.93	
Pearce, Tess M	38.04	
Shoop, Rita R	4,100.75.	
		\$ 13,939.65
Books, Pamphlets, and Subscriptions:		
Barron's\$	30.00	
William Noonan—cartoons	624.68	
National Child Labor Committee	50.00	
Bancroft-Whitney Company	121.09	
Superintendent of Documents, United States		
Government Printing Office	1,087.50	
The Bureau of National Affairs, Inc	642.50	
West Publishing Co	127.21	
California Safety Council	30.00	
John Herling's Labor Letter	40.00	
The Sacramento Newsletter	25.00	
Commerce Clearing House, Inc.	482.20	
Sacramento Bee	16.50	
Special Libraries Association	30.00	
American Federation of Labor	17.50	
Standard and Poors Association	424.00	
Congressional Quarterly News Features	40.00	
Printing Division, Documents Section,	20,00	
Sacramento, California	36.05	
Other books, pamphlets, and subscriptions	324.79	
, , , , , , , , , , , , , , , , , , , ,		
-		\$ 4,149.02
Other Expenses:		\$ 4,149.02
Other Expenses:	2 000 00	\$ 4,149.02
David Hewes Building—rent\$	2,080.00	\$ 4,149.02
David Hewes Building—rent\$ Board of Trustees, Leland Stanford Junior		\$ 4,149.02
David Hewes Building—rent\$ Board of Trustees, Leland Stanford Junior University—scholarship	1,000.00	\$ 4,149.02
David Hewes Building—rent\$ Board of Trustees, Leland Stanford Junior University—scholarship Karen Brock	1,000.00 217.77	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00 28.89	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00 28.89 87.77	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00 28.89 87.77 62.10	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00 28.89 87.77 62.10 6.05	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00 28.89 87.77 62.10 6.05 29.40	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00 28.89 87.77 62.10 6.05	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00 28.89 87.77 62.10 6.05 29.40 59.70	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00 28.89 87.77 62.10 6.05 29.40	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00 28.89 87.77 62.10 6.05 29.40 59.70	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00 28.89 87.77 62.10 6.05 29.40 59.70 15.00	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00 28.89 87.77 62.10 6.05 29.40 59.70 15.00	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00 28.89 87.77 62.10 6.05 29.40 59.70 15.00 895.00 237.39 159.39	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00 28.89 87.77 62.10 6.05 29.40 59.70 15.00	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00 28.89 87.77 62.10 6.05 29.40 59.70 15.00 895.00 237.39 159.39 1.96	\$ 4,149.02
David Hewes Building—rent	1,000.00 217.77 105.00 75.00 275.35 73.19 23.18 267.67 233.57 33.98 45.00 28.89 87.77 62.10 6.05 29.40 59.70 15.00 895.00 237.39 159.39	\$ 4,149.02

OFFICERS REPORTS TO

National Information Bureau	25.00			
National Planning Association	25.00			
Pacific Carbon and Ribbon Co	18.89			
San Francisco Planning and Housing				
Association	10.00			
Galland Linen Service	9.10			
Railway Express Agency	2.20			
California Association for Social Welfare	20.00			
Commonwealth Club of California	36.00			
Press and Union League Club	23.6 0			
Mathew Bender	10.00			
Town Hall	10.00			
California State Automobile Association	6.00			
Remington Rand, Inc.	7.97			
Petty cash—sundry expenses	24.23			
				
·		\$	6,300.77	
		_		
Total				\$ 24.389.44
LEGISLATIVE EXPENSES:				
Salaries and Expenses:				
•	~~~~			
Berglund, Winona\$	297.36			
Finks, Harry	2,232.32			
Haggerty, C. J.	1,175.00			
Osslo, Max J	100.80			
Pitts, Thomas L	1,774.00			
Vial, Donald	100.00			
<u> </u>				
		\$	6,219.48	
Other expenses:				
The Garrett Press\$	3,454.65			
Hotel Senator	1,694.86			
Del Prado Restaurant	193.00			
Bendell's	65.55			
H. S. Crocker Co., Inc.	5.92			
David Typewriter Co.	19.57			
Senator Florist	10.54			
Frank's Cafe	57.38			
Davidson Sales Agency	12.15			
Pacific Telephone & Telegraph Co	332.04			
Western Union	83.46			
A. Carlisle & Co.	1.55			
Sacramento Hotel				
Petty cash—postage	108.46 135.00			
Petty cash—sundry expenses	50.00			
		•	6 994 12	
		φ	6,224.13	
Total				e 10 440 C1
Total				\$ 12,443.61
QUARTERLY INSTITUTE EXPENSES:				
Colonia, and aynoness				
Salaries and expenses:				
Henning, John F\$	50.00			
Hines, Charles A	140.00			
Hyans, Curtis J	30.00			
Lilly, Diana	126.90			
London, Joan	4.08			
Otto, Walter R	50.00			
Rider, Adeline	12.64			
Vial, Donald	120.06			
en e				
		\$	533.68	

Other expenses:						
F. A. Breier	\$	21.20				
Building Service Employees—hall rental		181.60				
Jimmie Hicks		150.00				
The Garrett Press		18.11				
Samarkand		57.45				
Petty cash—sundry expenses		325.83				
1 city tasii—sulfuty expenses						
	\$ 	754.19				
Expenses allocated from other departments:						
Postage—transferred from Postage and						
Mailing—General	S	328.50				
Printing, stationery, mimeograph, and sup-	Ψ	0				
plies—transferred from Publicity Expenses		268.49				
	 \$	596.99				
	-			1 051 10		
			\$	1,351.18		
Total					\$	1,884.86
COLOL A DOLLID DDOCDAM EVDENOSO.				1.4.		-
SCHOLARSHIP PROGRAM EXPENSES:				•		
The Garrett Press			\$	218.95		
Edgar L. Warren				51.09		
Petty cash—sundry expenses				30.00		
Total			_		\$	300.04
				***	Ψ	000.01
OFFICE SALARIES:						
D'Aubigny, Berthe			\$	4,192.55		-
Haggerty, C. J				19,500.00		
Hines, Charles A				5,210.00		
Hyans, Curtis J			,	90.00		
Petrone, Geraldine			•	4,436.62		• • • •
Rider, Adeline		•		4,067.00		
m			_	25 100 15		
Total			\$	37,496.17		
PRINTING, STATIONERY, AND						
OFFICE SUPPLIES:						
The state of the s						
The Garrett Press		**	\$	4,079.06		
Charles R. Hadley Co.				11.13		
Remington Rand, Inc.				3.98		
Wobbers, Inc.				181.34		
Banco Corporation Ltd.				30.25		
Pacific Carbon and Ribbon Co.				16.40		
James H. Barry Co.				1,161.80		
Bell Typewriter Co.				139.59		
Golden Gate Press				102.83		
Roydon Supply House				44.20		
Addressograph-Multigraph Corporation				16.50		
Schwabacher-Frey & Co.				6.05		
International Business Machines—				410.00		
Electric typewriter				416.89		
Specialized Office Equipment				7.16		
Petty cash—sundry expenses				83.92		
Total					\$	6,301.10
OFFICE RENT—GENERAL:						
David Hewes Building					\$	2,480.40
-						

POSTAGE AND MAILING—GENERAL:

FOOTAGE AND MAILING—GENERAL.		
Postage meter machine Pitney-Bowes, Inc.	\$ 2,425.00 295.00	_
	0.0500.0	-
Less: Cost of postage meter machine ex- penditures allocated to "Quarterly Insti-	\$ 2,720.0	
tute Expenses''	328.5	3
Total	<u>.</u>	\$ 2,391.58
TELEPHONE AND TELEGRAPH—GENERAL:		
Pacific Telephone & Telegraph Co	\$ 2,030.5	4
Western Union	279.0	6
		-
Total		\$ 2,309.60
TAXES:		
Federal Reserve Bank-Withholding and		
Social Security taxes	\$ 622.93	3
Director of Internal Revenue—Withholding		
and Social Security taxes	457.3)
California State Department of Employment		,
—State Unemployment Insurance	.1:	Z
Russell L. Wolden—San Francisco personal property tax	80.20	R
property tax	50.2	_
Total		1,160.61
GENERAL EXPENSES:		
Other expenses:		
Alhambra National Water Co., Inc	\$ 69.7	5
A. F. Cordray Co	8.79	
Galland Linen Service	109.20)
Office Employees Insurance Trust Fund	1 691 0	0
of California	1,631.03 142.53	
Secretarial Service	245.6	
Skinner & Hammond	3,395.0	
Maloney & Maritzen—insurance	180.8	
Benedetti Floral Co.	363.7	
Widows and Orphans Aid Association	5.0	
International Labor Press	24.0	0
Burns, The Florist	87.9	3
City of Hope, Los Angeles	37.5	0
Committee on National Health	10.0	0
San Francisco Tuberculosis Association	10.0	0
Union Labor Section—Orphans Christmas	400.0	•
Party Automobile Club	100.0	J
Inter-Insurance Exchange—Automobile Club of California	106.5	e
St. Paul of the Shipwreck Church	10.0	_
James F. Allen—insurance	112.5	
Mercury Photo Service	7.7	
Davis Hewes Building—repairs	23.4	~
Bank of America—service charge	1.4	
State Compensation Insurance Fund	79.7	
Islam Shrine Circus	12.5	
Cadillac Motor Car Division—automobile	2,284.6	
Widows' and Orphans' Aid Association	5.0	
P C Havers and Co	164 Q	-

164.83

P. G. Havers and Co.

STATE FEDERATION OF LABOR

S. F. Letter Carriers Mutual Aid Association The Hibernia Bank—Safe deposit box rental National Housing Conference The Green Duck Company Curtis J. Hyans Petty cash—automobile registration Petty cash—Christmas gifts	5.00 4.40 10.00 19.66 152.30 74.00 560.00	
Petty cash—sundry expenses	150.96	
Total		\$ 10,205.81

TOTAL DISBURSEMENTS—Exhibit B.....\$307,124.40

Fraternally submitted,

C. J. HAGGERTY.

OFFICERS CALIFORNIA STATE FEDERATION OF LABOR 1901—1954

Presidents

1901	Cecil D. Rogers, Typographical No. 36, Oakland.
1902—1903	John Davidson, Ship Joiners No. 9, Vallejo.
1904—1905	Harry A. Knox, Street Carmen No. 205, San Francisco.
1906	G. S. Brower, Carpenters No. 483, San Francisco.
1906	Thomas F. Gallagher, Team Drivers No. 70, Oakland.
1907—1908	George A. Tracy, Typographical No. 21, San Francisco.
1908	Alexander M. Thompson, Team Drivers No. 70, Oakland.
1909—1911	Daniel D. Sullivan, Printing Pressmen No. 60, Sacramento.
1912—1915	Daniel P. Haggerty, Machinists No. 68, San Francisco.
1916—1921	Daniel C. Murphy, Web Pressmen No. 4, San Francisco.
1922—1923	Seth R. Brown, Typographical No. 174, Los Angeles.
1924—1925	Roe H. Baker, Barbers No. 148, San Francisco.
1926—1927	John F. Dalton, Typographical No. 174, Los Angeles.
1928—1929	William P. Stanton, Electrical Workers No. 151, San Francisco.
1930-1934	A. W. Hoch, Machinists No. 311, Los Angeles.
19341935	Edward D. Vandeleur, Street Railway Employees, Div. 518, San Francisco
1936	James E. Hopkins, Teamsters No. 85, San Francisco.
1937—1943	C. J. Haggerty, Lathers No. 42, Los Angeles.
1943—1946	Anthony L. Noriega, Motion Picture Projectionists No. 162, San Francisco
1946—1947	Charles W. Real, Teamsters No. 70, Oakland.
1947—1950	John F. Shelley, Bakery Wagon Drivers No. 484, San Francisco.
1950-1954	Thomas L. Pitts, Wholesale Delivery Drivers No. 848, Los Angeles.

Secretaries

1901—1902	Guy Lathrop, Carpenters No. 483, San Francisco.
1903	George K. Smith, Barbers No. 134, Oakland.
1904	George B. Benham, Printing Pressmen No. 24, San Francisco.
1905	Frank J. Bonnington, Typographical No. 21, San Francisco.
1906—1907	James H. Bowling, Street Carmen No. 205, San Francisco.
1908—1909	George W. Bell, Gas Workers No. 9840, San Francisco.
1909—1936	Paul Scharrenberg, Sailors' Union of the Pacific, San Francisco.
1936—1943	Edward D. Vandeleur, Street Railway Employees, Div. 518, San Francisco.
1943—1954	C. J. Haggerty, Lathers No. 42, Los Angeles.

Delegates to American Federation of Labor Conventions

1904	John Davidson, Ship Joiners No. 9, Vallejo.
1907	Walter Macarthur, Sailors' Union of the Pacific.
1908	Joshua B. Dale, Federal Labor Union No. 11345, Vallejo.
1910	L. W. Butler, Teamsters No. 208, Los Angeles.

1911—1912 Andrew J. Gallagher, Photo Engravers No. 8, San Francisco. 1913 Patrick Flynn, Marine Firemen's Union of the Pacific. 1914 Paul Scharrenberg, Sailors' Union of the Pacific. 1915 Hugo Ernst, Waiters No. 30, San Francisco. 1916 Daniel P. Haggerty, Machinists No. 68, San Francisco. 1917 Daniel D. Sullivan, Printing Pressmen No. 60, Sacramento. 1919 George A. Tracy, Typographical No. 21, San Francisco. 1920 Albert J. Rogers, Bottlers No. 293, San Francisco. 1921 Seth R. Brown, Typographical No. 174, Los Angeles. 1922 James E. Hopkins, Teamsters No. 85, San Francisco. 1923 Frank Walsh, Teamsters No. 85, San Francsico. 1924 R. W. Robinson, Carpenters No. 710, Long Beach. 1925 John J. Murphy, Post Office Clerks No. 2, San Francisco. 1926 Don Witt, Teamsters No. 70, Oakland. 1927 Daniel C. Murphy, Web Pressmen No. 4, San Francisco. 1928 John F. Dalton, Typographical No. 174, Los Angeles. 1929 Harvey C. Fremming, Oil Workers No. 128, Long Beach. 1930 Charles Child, Laundry Workers No. 26, San Francisco. 1931 Edward McLaughlin, Teamsters No. 85, San Francisco. 1932—1933 Paul Scharrenberg, Sailors' Union of the Pacific. 1934 A. W. Hoch, Machinists No. 311, Los Angeles. 1935 Hugo Ernst, Waiters No. 30, San Francisco. 1936 George Kidwell, Bakery Wagon Drivers No. 484, San Francisco. 1937 Robert L. Ennis, Bookbinders No. 35, Sacramento. 1938 Thomas Nickola, Bartenders No. 41, San Francisco. 1939 Burt B. Currigan, Bldg. Material Truck Drivers No. 420, Los Angeles. 1940 James H. Quinn, Hoisting and Portable Engineers No. 3, San Francisco. 1941 C. T. Lehmann, Carpenters No. 25, Los Angeles. 1942--1954 C. J. Haggerty, Lathers No. 42, Los Angeles.

Convention Cities

1st—1901, San Francisco 2nd—1902, Vallejo 3rd—1903, Los Angeles 4th—1904, Fresno 5th—1905, Sacramento 6th—1906, Oakland 7th—1907, Stockton 8th—1908, Vallejo 9th—1908, San Jose 10th—1909, San Rafael 11th—1910, Los Angeles	19th—1918, San Diego 20th—1919, Bakersfield 21st—1920, Fresno 22nd—1921, San Jose 23rd—1922, Long Beach 24th—1923, Stockton 25th—1924, Santa Barbara 26th—1925, San Diego 27th—1926, Oakland 28th—1927, San Bernardino 29th—1928, Sacramento	37th—1936, Sacramento 38th—1937, Long Beach 39th—1938, Santa Barbara 40th—1939, Oakland 41st—1940, Santa Monica 42nd—1941, San Francisco 43rd—1942, Long Beach 44th—1946, San Francisco 45th—1947, Sacramento 46th—1948, Long Beach 47th—1949, Los Angeles
10th—1909, San Rafael	28th—1927, San Bernardino	46th—1948, Long Beach
12th—1910, Los Migeles 12th—1911, Bakersfield 13th—1912, San Diego	30th—1929, Long Beach 31st—1930, Marysville	48th—1950, Santa Barbara 49th—1951, San Diego
14th—1913, Fresno 15th—1914, Stockton	32nd—1931, Santa Barbara 33rd—1932, Modesto	50th—1952, Santa Barbara 51st—1953, San Francisco
16th—1915, Santa Rosa 17th—1916, Eureka	34th—1933, Monterey 35th—1934, Pasadena	52nd—1954, Santa Barbara

36th—1935, San Diego

18th—1917, Sacramento

PROCEEDINGS

Of the Fifty-Second Convention FIRST DAY

Monday, August 23, 1954

MORNING SESSION

Opening Ceremonies

The 52d convention of the California State Federation of Labor was called to order at 10:10 a.m. in The Armory, Santa Barbara, California, by Warren Underwood, President of the Santa Barbara Central Labor Council.

Prior to the call to order the delegates were entertained with an excellent program of stirring military and popular airs rendered by the Santa Barbara Municipal Band, under the conductorship of Bob Foxen.

Following the call to order, Miss LeNoir Hosack of the Music Academy of the West sang "The Star Spangled Banner," after which the delegates and guests recited the Pledge of Allegiance to the Flag, led by the Girl Scouts of America, Troop 60, and the Color Guards of the Boy Scouts of America, Mission Council.

Invocation

J. Francis Cardinal McIntyre, Archbishop of Los Angeles, delivered the following invocation:

"Gathered as we are here this morning in solemn assembly from all parts of the glorious state of California, we come in the interest of the worker and his work. We recognize the dignity of labor and the laborer.

"We call upon Almighty God to bestow His blessings upon this gathering. We ask the wisdom and the guidance of the Holy Spirit in our deliberations. And may all our thoughts and words and actions in promoting the decisions to which we come be made under God and through God, in the Name of the Father, and of the Son and of the Holy Ghost. Amen."

Welcome to Delegates and Guests

Brother Underwood welcomed the convention to Santa Barbara, and then introduced Al Whorley, chairman of the Convention Committee.

Brother Whorley greeted the delegates

and visitors, and presented the following honored guests:

Joseph Callahan, President of the Santa Barbara Council, who welcomed the convention on behalf of Mayor John T. Rickard.

Reg Cooley, Chief of Police of Santa Barbara.

John D. Ross, Sheriff of Santa Barbara County.

Vernon B. Thomas, District Attorney of Santa Barbara County.

Paul E. Stewart, Supervisor of Santa Barbara County.

All of these officials welcomed the delegates and guests, and were presented with convention guest badges.

PRESIDENT THOMAS L. PITTS

Brother Whorley then introduced Thomas L. Pitts, President of the California State Federation of Labor, and presented him with the gavel for the formal opening of the convention.

President Pitts addressed the convention as follows:

"Your Eminence, Cardinal McIntyre, Governor Goodwin J. Knight, Chairman Whorley, distinguished guests this morning on our platform, delegates and visitors to the 52d convention of the California State Federation of Labor.

"It is indeed a pleasure on my part to return to this beautiful city of Santa Barbara, where I first became the president of this great Federation in California.

"We have here in this convention a tremendous amount of work to be done. Those of you who come here have a heavy responsibility on your shoulders, for you are charged with bringing the thoughts, the ideas and the problems of our members from throughout the entire state to this convention. I am sure you will realize, during the next few days, the full responsibility that is yours.

"It is a great honor and a great privilege to sit here, chosen by our fellow-man as his or her representative. No greater honor could be bestowed upon any individual. Along with that honor and that privilege, you and I must accept the responsibility which is justly ours.

"We have many items to come before this convention in the form of policies that will cut the charts and the course which we will follow during this coming year. Many items are the result of resolutions emanating from individual members, oftentimes as a result of something that has occurred in their work or in their daily life. All of our work is certainly not designed to serve selfishly just the members of the American Federation of Labor. Our work is one to serve all of society, to benefit the great masses of this state and of this nation, and, where possible, to arrange the freedom of all the people of all the world.

"In the policy statements from the Executive Council to this convention, we deal with the following items, which will readily advise all that our interest is not one that is selfish and unto ourselves. We deal with international affairs, with full employment and the economy, with taxation, with the Taft-Hartiey Act and labor relations, with unemployment insurance, unemployment disability insurance, workmen's compensation, health insurance, social security and welfare, housing problems, education, water and power, agricultural labor, civil rights, and the ballot propositions before the people of the state of California in November. These are large and important items for the welfare of the people of this state and this nation. They are yours and mine as responsibilities to develop in the light, and in the wisdom, and with the aid that Cardinal McIntyre called for this morning to hover over this convention throughout its deliberations.

"Knowing the hundreds of delegates who have returned this year from previous conventions, I know that the deliberations and the actions in this convention will be of the highest order of conduct. I know, too, that those who come here as new delegates to this great convention of the California State Federation of Labor for the first time will receive in this convention a liberal education—a liberal education as to the great mass of problems that we shall consider, our techniques of operation. The importance of all of these things will be closer to their minds when they leave this convention, and they will, I know, be much better able to serve the people whom they are so honored in representing at this convention.

"Now, delegates, we could talk and talk

about all our problems at this stage of the game, but there are many people who will converse on our problems throughout this convention, and in this Chair we do not like to abuse the time of our delegates. We should like to have for you the greatest amount of time possible to listen to those who have come here from long distances to deliver important messages to this convention.

"In view of this and in keeping with a good schedule and the good arrangements provided by the wonderful local committee here in Santa Barbara, I should like to take this opportunity to present to this convention a man who has demonstrated ably that he has inside his heart and soul and conscience a feeling for the working people of this state. Yes, we have known him for a long period of time, though not always in the high position to which he has been elevated.

"It is a custom and tradition in this convention that we always have the gentleman of this high position and stature of the state of California on the opening day of this convention. And it is my pleasure indeed, as President, to present to you the great and Honorable Goodwin J. Knight, Governor of the State of California." (Loud and sustained applause.)

THE HONORABLE GOODWIN KNIGHT

Governor of California

Governor Goodwin Knight had been earlier escorted to the platform by the following committee: Jack Goldberger, chairman, Harold Lopez, Thomas A. Small, Joseph DeSilva, William J. Bassett, John Quimby, and Joseph Cambiano. He now addressed the convention, as follows:

"Your Eminence, Cardinal McIntyre, Secretary Neil Haggerty, leaders of organized labor in the American Federation of Labor, distinguished guests and ladies and gentlemen.

"In a few days, our nation will pause to honor the American worker.

"Consequently, this is a fitting time and place for me, as your Governor, to speak of labor's tremendous contribution to American progress.

"Labor deserves such recognition. It is right that one of our nation's great holidays should be labeled in your honor.

"And nowhere in our land are labor's constructive ends more fully disclosed than in California.

"The first national celebration of Labor Day was in 1894.

"Since then, conventions like this have been listening to words bubbling in unending streams—most often couched in generalities.

"But I do not intend to do that today.

"My purpose is to tell you, specifically, why I am proud of your record, why our people are proud of it, and why I know you are, too.

Labor's Record

"History discloses that labor lent its weight in obtaining for our society a free public school system, the abolition of imprisonment for debt, the homestead law, the regulation of hours of labor, child-labor legislation, and many other giant steps of American progress.

"Leafing through the record of years, it is difficult to find any legislation beneficial to the people of California, in which the American Federation of Labor has not had an active part.

"Let me spell out the roll for you:

- 1. Workmen's Compensation
- 2. Industrial Safety
- 3. Child Care Centers
- 4. Public Health
- 5. Prison Reform
- Advanced Educational Systems and Methods
- 7. Industrial Employment Placement Assistance for the Blind
- 8. Unemployment Compensation
- 9. Equitable Tax Programs
- 10. Minimum Wage Laws
- 11. Care of Mentally Retarded Children
- 12. Industrial Disability Benefits
- 13. Pure Food Laws
- 14. Banking Reforms
- 15. Aid for the Elderly and Chronically Ill
- 16. Conservation of Our Natural Resources and Our Wildlife
- 17. Preventive Measures to Curb Juvenile Delinquency
- 18. Civil Service Reforms
- 19. Control of Industrial Monopolies.

"These are not generalities—these are specific. In addition, many other legislative movements have found organized labor in the vanguard working diligently for their enactment into law. Your Federation has joined with all Californians in making this record of progress. I am proud that labor, more and more, is joining with other

segments of our society in helping to write California law and to knit California closely together.

Unemployment Insurance Act

"Let me illustrate one example of the service you have rendered to California, to every Californian. It was labor—and by labor I include many of the pioneer delegates in this hall—who helped make California's unemployment insurance law a reality. As you know, we recently were successful in making an adjustment in unemployment insurance benefits so that a jobless man now receives up to \$30 weekly.

"It was my privilege to include this increase in the agenda for the last session of the legislature.

"The butcher, the baker, the landlord, the physician and the surgeon—everyone, including you and me—benefits from this legitimate increase in the extra money put into circulation, to say nothing of the help and hope it gives the unhappy, unemployed men and women and their dependents.

"Now, as you well know, the state's responsibility to the unemployed does not begin and end with the paying out of checks.

"The payment is not a debt; it is the right of the worker who qualifies for it under the law.

"For that reason I have insisted and shall continue to insist that unemployed workers must not be penalized nor badgered nor harassed. For that reason I insist on humane and just interpretation of the unemployment insurance law. (Loud applause.)

"For that reason we have made changes in the administration of unemployment insurance. We shall make more.

"Recently, as many of you may be aware, the Department of Employment liberalized the administration of the basic law affecting women. Formerly, women who appeared for unemployment checks in slacks, or accompanied by children, were denied compensation because they were not considered correctly attired to accept employment immediately.

'Formerly, in order to prove that they were available for jobs, unemployed women had to submit signed statements from their baby-sitters. Think of that!

"Formerly, unemployed workers were denied their unemployment insurance benefits if they had spent all or part of one day attending funeral services for relatives, appearing in court as witnesses, or in other necessary activities.

"We have done away with all these cruel and inhumane interpretations of the law. We have kicked them out the window.

"A moment ago I said we were planning further changes. The next one, which will become effective soon, is being made because of my firm conviction that the integrity and honesty of the unemployed worker must be respected. I have, therefore, instructed the Department of Employment to change its present method of requiring claimants to report in detail on a weekly search for work that has not been successful. This change in operation will assist both the unemployed worker and the Department of Employment. Incidentally, it will also save you all, as taxpayers, a pretty penny.

Attitude Toward Labor

"I have elaborated to indicate the liberal attitude my administration has toward the working man and woman. It is an attitude of respect, courtesy, and fair play. I shall insist on maintaining it and will oppose any attempts to belittle or punish our workers, either through legislation or by administrative procedure. (Loud applause.) If I acted otherwise, I would be compromising the basic principles of my own personal viewpoints, my own political philosophy, and my administration as Governor of California.

"Here let me say that the whole category of laws that fall under the title of punitive legislation, laws that discriminate against one group in our California society, laws that are intended to punish one group and to benefit another, will only increase, not solve any of our problems.

"As long as I am your Governor, I shall never approve a law designed to punish labor, or to discriminate against labor. (Loud applause.)

"Let me spell this out in terms that will be clearly understood. When I speak of laws that discriminate against labor, I mean, among others, such legislation as the so-called 'Right-to-Work Bill' and the so-called 'Hot Cargo' or 'Secondary-Boycott Bill'. I have said this before, and I repeat it here and now, I will oppose such legislation, and if either one of them is approved by the legislature, I will veto it.

"By the same token, no law discriminating against business, against agriculture, or any other part of our population, will ever meet with my approval.

"Let me make it clear that the Governor's office has been, is, and will continue to be, open to labor, to business, to agriculture, and to all other legitimate groups for the presentation of their problems.

America's High Living Standard

"We did not achieve our present, magnificent standard of living because we were a house divided. Not in division, but in union, we shall find the means to build an even better future.

"It is obvious that the magnificent standard of living we enjoy in this country is a direct result of the combined efforts of labor and of our system of competitive free enterprise.

"Contrast the way of life of the working man of America with the lot of a working man behind the Iron Curtain. For example, an unemployed worker in California receives more in insurance money every week than the average Russian worker receives for a full month's hard labor.

"Through labor's direct efforts, the American workingman labors for 40 hours or less each week, and then has time for rest and recreation. The average worker behind the Iron Curtain is fortunate if his work-week is only 55 hours!

"We are going to face many complex economic, industrial and social problems together in the future. The tremendous press of new population, of course, has made our task more complicated.

"We are singularly blessed by nature. We are proud of the fact that California attracts new people every day. Our magnificent climate has brought us many fine Americans, who possess skills, trades, and professions. The advent of new industry has helped to utilize the services of this ever-swelling population. But the shift in our economy has not yet balanced. We need more payrolls to meet the needs of our population. We must attract more industry here. We need more than a billion and a half each year in new private capital. Only through that capital can we provide plants and equipment for the 150,-000 new jobs we must create every 12 months for the welcome newcomers to our state.

New Industries Needed

"If we are to attract the industry we need, we must be prepared to offer adequate supplies of water and power ample enough and cheap enough to win industry's attention. There is another important means of drawing industry to California. Labor can participate in this and I ask your cooperation. We have a superior labor force. Now we must sell industrialists

throughout the country on the advantages of using it.

"I shall soon form a committee designed to study ways and means of solving this problem. I will ask business and labor to participate, to join in a cooperative selling job so that California may become a magnet for new industry.

· "One of the most startling things which has occurred since I became Governor has been labor's attitude towards a perennial California problem—water. Nearly every day it seems to me one representative or another of the American Federation of Labor badgers me concerning our poor distribution of this great natural resource. At first, I must confess, I was a little surprised at this particular interest. Then, with the passing of time, I became impressed with the fact that these men of labor had matured far beyond my knowledge. I learned that your Federation is genuinely concerned with the basic wellbeing of California's prosperity and does not confine itself to 'pork chops'. Herein lies an understanding of what made our country great and what will maintain its prosperity-and for this I want to commend you highly. For without an interest in the basic elements of our economy, such as the improvement of natural resources and the development of capital, as well as an enlightened view towards our working men and women, we cannot continue our ever-spiraling rise to economic independence. Having learned this, I learned that labor has indeed come of age, and merits a full partnership in the duties and responsibilities of government.

"When able citizens, who sincerely love their state, serve on such commissions, the possibility of accomplishment is unlimited.

"At this moment we are using the committee method to help create more jobs in California shipyards. California has the facilities and skilled manpower to build and repair all types of ships. But during the past two years, employment in these yards has declined by nearly 9,000. In a move to reactivate this California industry, I recentlyappointed a Committee on Ship Construction and Repair. Two of its leading members are representatives of organized labor. I predict that this committee will be successful in stimulating employment for our California shipyard workers.

"Frankly, many industries are being attracted to areas in America where labor is cheaper, but by the same token less skilled. It becomes our job—yours and mine, to prove to prospective industry the greater economic value of a superior skilled, or-

ganized labor force! This is a challenge I am sure we will meet.

"Many people talk of business. Now I don't care which part of the dictionary you refer to-recession, depression, slackening production—call it whatever you will. We still don't want it, and we don't have to have it here in California. And we won't have it! (Loud applause.) Not if all segments of our society pull together in an honest endeavor not only to carry their own weight, but also to refrain from crippling others. Careful estimates indicate that within the next 10 years the public and private new-construction requirements of our state will total approximately 47 billion dollars, a great part of which will go into wages and salaries.

Labor Representatives in State Government

"Let me interpose, here, my warmest expressions of appreciation, and that of the people of California, for the unexcelled efforts which the representatives of organized labor are expending as members of various official state agenices.

"None work harder, none expect less credit, none deserve more thanks than the men and women of organized labor who work, oftentimes at great personal sacrifice, for the welfare of our state.

"Labor's representatives are found today on the Advisory Council of our Department of Employment, on the State Advisory Council, on our World Trade Authority, on our Board of Barber Examiners, on our Advisory Hospital Council, on the Board of Harbor Commissioners of the City and County of San Francisco, on the Board of the Napa State Hospital, on our Recreation Commission, on our Pacific Marine Fisheries Commission, on our Apprenticeship Council, on the Board for the Mendocino State Hospital, on our Industrial Accident Commission, on the Advisory Committee on Children and Youth, on the State Welfare Commission, and other positions of importance and trust.

"Just last week I appointed Jimmy Hicks of Sacramento to the position of Deputy Director of our State Department of Employment. (Loud applause.) Jimmy, as you know, has been Mayor of Sacramento, a member of the City Council for the past six years, and he is a long time member of the American Federation of Labor.

"You can be sure that as long as I am Governor, organized labor will continue to be represented in our state government. "Yes—and you know, as I speak, I realize I made one important omission. You know, actually, when you make a speech in public, ladies and gentlemen, you make three speeches: first, the one you prepare; second, the one you give—that's the one you are trying to listen to; and, third, the one you wish you had given after you are on your way home; you think of all the things you should have said!

"Weli, I forgot to mention that in the state government we also have organized labor very effectively and, I may say, somewhat eloquently represented on the Board of Regents of the University of California!

California Labor Laws

"Cailfornia has an excellent record for enlightened legislation which affects labor directly and indirectly. I intend to improve upon it.

"Our system of workmen's compensation and unemployment insurance are among the forefront of their kind. We were the first state in the Union to pay hospital benefits under disability insurance. Benefits paid to injured and disabled workers and to the unemployed have been increased periodically until they are now among the highest paid by any state in the nation.

"I have asked the Director of the Department of Employment to study and report to me possible improvements in the disability insurance program. Preliminary reports indicate additional benefits may be provided. If the final report is favorable, I shall strongly urge that the 1955 session of the legislature amend the law to provide these additional benefits.

"Conditions for the protection of the working woman have been improved and expanded. California was one of the first states to enact an eight-hour law for women. The minimum basic wage rate has been raised. The right to their own pay checks has been secured for women. Legislation providing equal pay for equal work has been enacted.

"Under the Knight administration, California will continue its policy of true collective bargaining between free management and free labor, and I will do all in my power to keep California first among the states in labor legislation.

"We can all be particularly proud of our simple and effective State Conciliation Service. It operates within the philosophy that mediation is a voluntary and not a regulatory or coercive function of government. Since its inception in 1947, the State

Conciliation Service has assisted in the settlement of more than 2,000 labor disputes. Reflecting the voluntary theory and practice of the Service, 97 per cent of total interventions have been made at the direct request of either labor or management, or both. The other interventions have been made on 'proffers of service' accepted by both parties when serious work stoppages threatened and neither side had made a formal request. The Service has served both labor and management in large and small communities throughout California from the Oregon line to Mexico. As a result of its services, that agency of our state government has the respect and the confidence of both labor and management throughout California,

"I will continue to stand firm against the influx of illegal labor into California from Mexico. Our recent 'wetback' drive opened up 50,000 jobs for our own American people. My objective is to see that foreign labor is used *only* when domestic labor is not available.

"The Knight administration reaffirms its belief that the proper education of our children today is the best insurance that America will have an alert, patriotic, skilled citizenry tomorrow.

"California provides equal educational opportunity to all its children and it always has and I say it always will! We lead the nation in providing funds for new school buildings.

Senior Citizens

"A major task facing all of us is that of providing sufficient income for our senior citizens to enable them to spend their remaining years in security and dignity. We must do this on a sound and enduring basis so that their modest incomes will not be jeopardized by demagogues who would ruin a safe-and-sane system with will-o'the-wisp programs possessing temporary allure but long-range pitfalls.

"In another five years we will have more than 1,300,000 persons over 65 years of age living in California. Citizens of California are awakening to the problems of the aged, and the assistance of the federal, state and municipal governments, working in unison, will work out financial, recreational, health, employment and kinedred forms of aid which will allow those among us who have reached their declining years to spend them in comparative health and happiness. There shall be no wolf at the doors of our people.

"We are now providing old age assistance to more senior citizens than 11 states, combined. We have more elderly people on our rolls than in all of Minnesota, Washington, Oregon, Nevada, Arizona, Utah, Idaho, Montana, Wyoming, Colorado and New Mexico, combined. Those states have a total of 251,000 altogether, whereas California alone has 291,000 senior citizens for whom it is providing old age assistance.

"California leads also in another vital field of legislation—that which affects the problems of human welfare. Our programs of education and aid to the physically and mentally handicapped, the education and rehabilitation of the blind and mentally ill, and our program of financial aid to our elder citizens, are unexcelled. We lead and we shall continue to lead in developing humanitarian means of caring for and assisting all our dependent citizens, both young and old. We shall continue our constructive efforts to provide for human needs within our capacities.

"We cannot play ostrich to the problem of improving living conditions for all our people. We must eradicate blighted areas and Skid Rows. We must encourage the construction of adequate housing for all our citizens.

Opportunities For All

"Basic in the programs of the Knight administration is a firm, stubborn dedication to the principles of equality of opportunity and equal protection under the law. All our people—in private or public life, regardless of race, creed, color, sex, national origin or ancestry, political affiliation, financial or blue book rating—are entitled to it, and I mean to see they get it. I shall not countenance discrimination in any form, nor segregation in schools, nor in public housing, nor in places of public accommodation, nor in places of amusement, nor in transportation, nor civil service, nor in any phase of California life within my area of control.

"I will do everything in my power to insure the liberties of our people as they are guaranteed by the Constitution of the United States and of the State of California, and you may write that down in your book as the cardinal principle of the Knight administration.

"I shall enforce existing laws, and work for the enactment of such new legislation as may be necessary, to expose and punish communists, fellow travelers, and other subversives whose treasonable objective is the overthrow of our government by force and violence.

"Because of the progress the American

labor movement has made in the past few years it can proudly say that the 'Weight of Centuries' has been removed from the backs of working men. The working man can hold his head high, proud, unafraid. This is the chief accomplishment of the American labor movement, and you have done it within the framework of our Constitution. You have reason to be proud of this achievement, and I, along with all our fellow Californians, commend and applaud you for it.

"I assure you that, as your Governor, I wish you every success in the important deliberations which you are undertaking. It is an honor and a privilege to be with you, to be a part of this program, and I wish to express my gratitude humbly and sincerely this morning.

"Thank you." (Loud and sustained standing ovation.)

President Pitts thanked Governor Knight, on behalf of the convention and its delegates and guests, for his excellent address.

Introduction of Secretary of Labor Mitchell

The Honorable James P. Mitchell, Secretary of Labor, was escorted to the platform by the following committee: Max J. Osslo, Chairman; Pat Somerset, Harry Lundeberg, and John A. McDonald.

President Pitts then presented Secretary of Labor Mitchell to the convention with the following words:

"Delegates, it is now my pleasure to bring to this convention a gentleman with a long history and association in the field of labor relations, one who has a great understanding, I believe, of our many, many problems, one who is new in his office, but one who, by the nature of his background, should be extremely well qualified.

"This gentleman was appointed Secretary of Labor by Fresident Eisenhower on October 8, 1953. Since May, 1953, he had been Assistant Secretary of the Army in charge of manpower and reserve forces affairs.

"Some years ago, after a couple of jobs in a lumber yard—checker, truck driver, and salesman—this gentleman went to work for the Western Electric Company at Kearny, New Jersey, as a 'shop chaser' or expediter. In a few years he was transferred into the personnel department of the plant.

"He was loaned by Western Electric to the New Jersey relief administration in 1931. In 1936 he resigned from Western Electric to take charge of labor relations for General Brehon Somervell, New York City administrator of the Works Progress Administration.

"In 1941 he was called to Washington by Somervell, who was now in charge of the Army's huge construction program, and he was made director of industrial personnel for the wartime Army.

"In 1945 he went to R. H. Macy and Company as director of personnel and industrial relations, and in 1947 to Bloomingdale Brothers, also in New York City, as vice president in charge of labor relations and operations.

"From 1948 to 1953, he performed many public and governmental services. At the Army's request, he went to Germany in 1948 to study the military government's civilian employment program. Also in 1948, he served on the personnel advisory board of the Hoover Commission on Reorganization of the Government.

"After the Korea outbreak in 1950, he was called upon by the Army to study and report on combat pay problems.

"He was nominated Assistant Secretary of the Army on April 7, 1953, by President Eisenhower, confirmed by the Senate on May 1, 1953, and sworn in on May 4, 1953.

"In 1923 he married Miss Isabelle Nulton of Roselle Park, New Jersey. They reside at 214 South Boulevard, Sprink Lake, New Jersey, and have a house in the capital on Upland Terrace, N.W. (If you want to know where to find him when he is not in Washington, there is the answer to that one.)

"Mr. Mitchell has demonstrated, I believe, to all of us, that he is capable of anything. He is now functioning fully and actively as Secretary of Labor of the United States.

"It is my great pleasure this morning to present to you the Honorable James P. Mitchell, Secretary of Labor."

THE HONORABLE JAMES P. MITCHELL

Secretary of Labor

Secretary of Labor Mitchell addressed the convention, as follows:

"Mr. Pitts, Mr. Haggerty, delegates to the 52d convention of the California State Federation of Labor, ladies and gentlemen:

"It is a real pleasure to visit the fine state of California once more and to address the great California State Federation of Labor.

"I am glad to be here today, to tell you

exactly where I stand and where your government stands. I cannot come here to California to speak to the largest State Federation of Labor in the country without speaking of the vitally important work that the American Federation of Labor is doing throughout the world. My assistant secretary, J. Ernest Wilkins, who has just returned from Geneva, where he headed the United States delegation to the International Labor Conference, reported to me about your current work in Germany, France and in Italy particularly.

"The A F of L has always been in the forefront of the fight against communism. And right here in the audience is one of the greatest fighters of them all, Harry Lundeberg. (Applause.) As you know, Harry was fighting communism twenty years ago, when it was not exactly fashionable in certain circles to be anti-communist.

"I should like to compliment the great work of your building trades unions. I remember vividly the agreement that they reached with the contractors of Southern California in 1941, and since then there has been practically no work stoppage in that area. This is the most ideal labor relations setup, and I am particularly happy that in 1941 I was working with both the labor leaders of southern California in the building trades and with the Associated General Contractors who effected this agreement.

California and the Nation

"Every time I come to California, I am struck by the wonderful climate, beautiful scenery and great natural resources of your state. It is easy to understand why there has been such a tremendous growth in population and employment in California over the past 13 years. It is easy to understand why so many people who come to California from the east want to stay here.

"Attracted by the state's favorable climate, its expanding job opportunities and generally good business prospects, literally millions of Americans—in a migratory movement dwarfing the gold-rush of a century ago—have left their homes in other states to take up residence in California. All told, according to data compiled by the Bureau of the Census, the state's population has increased by more than five and three-quarter millions between 1940 and 1953 to reach a total of 12,087,000. Approximately one and one-half million of this population increase occurred between 1950 and 1953.

"The recent rise in population for your state was accompanied by an equally gigantic expansion in employment. The 1953 average nonagricultural employment in California was just about double the 1940 average; manufacturing employment in 1953 was nearly two and one-half times greater than in 1940. In 1940, California ranked fourth in the nation (behind New York, Pennsylvania and Illinois) in size of nonagricultural employment. Today, it ranks second, exceeded only by New York. In similar fashion, California has improved its rank in manufacturing employment, moving from eighth in 1940 to sixth in 1953.

"California also ranks high in the councils of the nation. Among our leaders in Washington who come from your state are, of course, the Vice President of the United States, the Chief Justice of the United States, and the Majority Leader of the Senate. I would like to mention at this point that you have on your dais here a man who has been extremely helpful over the years, as I have known, in Washington in the development and formulation of policy as it concerns labor, and I have had the opportunity since I came into office to recommend the appointment of this man to a two-year term on the statutory board, the Federal Advisory Council on Employment Security. I refer to your friend and mine: Neil Haggerty. This gives your state great influence in the development of national policy, and I believe that you will agree that this influence has been exerted on the side of progress.

"Ours is a land of unlimited opportunity. There is no other country on earth where so many have so much and so few have too little. Moreover, to those who don't have as much as they need, our economy offers a chance and the prospect for more. Only in the United States are humble beginnings no deterrent to progress.

The Eisenhower Program

"President Eisenhower is devoted to the welfare of all the working men and women of our nation. There are many ways to show people that you have their interests at heart. None is, however, clearer than action in their behalf.

"The Eisenhower program is designed to strengthen our nation by helping our people help themselves. We are increasing social security benefits and extending social security protection to several million persons not previously covered. We are providing unemployment insurance protection for four million additional people.

"In addition, at the President's request, I urged the states to increase the amount and duration of unemployment insurance benefits. As a result of my letter to your Governor and the fine support which your organization and others gave to this program, unemployment insurance benefits in California have been raised from \$25.00 to \$30.00 a week maximum. And I hope the example that has been set here by this state will be followed in the coming spring when so many state legislatures meet in other states which sorely need unemployment compensation benefits. This is a forward step in the development of an improved unemployment insurance system in your state. And I want to compliment your Governor and those who supported his drive for this \$30.00 maximum and in helping to set a better national standard.

"The Housing Act has been extended, providing 35,000 new housing units and liberalized loan arrangements. We have expanded and strengthened the nation's vocational rehabilitation services to enable many more thousands of the physically handicapped to become self-respecting, productive workers agian.

"In addition, President Eisenhower has recommended a realistic and much-needed medical reinsurance program to bring health insurance within the reach of many now unable to afford its protection. The President's program also calls for ship construction to keep our shipyards busy, and our Merchant Marine strong, and a huge federal highway construction program to meet our road-building needs and provide increased employment.

Action Against Subversion

"The government also has been taking effective action to combat communist subversion, but is doing this without singling out workers or their organizations as 'whipping boys.' In the past 18 months, the Attorney General, working with the Federal Bureau of Investigation and the Immigration and Naturalization Service. has convicted 81 and indicted 120 other communist leaders; ordered the addition of 62 new organizations to the Department of Justice's list of subversive groups, making a total of 255; secured the conviction of one person for treason, two for espionage, eight for making false statements to the government, and three for perjury; deported 105 alien subversives and ordered deportation of 268 persons with records of subversive activity or affiliation; and barred entry into this country of 140 subversives who had arrived at ports of entry.

"The surveillance of communists in this country is being carried out by the appropriate federal agencies in conformance with due process of law. And those people who feel it most and know most the effectiveness of this program are the communists themselves.

"In addition, there are continuing operations of the federal government which are particularly helpful to the wage earners of our land. Many of these services are located in the Labor Department.

Department of Labor Services

"Into the life of nearly every worker comes, directly or indirectly, benefits from the services of the U. S. Department of Labor. From the time he seeks his first job with the aid of the federal-state employment service system, until he leaves the labor market to retire to his well-earned rest, a wage earner enjoys the benefits of the Labor Department's operations.

"He has the assistance of a federalstate system which gives counselling service to job seekers, which helps workers find employment, and which pays unemployment compensation to those who are out of work through no fault of their own. For 24 million members of the labor force, the minimum wage is set by federal legislation. For the millions who work on federally-financed or assisted construction contracts, the prevailing wages are set under the Davis-Bacon Act and related statutes, administered by the Department of Labor. For the other millions employed on government-supply contracts, prevailing minimum wages are set by the Labor Department under the Walsh-Healey Public Contracts Act, and safe and healthful working conditions are required by that law.

"The welfare of women workers is promoted by the Women's Bureau of the Department of Labor. The safety of wage earners on the job is promoted through our Bureau of Labor Standords, which works with states in a year-round program to reduce occupational accidents. Job training in apprenticeable occupations and high standards of craftsmanship in the skilled trades are promoted by the Department's Bureau of Apprenticeship.

"The wages of millions of workers are directly or indirectly affected by the research of the Labor Department's Bureau of Labor Statistics. Their consumer price index and their studies of productivity, safety factors, wages and hours are used by employers and unions in determining

wages, hours, and working conditions. The Department of Labor's occupational outlook studies help guide high school and college students in choosing a career.

"The Labor Department also provides special services to assist veterans and the physically handicapped find suitable employment. For two and one-half million other wage earners, such as longshoremen and harbor workers, we administer the workmen's compensation system, which provides medical care and compensation for injuries on the job. Through the Labor Department's Bureau of Veterans' Reemployment Rights we protect the reemployment rights of workers who enter the Armed Forces. The government is not only interested in providing employment for those who want to work, but in protecting those who should not. Under the Fair Labor Standards Act, the Department of Labor has the responsibility of protecting children by enforcing a provision which generally prohibits the employment of youths under sixteen during school hours.

"The people of our country can be sure that every hour of every day they are getting from their government this assistance and protection of their welfare. And I invite and I urge the closest cooperation and assistance and guidance and help from such a great Federation as this in the doing of our job. We need your help, we are getting it, and we would like to have more.

Mexican Illegals

"I am sure all of you have followed closely the progress of the current Department of Justice drive to remove Mexican illegals from California and other states along the Mexican border. And I should like to cite to you, if I may, the current situation with regard to the 'wetback' problem. I understand the people of California and their governmental and private agencies are cooperating with the Immigration and Naturalization Service in this drive. According to the Immigration Service, about 149,000 Mexican 'wetbacks' have been deported or have left the country since the drive began on June 17. Most of them have been removed from farms, but many were taken from industrial establishments.

"This drive already has had a beneficial effect in the border states. Removal of 'wetbacks' has been followed by increased wages for farm labor in a number of areas. It has also opened up job opportunities for domestic workers both on farms and in industrial establishments. Reports to the

Labor Department's Bureau of Employment Security show many more farm jobs were filled by the California State Employment Service during the first seven months this year than in the corresponding period a year ago. Farm placements through July this year in California totaled over 200,000 as contrasted with about 132,000 in the first seven months of 1953.

"The Director of the California Department of Employment also recently reported that the 'wetback' drive had contributed to a sharper than usual decline in the number of unemployment insurance claimants. During the first month of the concentrated activity in California, the Department of Employment estimated claims for unemployment in surance benefits dropped 15 per cent as compared with a normal drop during prior years of 5 per cent in this same period of time.

"The Director of the California agency attributed the additional 10 per cent drop to the fact that our unemployed American citizens who were drawing benefits were referred to suitable jobs vacated by 'wet_ backs.' He estimated the resulting saving to California employers and taxpayers to be approximately \$325,000 per week. In addition, you can imagine what it has meant to unemployed American citizens who are now working instead of having their jobs taken by underpaid 'wetbacks.' Business men have also benefitted from this drive. It has been reported that 'wetbacks' were afraid to go into town and shop. Consequently, they bought shoddy merchandise from itinerant peddlers, or else took all of their money back to Mexico. The domestic American workers, however, now have more money to spend and have no reason to fear coming to town to do their shopping.

Mexican Contract Workers

"In California, the drive started during a period when farm labor demand was comparatively light. The first effect was to increase memoership in farm associations which act for their membership in the contracting of Mexican farm workers. Many farmers who expected to use illegal labor this year rushed to join associations when the raids were begun. In a number of instances, associations doubled their membership. As the drive progressed, the California employment service increased its recruitment activities to bring in about 7,000 more Mexican nationals this July than a year ago.

"In Texas, the 'wetback' drive resulted in a heavy demand for both domestic workers and Mexican contract workers. The Lower Rio Grande Valley has depended upon 'wetback' labor almost exclusively to handle its cotton crop. In the past, the people in the Valley have estimated they needed 150,000 'wetbacks' to harvest the cotton crop. Domestic farm workers would not compete with the 'wetbacks' and went north. And I think the change this year is significant.

"The Texas Employment Commission states that between 15 and 20 thousand farm workers in the Rio Grande Valley who usually went north at this time, stayed in the valley this year when the drive against illegals got underway and wages for picking cotton increased. Thirty-five thousand domestic workers were employed in the Valley this year as compared with a reported employment of under 20,000 last year.

"Altogether about 60,000 Mexican nationals were contracted to farmers in the Valley this year. Many farmers found the legal Mexican workers more productive, and they have not needed as many workers as they originally anticipated. Another indication of the quality of the labor is the fact that on August 5, the Lower Valley reported over 318,000 bales of cotton ginned this year compared to about 255,000 bales for the same period last year.

"The move by this Administration to remove 'wetback' competition on farms and in factories has helped both farm and non-farm workers. It has opened up more jobs for domestic workers and it will remove the greatest threat to our farm wage structure. It is true that it has resulted in an increase in the number of legal Mexican workers employed on farms this year. But it has actually reduced the total number of Mexican workers on our farms because a much smaller number of contract workers have replaced the horde of 'wetbacks.'

"The very presence of foreign workers in the United States presents some problems which we have not solved to our complete satisfaction, but these problems are minor in comparison to the social, economic, political, and health problems the illegal workers bring to the United States.

Employment Situation

"We in Washington are fully aware of how much jobs mean to working people. We know that you are not interested in a lot of platitudes—that you want results. I can assure you that your interests and mine are identical. We are determined to do everything possible to provide jobs for the American people.

"Since last fall California, in common with the rest of the nation, has had a decrease in employment and an increase in unemployment. The peak employment in your state was reached in September, 1953. The low point of employment in the recent down-turn was reached in March of this year. Since that month job totals have been edging up in California, as is true in the rest of the nation.

"Peak unemployment during the recent down-turn was reached in March of this year. Unemployment at that time was, however, notably lower than the level reached during the 1949-1950 business recession, but that is little comfort to those without jobs. We share your conviction that even a little unemployment is too much.

"Despite the year-to-year increases in joblessness in California, none of the state's major or smaller areas are currently characterized by a substantial labor surplus and classified in the Group IV classification area. All of the eight major areas in the state are classified in Group III, a classification denoting a moderate labor surplus.

"Some further improvement in California's employment situation appears in prospect on the basis of hiring schedules of leading employers in your state's eight principal industrial centers. Employers in all eight areas anticipated some gains between July and September as harvest and food processing activities near their seasonal peaks and construction and other non-manufacturing activities also expand seasonally. Spurred by the food processing increases, factory employment in all areas except San Diego should show some gains over the July-September period.

New Industry

"Area Development Committees in California have been effective in stimulating community awareness of the need to attract diversified industry. The California Department of Employment has made a real contribution to these community industrial committees by assisting in area surveys and in the preparation of brochures and national advertising. The success of the efforts by various area development groups may be seen in the number and variety of new branch plants which have been opened in California during the past few years. These local development groups are not resting on their laurels, however, but are continuing their efforts to attract new industry to California to furnish more jobs for the state's growing population. I am sure that the groups have had and will continue to have the full cooperation of members of the California State Federation of Labor.

"We in the federal government have also been able to be of some assistance. Non-confidential contracts awarded to California in the year ending in this past June totaled \$1,220,736,000. At least 46 non-confidential contracts in excess of one million dollars each were awerded to California firms in recent months. These were for such diversified products as aircraft, mine sweepers, landing vehicles, cartridges, engine fuel, tank assembly, radio and radar equipment, and gas turbines.

"As you know, I have had close and intimate contact with both the wage earners and the businessmen of our country. Over the years, I have learned to call things as I saw them and to be as fair minded and objective as possible. This is the attitude and frame of mind I have brought to my work as Secretary of Labor. I have found, however, that you cannot satisfy all the people. The Wall Street Journal recently stated: 'Business spokesmen of Washington were suspicious of Mitchell from the start, thought that he was too pro-labor. Business lobbies now pressure the White House to block Mitchell's alleged federal-czarist aims. In a bill of particulars Mitchell is out to destroy the Taft-Hartley Act, put his own men in charge of the Federal Mediation Service and the National Labor Relations Board.'

"I do not mind what they say, but, as a good Irishman, I resent this 'czarist' crack, because the next thing to being a czarist is being a communist. And I am not in any way inclined to agree with this business-interest group and its vilification.

"In closing, I want to assure you that I am not concerned about the criticisms of a minority of management or a minority of labor. I am only concerned that I do, and help the government do, the best possible jeb to promote the interests of all the American people. You may be sure that I have the welfare of all our people at heart and am doing my best to promote their well-being.

"Thank you for your kind attention. You have my best wishes for a very successful convention." (Loud and sustained applause.)

On behalf of the convention, its delegates and guests, President Pitts thanked Secretary of Labor Mitchell for his address.

Before recessing the convention, President Pitts introduced Assemblyman Donald Doyle.

Recess

The convention thereupon recessed at 12:00 noon to reconvene at 2:00 p.m.

STATEMENTS OF POLICY AND RESOLUTIONS

The deadline for accepting resolutions was 12:00 noon on the first day of the convention, in accordance with Article V, Section 6 of the Constitution of the California State Federation of Labor.

The statements of policy submitted by the Executive Council of the Federation and all resolutions received prior to the deadline will be found beginning on page 244.

MONDAY AFTERNOON SESSION

President Pitts called the convention to order at 2:05 p.m.

Report of Committee on Credentials

On motion by Chairman James Blackburn of the Committee on Credentials, delegates whose names were printed in the preliminary roll of delegates and the supplementary list read by him were seated.

Note: The completed roll call of the convention, following the additions and changes reported by the committee on successive days, may be found beginning on page 395.

Appointment of Committees

Secretary C. J. Haggerty announced the following committees, which had been appointed by the President five days prior to the first day of the convention:

Committee on Credentials: James Blackburn, chairman, District Council of Painters No. 48, Riverside; W. J. Hull, Painters No. 256, Long Beach; Kitty Howard, Culinary Alliance No. 754, San Pedro; C. J. Hyans, Screen Extras Guild, Hollywood; Henry Zacharin, Ladies Garment Cutters No. 213, San Francisco; Marilyn Anglin, Office Employees No. 29, Oakland; Phyllis Mitchell, Office Employees No. 3, San Francisco; Ralph Conzelman, Hodcarriers and Laborers No. 652, Santa Ana; Andy Ahern, Garment Cutters No. 45, San Francisco; William Cabral, Teamsters No. 70, Oakland; Al Whorley, Culinary Workers No. 498, Santa Barbara; George Bronner, Central Labor Council, Ventura.

Committee on Resolutions: Thomas A. Small, chairman, Bartenders No. 340, San Mateo; Albin Gruhn, Central Labor Council, Eureka; Paul Reeves, Plumbers No. 246, Fresno; Henry Spiller, Building Material and Dump Truck Drivers No. 420, Los Angeles; Earl Thomas, District Council of Carpenters, Los Angeles; Albert Marty, Teamsters and Chauffeurs No.

150, Sacramento; Walter Cowan, Culinary Workers No. 814, Santa Monica; Mary Olson, Waitresses No. 512, San Pedro; William E. Pollard, Dining Car Employees No. 582, Los Angeles; C. O. Taylor, Millmen No. 2020, San Diego; Leo Vie, Building Trades Council, Los Angeles; John Hogg, Building Trades Council, San Francisco; Phil Deredi, Elevator Operators and Starters No. 117, San Francisco.

Committee on Legislation: W. J. Bassett, chairman, Central Labor Council, Los Angeles; C. W. Chapman, Joint Council of Teamsters No. 42, Los Angeles; Jack Kopke, Paint Makers No. 1101, Oakland; Hazel O'Brien, Waitresses No. 48, San Francisco; Robert Callaghan, David Scannel Club No. 798, San Francisco; E. Vernon, Automotive Machinists No. 1546, Oakland; James Waugh, Cannery Workers of the Pacific, Terminal Island; Harry Metz, Operating Engineers No. 3, San Francisco; Ralph A. McMullen, Building Trades Council, Los Angeles; Mike Elorduy, Cannery Workers and Warehousemen, No. 857, Sacramento; Harry Finks, Central Labor Council, Sacramento.

Committee on Constitution: C. T. McDonough, chairman, Cooks No. 44, San Francisco; Mark Whiting, Dairy Employees, Plant and Clerical No. 93, Los Angeles; John Quimby, Central Labor Council, San Diego; Lowell Nelson, Building and Construction Trades Council, Vallejo; George W. Johns, Retail Cigar Clerks No. 1089, San Francisco; Joseph DeSilva, Retail Clerks No. 770, Los Angeles, Joseph Cambiano, Carpenters No. 162, San Mateo.

Committee on Label Investigation:
James Symes, chairman, Union Label
Section, San Francisco; Henry Clemens,
Typographical No. 174, Los Angeles; John
Ulene, Sportswear and Cotton Garment
Workers No. 266, Los Angeles; Anthony
Agrillo, Barbers No. 252, San Jose; Fred
Schoonmaker, Carpenters No. 2114, Napa;
William Leshe, Carpenters No. 180, Val-

lejo; Henry Wadsworth, Studio Utility Employees No. 724, Hollywood.

Committee on Officers Reports: Edd X. Russell, chairman, Actors Equity, Hollywood; James F. Alexander, Retail Clerks No. 588, Sacramento; Charles J. Foehn, Electrical Workers No. 6, San Francisco; Charles Flanders, Lathers No. 42, Los Angeles; Ted C. Wills, Creamery Employees No. 517, Fresno; Fannie Borax, Ladies Garment Workers No. 96, Los Angeles; Cy Dempsey, Plumbers No. 38, San Francisco; M. J. Collins, Electrical Workers No. B-569, San Diego.

Committee on Rules and Order of Business: Max J. Osslo, chairman, Butchers No. 229, San Diego; Arthur Dougherty, Bartenders No. 41, San Francisco; Alvin L. Holt, Barbers No. 295, Los Angeles; C. E. Devine, Central Labor Council, Santa Ana; Charles H. Kennedy, Musicians No. 6, San Francisco; John W. Doolittle, Office Employees No. 30, Los Angeles,

Committee on Labels and Boycotts: Jack Goldberger, chairman, Newspaper and Periodical Drivers No. 921, San Francisco; Kathryn Arnold, Culinary Alliance No. 681, Long Beach; Elmer Doran, Hod Carriers No. 783, San Bernardino; Ed Dowell, Motion Picture Projectionists No. 297, San Diego; Herbert J. Shoup, Construction Laborers No. 324, Martinez; E. P. Taylor, Electricians No. B-18, Los Angeles; Walter R. Stansberry, Allied Printing Trades Council, Los Angeles.

Committee on Grievances: Earl Wilson, chairman, Central Labor Council, San Bernardino; Pat Somerset, Screen Actors Guild, Hollywood; George Deck, Central Labor Council, Santa Rosa; Henry Hansen, Central Labor Council, Stockton; Harry Love, Elevator Constructors No. 8, San Francisco; John F. Quinn, Bartenders No. 52, Oakland; Hugh Caudel, Contra Costa Central Labor Council, Martinez; Paul E. O'Bryant, Motion Picture Studio Cinetechnicians No. 789, Hollywood.

Introduction of AFL Secretary-Treasurer William F. Schnitzler

William F. Schnitzler, Secretary-Treasurer of the American Federation of Labor, who had been escorted earlier to the platform by the following committee: Archie Goodman, chairman; Herman Nielin, Ray Gulick, Victor S. Swanson, and Joseph Diviny, was presented to the convention by President Pitts with the following words:

"It is a distinct and great pleasure that, as President, I have the opportunity to

introduce to this convention the man who will bring probably the most outstanding and distinctive message that will come to this convention during its entire session, a man who has grown rapidly and who is well-received by all of our people throughout the entire nation, a man who has traveled and whose work in other places of this world has received for him many commendations. He is a man who is doing and has been doing a wonderful job on the part of the American worker, and particularly in the interest of freeing the workers of the entire world.

"Due to the shortness of time, I cannot give you the kind of introduction that we should have on this occasion for a man of the great stature that I am about to present, but I know that each and every one knows him for what he is and for what he stands, and those who have not had the pleasure of meeting him in the past will certainly enjoy the message and thoughts that he will present to this convention

"I present to you William F. Schnitzler, Secretary-Treasurer of the American Federation of Labor."

WILLIAM F. SCHNITZLER

Secretary-Treasurer American Federation of Labor

William F. Schnitzler, Secretary-Treasurer of the American Federation of Labor, addressed the convention as follows:

(The first portion of Secretary Schnitzler's address was broadcast over the Don Lee Network.)

"President Pitts, Secretary-Treasurer Haggerty, and officers and delegates to this 52d convention of the California State Federation of Lapor.

"Another election season is now upon us. Signs are at every hand. As the 83rd Congress drives into well-earned oblivion, the American people are about to receive some of the attention and consideration that have been so long denied them. The neglect of the past two years will be replaced by a period of ardent political courtship, lasting until the polls are closed in November. Whether the needs and interests of the people will be remembered in a more practical way during the next two years will depend entirely upon the common sense exercised by those who take the trouble to vote on election day. A lavish effort to control that decision is already in progress. Every pronouncement, declaration or report now emerging from

the agencies of government is tinged with the color of party politics—mostly rosy.

"We are told how grateful we should be that only three and a half million workers have lost their jobs and their only means of livelihood. This is the 'second best' year, or so they say. At the present rate, if we are lucky, we may even get the third-best year in 1955 and a fourth-best year in 1956. In fact, you almost never had it so good. Never? Well, hardly ever!

"The hand that struck down public housing, that denied aid to the school children of America and that raised up a Beeson to sit in judgment of the rights of honest working men, is now extended in political fellowship. The political hucksters are abroad in the land. Let us therefore brace ourselves and prepare to withstand this assault on our good sense.

How to Choose

"There is only one way to protect the political integrity of our ballot. We must learn to discount the smiles, the slogans, the handshakes, and the false platitudes. The record of past performance is the only reliable guide. If your Congressman or Senator voted to defend your interests as a citizen, as a worker, as a parent and as a taxpayer, he has earned your support. If he voted against those interests he has earned a return to private life.

"This is a Congressional election, in which the people choose the kind of men they want to represent them in the next Congress. The choice is and should be theirs alone, and not that of the president of General Motors, or of a few Texas millionaires. A determined effort will of course be made to obscure the record and to confuse the true nature of the choice before the American people. The flowing coat-tails of a popular president have been unfurled for the benefit of any Republican who cares to climb aboard. They have already accommodated a host of candidates who lack the power on their own small merits of independent political locomotion.

"The honeyed larynx of our clever Vice President has sounded a few preliminary campaign themes. Isn't it wonderful at last to have a Vice President who isn't afraid to kick the political corpse of Dean Acheson? Cabinet members and lesser lights have received their instructions and have hit out on the sawdust trail to peddle the goldbricks and snake oil which have been so artfully concocted from the remnants of the dynamic progressive program.

"Some will find their task more diffi-

cult than others. The Secretary of Commerce, for example, has it soft. All he has to do is to convince the National Association of Manufacturers, the Chamber of Commerce, and other labor-hating employer groups that the Administration is sufficiently pro-employer to justify a new lease upon their moneybags for campaign purposes.

"The Secretaries of the Treasury and Interior should find it easy to do the same with the banking fraternity, the mine owners and the private power lobby. For they all have been richly rewarded for their past support.

"The Secretary of Agriculture has a tougher job. He must somehow convince the farmer that it is really fun to be flexed and so good for that moral fiber, and that the President didn't really make that golden promise that millions of people heard and believed back in 1952.

Workers and the Administration

"But the Secretary of Labor has drawn the most difficult assignment of all. It is his official duty to try to persuade the working people of America that the Administration is really, way down deep in its heart, altogether pro-labor. Secretary Mitchell is a well-meaning person, a good political soldier, and a dutiful member of the team. And we all have the deepest sympathy for him in his predicament. After all, no Secretary of Labor, genuinely devoted to the interests of the working man, could enjoy sitting as a silent member of the 'Cadillac Cabinet' like an orphan at a family reunion. The indignities and betrayals that such a person in such a position must suffer were too much for Martin Durkin, Secretary Mitchell is an honest man; he is a man of many talents. But I feel that his present assignment will tax his ingenuity. We in the trade union movement, however, cannot help but be a little resentful when spokesmen of an Administration that is dominated and controlled by the philosophy of big business try to tell us that they know better than does labor itself what is good and what is not good for labor. Their claims have an all too familiar ring, like something we used to hear in the distant, dismal past. They are operating under a modern version of an old doctrine, originally expressed by 'Divine Right' Baer, the railroad president who, during a miners' strike in 1902, uttered these immortal words:

'The rights and interests of the laboring man will be protected and cared for

not by the labor agitators but by the Christian men to whom God in His infinite wisdom has given control of the property interests of the country.'

"America rejected that doctrine long ago. Are we to revive it now? The working people of America have a right to a voice in the determination of their own political destinies and in the guidance of those affairs which concern them. They are not to be kept quiet by the whip of what business economists may call a little healthy unemployment.

Workers Want to Go Forward

"A tariff adjustment here and a defense contract there are not enough to meet the pressing needs of workers and their families, or to satisfy their just demands. The workers of America want to go forward to a better life. They will not rest content with second-best. They want better homes to live in, better schools for their children, better medical care for their families, a higher minimum wage for their poor, more and better job opportunities, and better protection against the hazard of unemployment. They demand fair play and an even break in their relations with their employers, without the intervention of a hostile, vindictive government board.

"All of these things have been denied them by the present Administration. How are we then to believe that this Administration is pro-labor? And what exactly does the Secretary of Labor mean, on the eve of Congressional elections, when he asks us to believe this? Does he mean that we should therefore go to the polls and vote for a Congressman or Senator who voted against those measures which labor supports and for those measures it opposes, merely on the strength of the President's party-line endorsements? If he does not mean this, then his campaign oratory is meaningless and irrelevant. If he does mean this, then he is seeking to lure us to our political destruction.

"This is not a campaign speech. I am running for no political office. My personal status will not be affected by the results of the next Congressional election. For that status is entirely under the control of the ten million men and women who make up the membership of the American Federation of Labor. My loyalties are to them, and not to any political party, and I claim control over only one vote: my own.

"My only purpose in bringing these facts to your attention is the interest that I have as a representative of labor, in the election to Congress of honest, fair-minded men—men who will stand up when the test comes and fight for the rights of workers and for the public interest against private grabs, regardless of party or the favor of an easy-going President.

Record of 83d Congress

"In the critical times in which we live, with the free world in deadly danger and our domestic economy in the doldrums, I do not enjoy reciting the record of evasion, failure and reaction left by the 83d Congress. But the record is there and we must face it and act accordingly.

"In the face of the overriding problem of worldwide communist aggression, the 83d Congress presided over the virtual collapse of our defensive position in the Far East ,and no effective program has been offered as an alternative to appeasement. The confusion of Administration diplomacy moving from arrogant bluster to ignominous retreat has sorely weakened our system of alliances, and nothing has been done to strengthen it.

"At the beginning of the 83d Congress we heard the slogan, "Trade and Not Aid," but at the end we found less trade and less aid.

"On the domestic front, the 83d Congress presided over the termination of full employment and made a dead letter of the Employment Act of 1946. Wages and salaries fell at the rate of \$6,000,000,000 a year, and the only Congressional response was a new tax exemption for stockholders. With one hand Congress raised the national debt limit, with the other it gave away billions in tax benefits to corporations and wealthy persons, while rejecting increased exemptions for those with lower incomes. In short, the rich got the gravy and they gave the deficit to the poor.

"In the face of rising unemployment, with increasing numbers of jobless workers exhausting their benefit rights and finding nothing but local relief between their families and hunger, the 83d Congress rejected our plea for a desperately needed overhaul of the unemployment insurance system. The 83d Congress presided over the packing of the National Labor Relations Board with that union-busting trio: Farmer, Rogers and Beeson. What the enemies of labor fail to accomplish by legislation is now being carried out at the hands of this controlling clique by administrative decree.

"The consequences are already clear.

Millions of workers in small firms have been deprived of their legal rights. The federal blessing has been bestowed upon the lockout, the captive audience, and the threatening interrogation. And the worst is yet to come.

"These are but a few of the items on the list of prievances that we have as the heritage of the 83d Congress. The record is equally dismal in the field of health, housing, education, fair employment practices, the 'wetback' mess and the minimum wage. The general bleakness of this picture is, if anything, further emphasized by its one bright spot: the improved Social Security law.

"Therefore, when apologists for the Administration and the grab-bag Congress try to tell us that the government we have had during the past two years has been friendly to labor, we may well exclaim: 'May the saints preserve us from an unfriendly one!' "(Loud and sustained standing ovation.)

At this point, President Pitts told the delegates: "The radio portion of Secretary Schnitzler's speech is complete and he will now enjoy talking to you off-the-cuff officially as Secretary of the American Federation of Labor."

Secretary Schnitzler then continued: "I understand this broadcast is going over the fifty stations of the Don Lee network. But now when I acknowledge the introduction of your President I don't have to say 'President Pitts.' I will just say 'Tommy,' and I won't call your secretarytreasurer 'Secretary-Treasurer Haggerty,' I will say 'Neil.' And my good friend Regional Director Dan Flanagan is here with us. I don't know what happened to Bill McKetridge, Vice President of the American Federation of Labor and the President of the Building Service Employees. I don't see him but I know he was here at noontime.

"I want to bring you the official greeting of the Executive Council and executive officers of the American Federation of Labor. I don't want you to feel or wonder why we weren't with you last year or the year before, or as often as we would like to be. But it seems as though you have an uncanny way of setting the convention dates of your Federation here about the same time that the Executive Council sets the date for its August meeting,

"This year, however, the Council met rather early to give us an opportunity to spend this short time with you, for which we are extremely grateful.

Political Atmosphere

"For us in Washington, we are very conscious of the political atmosphere that exists on the national level, which many of you have found to exist also at the state or local level,

"In many of the states where right-towork legislation has been adopted, our state federations and unions in those areas are truly conscious of what has been heaped upon their over-burdened shoulders. Those who are living in areas that have no legislation of that kind are not always conscious of what it means if it were to pass, and too many times we relax our effort and don't take the intense interest that we should when legislative action is restored to to try to cripple the efforts of the trade union movement.

"There is much that will have to be done. When we talk to you about the political atmosphere, bad as it is, we don't do it in a resigned way. We don't want to say it in a way that would tend to discourage you in your efforts. We don't want to do it in a way that will scare those who are easily scared. But we think, as we analyze the reaction throughout the trade union movement, that, if anything, it has made us more determined and more militant than we have ever been before, and more conscious of the responsibility that falls upon us, and that it will be necessary for us to join hands and put shoulder next to shoulder in a common fight for the workers which we represent.

"Your good and capable secretary just handed me a newspaper that I want to read to you—just a short item. The dateline is Denver, August 23:

'President Eisenhower today killed a 5 per cent pay increase voted by Congress for one and a half-million federal workers.'

(Cries of Boo! Boo!)

"There were many who thought that he would not have the nerve to do it, or that he would have better political sense. But I would think that that short statement sums up the entire attitude of the Administration. They will tell you how interested they are in the welfare of the workers, but by their very action they indicate that it is just the opposite.

"When we talk about big business, General Motors, or a Texas oil millionaire, we mean just that. Never have they called upon the representatives of labor to try to

find out what the working men and working women of this country are thinking about when they have some of these problems before them,

AF of L Takes Stock

"I would think in an atmosphere such as that it would be well for us to take stock of ourselves.

"I know it is going to make you feel good when I say that, in reporting to the Executive Council, we were able to announce that the membership of the American Federation of Labor exceeded 10,000,000 in the month of June. This is the highest in the history of that great institution. (Applause).

"As we look at our 111 international unions, we find that they are getting stronger financially, stronger morally. Most of them we have observed have expanded their staffs, so that each one of them is in a better position than they have ever been before. Then, as we travel around the country to meet with our state federations of labor in their conventions, we find that their conventions are the biggest they have ever had in their history, more delegates in attendance and more unions in affiliation than ever before in their history, and that they are able to adopt programs—determine programs—to serve the interest of their membership in their respective states. A close examination of the operation of our central labor unions indicates that they are stronger than they have ever been, that they have a greater number of affiliates in their respective territories, and that they are actively engaged in the representation of the workers in their respective areas

"When we look at the Department of Organization of the American Federation of Labor, it has expanded its efforts and services and is utilizing the time of each one of its regional directors, district directors and staff organizers in the organization of new workers, as well as assisting all of the constituted bodies of the American Federation of Labor. And as you quickly sum up that which is going on you come to the realization that there is more activity going on now than there has ever been before. And the end result of that activity? You know as well as I, that it will bring about a more militant trade union than we have ever had, greater membership and more forceful in its presentation of those things before the state and national legislatures, as well as the employer groups.

Labor's Community Activities

"While all of this is going on, we note that a greater amount of time and effort is being given by all of our affiliates to civic work, work in their own communities. You know, it wasn't too many years ago when the labor movement, small as it was, represented but a small portion of the people in every community throughout the country. But with our rapid growth and expansion, we now represent a sizable portion of the people of every community and our interest must now go far beyond that of wages, hours and working conditions. We have to look as well to ordinary civic affairs, a greater interest in education, building hospitals, proper lighting, schooling, police protection and all of those things that mean so much to us, to our families and our neighbors.

"To properly serve this community through this great institution means that we have to spend some of our efforts in community life and community affairs. There is no greater force in America than that which is represented by the members of the American Federation of Labor, and to properly discharge our responsibilities to that force, means that we have to take an interest in all of the affairs of the community and the nation as well.

"As we look upon these activities, there is a clear indication that the internal strength of the American Federation of Labor is there in quantity and quality, intact as it is, that would keep anyone from attacking from the outside and destroying that most vital part of our great institution.

AFL-CIO No-Raiding Pact

"I know you want me to say something about the AFL-CIO no-raiding pact signed on June 9. A number of disputes have been brought to our attention. We have brought a number of disputes to the attention of the officers of the CIO. In every instance up until the moment that I am speaking to you here this morning, we have been able to reach agreement among ourselves and it has not been necessary to send one single controversy or dispute to the impartial arbitrator. I would think that the impartial arbitrator, who was selected and had a yearly salary fixed for his services, has about the best job in America-his pay is coming in every week and he has no work assigned to him. We hope, however, that this will indicate that we won't be expecting too much conflict in that area. It was the thought on the

part of many that as soon as this no-raiding pact went into effect we would be swamped with hundreds of disputes and controversies throughout the country. It seems as though just the opposite has been true, and at least that area of conflict in which we have been engaged for many years seems to be behind us at the moment.

"The Executive Council has been working at great length on a pact that will be submitted to our coming convention that will be known as the 'AFL Disputes Plan' and sets up an orderly procedure for dealing with jurisdictional disputes, disputes in the organizing field and dealing with raiding, whatever or whenever any may exist among our affiliated organizations. From the response that has been received from our affiliated international unions, it seems likely that that dispute plan will be adopted. With its adoption, we look forward to a new era within the American Federation of Labor. We will be able to utilize the time that has been taken in battling with each other and use it to a better advantage in the new organization field or in the field of representing the interests of the members of our respective organizations. If this plan successfully passes the convention, it opens a brand new era for all of us. We look forward to it uniting us in a manner that will make us closer than we have ever been before, because those items in which we have been in conflict will be removed from us. and this should tend to develop a solidarity within our ranks that has never been known before in the trade union movement.

"I talked to you earlier this afternoon about many of the things that are bad, but, limited as we are in time, we couldn't touch on everything with which we are in disagreement. As we analyze our own position however, we do find ourselves better organized, more able and capable of defending that which means so much to us, as well as utilizing our every effort in our forward march.

"To me it has been an extreme pleasure to have had this opportunity to be with you here this afternoon for these few moments. I sincerely hope that your convention will be productive of much good for the members of this great organization here in the state of California. I want to leave you with this thought: the future belongs to us, and the challenge is thrown down to us to make as much of it as we can in the interest of the working men and working women of this nation who are

members of the American Federation of Labor."

(Loud and sustained standing ovation.)

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee as follows:

Resolution No. 170—"Dispute With Shell Chemical Company."

The committee report:

"The subject matter of this resolution, in the cpinion of your Committee on Resolutions, is more properly to be considered by the Committee on Labels and Boycotts because of the scope of the Resolved, Accordingly, your committee recommends that Resolution No. 170 be re-referred to the Committee on Labels and Boycotts."

The committee's recommendation was adopted.

Voluntary Contributions for Political Campaigns

Delegate Jack Goldberger (Newspaper and Periodical Drivers No. 921, San Francisco) spoke briefly on the collection of voluntary contributions to assist in the campaigns of Samuel Yorty and laborendorsed Congressional candidates, as follows:

"I want to definitely impress upon the delegates that these contributions are for only one purpose, and that is for the campaigns of Senatorial and Congressional candidates. For no other purpose is this fund being collected.

"I want to point out that the bigger you can make it this year, the better the opportunity that we can elect Sam Yorty to the Senate, and other Congressmen to the offices they are seeking.

"I hope that you will give freely and well so that you don't have to take any of it back with you."

The following committee passed among the delegates to receive contributions and pledges: Ralph Mercer, Charles Lang, Walter Stansberry, Pat Clancy, M. R. Callahan, William Walsh, Sam Bennett, C. Carter, Larry Vail, John Anderson, William Knight, Max Osslo, George Hardy, C. R. Bartalini and Robert Giesick.

WILLIAM McFETRIDGE

General President Building Service Employees International Union

President Pitts introduced William Mc-Fetridge, General President of the Building Service Employees International Union, who spoke to the convention briefly as follows:

"President Pitts, Secretary Haggerty, very distinguished guests, and fellow trade unionists. I want to say a word, if I may, please, about the present leadership of the American Federation of Labor.

"The President of the American Federation of Labor, George Meany, is giving to your Federation the kind of leadership that we know that you want. Meany has given us the no-raiding pact with the CIO, and, as Bill Schnitzler has told you very briefly, you will be given, at the convention next month in Los Angeles, a no-raiding pact within the American Federation of Labor, something that we have needed and suffered for the lack of for a long period of time.

"To those of us who are fortunate enough to serve on the Executive Council, the leadership that is being given by Meany and the assistance of Schnitzler will go a long way toward making the American Federation of Labor a bigger and better place in which to live.

"I appreciate the opportunity of being able to come here and speak to you. I have had the privilege for a long period of years of being associated with your President and your Secretary.

"Have a good convention. Thank you very, very much." (Loud applause.)

THOMAS A. MALONEY

Speaker Pro Tem of the Assembly

President Pitts introduced Thomas A. Maloney, Speaker Pro Tem of the Assembly, who spoke as follows:

"Chairman Tommy Pitts, Neil Haggerty, distinguished guests, ladies and gentlemen and delegates. Thirty years ago I was a delegate to this convention and thirty years ago I was elected to the Senate of the State of California. I am happy to be back here today and see on the platform with me one of my old friends, Andy Gallagher, and the man who used to hand out the bills to me in Sacramento at that time, that great Paul Scharrenberg.

"In the years when I first served you in Sacramento the population of California was four millions of people. Today we have 12 millions of people, and the problems of California have grown and they have continued to grow.

"'Anything that I may say here this afternoon in the few minutes I have, I

say in a most respectful manner to you. But I have handled, and I think it can be verified by the people whom I have mentioned, almost every piece of major legislation for labor on the floors of the California legislature for the last 30 years.

"You delegates here today (and I say this most respectfully) have the easiest time of your life in coming down here and being a delegate to this most respected convention. But as you leave for your homes, you leave behind you the work to be done by the officers of this convention. A real job has got to be done, and a real job must be done. There are no words in my vocabulary, ladies and gentlemen, that I could utter to you this afternoon that would justly express my great respect for Neil Haggerty, Tommy Pitts, Charlie Scully, Harry Finks and Vern Cannon, and the few other labor leaders who come to Sacramento and bring home to you the results that they have brought home when the cards were stacked against them about a hundredfold. I think they are the champions of the world at Sacramento. I know that their work has been hard, it has been arduous. Believe me, ladies and gentlemen, when you come before the committees in Sacramento, the job is not an easy one. I can verify that, because at the last session of the legislature, forty times, my dear friends, I made motions for bills to go out with the recommendation 'Do Pass,' and forty times I was knocked down. Twenty-five bills on unemployment insurance were tabled by the Unemployment Insurance Committee, one right after the other. But the courage and the determination displayed by Charlie Scully, Tommy Pitts and Neil Haggerty at the state legislature made them fearful of nothing at all. They said that they were going to bring something back to you men and women who represent the workers in California, and with that determination and courage they did bring back to you, as they have on every other occasion, legislation benefitting the men and women and children of California.

"Things are not as rosy as they look sitting out there in those seats. At this very moment, ladies and gentlemen, and delegates to this convention, there are committees sitting down right now (and I challenge anybody to contradict my statement) that would take off the unemployment insurance rolls in California an additional 147,000 people. Those bills will be introduced, and it will again be up to the people whom I have mentioned to get into Sacramento and go before those Senate and Assembly commit-

tees and knock down bills that are going to be introduced that will be detrimental to labor.

"I say this most respectfully, too: that out of this large group of 2,000 delegates and their friends here today, Mr. Donald Doyle, who has been a great help to myself and Mr. Haggerty and Mr. Pitts, and I, are the two who will carry the ball for you at the coming session in 1955.

"You people here can be beneficial to us all. You can go into the districts which you represent and ask those people who are coming to Sacramento to be just a little liberal and open-minded towards the man and woman who work for a living. You have a tremendous task, because the California legislature—fine, decent people, the best you can meet—is not friendly to labor. And that can be verified by Mr. Dougherty of your group, Mr. Hogg, Mr. Callahan, and those others that I can mention from this platform this afternoon.

"So I say to you that I am indeed grateful to be here; that I will continue to carry on the fight that I have made in the last 30 years for you. But by all means, give some assistance to Haggerty and Pitts, Cannon, and the rest of them when they go to Sacramento. Because they do need your help if they are going to bring something that is beneficial to you people back to your districts when the session is ended.

"I hope and trust that the message that was given this morning—that dynamic message, the greatest that I have ever heard in my history in political life—will bear fruit at the 1955 session. I think it will, because the man who delivered it has what you call from history 'old South of Market guts,' and I am sure that with the guts that he will display, at least when we come out of the 1955 session, we will be able to bring back to you some of the results that we have brought back in the last 30 years in which I have been a member of the California state legislature.

"Thanks for permitting me to be here!" (Loud applause.)

MALCOLM M. CHAMPLIN

Department Commander The American Legion

President Pitts presented Malcolm W. Champlin, Department Commander of the American Legion, who spoke as follows:

"President Pitts, Mr. Secretary Haggerty, visitors and delegates. And I am going to add one other designation, if I

may. I have seen so many of your members here whom I saw at our convention in San Francisco. In the American Legion we have a special name for them. We call them 'our comrades.' So I am going to add that designation also.

"To our delegates and our many comrades of the American Federation of Labor:

"For many, many years you have honored the American Legion by asking the National Commander of our organization to speak at your national convention. It will be done again at your national convention in Los Angeles. And we have done our very best to pay our honor and respect to the American Federation of Labor each and every year by inviting the head of the American Federation of Labor to speak at the national convention of the American Legion. I appreciate, on behalf of the many, many thousands of members, your asking me here today. We must remember that the American Legion is twice as large as all other veterans' organizations put together. In our size, and I believe in our importance, we are in many ways brother organizations.

Tribute to William Green

"Our respect for the American Federation of Labor was never more clearly stated than it was in 1950. You may or you may not recall that at our national convention we passed a resolution of commendation to your beloved William Green, who was then living. I want to read this for the record:

Whereas, William Green, President of the American Federation of Labor, has stood like a solid rock against every effort on the part of the communists to seize control of the American Federation of Labor;

Whereas, William Green has exposed the World Federation of Trade Unions as a working arm of the Communist Party;

Whereas, William Green and the American Federation of Labor have stood side by side with the American Legion in defense of American principles and against communism;

Resolved, by the American Legion in national convention that William Green, President of the American Federation of Labor, be commended for his outstanding service and leadership on behalf of American labor and all laboring people throughout the world in their courageous stand against the forces of communism.

"Now, my comrades of the American Legion seated there, and delegates, I want to give you a little example of something that I think you should know. When I was on Bataan Peninsula, in the foxholes, I was carrying a Garand rifle and using it over and over again. As I looked at that rifle I noted it was a well-made rifle. I noted the sight, the trigger mechanism and everything else. The longer I was there, the more I depended for my life on that rifle, the more I realized the meaning of the words 'God Bless America,' and I also realized the meaning of the words 'God Bless the American workingman who manufactured that rifle that I used on Bataan Peninsula.'

"Don't ever think for one minute that the veterans have anything but deep respect and affection for workingmen in America.

Battle Against Communism

"We are marching together in the most important element of our operations in this generation. We are marching together, the American Federation of Labor and the American Legion, in a steady, determined, intelligent battle against communism.

"In the United States at the present time those who know most about it say over and over again that the two major obstacles to the Communist Party are (1) the American Federation of Labor, and (2) the American Legion, standing side by side.

"I would like to read you from the words of J. Edgar Hoover, as follows:

"The American Federation of Labor has recognized that there can be no compromise with communism. It recognizes that there can be no compromise with a movement devoted to the destruction of the historic objectives of our free American society."

"Again we stand together in that, and we stand together in many other things.

"Now just a word about what we are trying to do and what I want you to keep in mind, so you will know more about the American Legion.

"First, we feel that in the battle against communism the most important thing about it as far as our people are concerned is an understanding that it is atheristic communism. We have in the American Legion a basic, fundamental back-to-God movement, in which 17,400 posts of the American Legion are doing their utmost to fill the churches of America.

"Let us think for a moment. If there were ever a time in our history when the churches of America should be full, it is now. And we are doing everything in our power in the American Legion to help every minister, priest and rabbi to fill those churches.

"Again, in our schools it is our purpose to teach basic, simple principles of Americanism. As you know, under our constitution, we are not and cannot be involved in industrial matters or industrial strife. We can and we are involved in teaching students the basic principles of our beloved country.

The American Legion and Youth

"We sponsor over 4,000 Boy Scout troops in the United States of America—more than any other organization. If that isn't a good job, I don't know what is. Each and every year we have over 325,000 young men who are in oratorical contests, learning about the words of Thomas Jefferson, and learning about human dignity and what our beloved constitution stands for—325,000 boys and girls every year!

"Many of you know that each and every year we send 850 young men up to Sacramento to learn something about our government. They organize their own state. We call it 'Boys' State.' That is a contribution entirely at the expense of the American Legion.

"Each and every year we have a boys' baseball program, which is an attack on the problem of juvenile delinquency. We believe, in the American Legion, that you have to attack these problems, you have to take care of the minds of our younger people, and we know that we join with you in the American Federation of Labor in your similar programs.

A Tribute to Labor

"Now, delegates. I want to give you one more example of what I call a tribute to labor. You may know about the recent building in the city of Oakland of a house where a man named Kennimore is the occupant. It just happens that we have a holder of the Congressional Medal of Honor, a Marine with both legs off, who fought for all of us in Korea. The man came back, married and has five children. He hobbled home, and he needed a house in which to live. And what happened?

"Every single local in the area agreed to build a house. The lumber was given, the land on which the house was built was given free of charge to this young holder of the Congressional Medal of Honor—a veteran of whom we are very proud. All of the equipment in the house, stove, floors, everything else, was all given. And, above all, the labor was given.

"I want to say to you, I stood there that afternoon and I saw 35 carpenters giving their time; electricians, plumbers—all working on the house—absolutely free for this great American, this young Marine.

"I tell you, if that isn't an example of the American Legion and the State Federation of Labor working together for a greater and better America!

"In closing, I want to say again, members of the State Federation of Labor who are veterans are most, most welcome in the American Legion. We are marching together on so many things, and I feel you belong there. And again I extend an invitation to you to join the many posts of the American Legion if you are qualified and desirous of doing so.

"I say to you, greetings from the American Legion—the greatest and largest veterans' organization in the world!

"Thank you, delegates." (Loud applause.)

PAUL SCHARRENBERG

Director, State Department of Industrial Relations

President Pitts introduced Paul Scharrenberg, Director of the California Department of Industrial Relations and former Secretary-Treasurer of the California State Federation of Labor, who addressed the delegates as follows:

"Mr. President, distinguished guests, ladies and gentlemen. When I received the invitation to talk to this convention, my mind drifted back to the first convention that I attended—but it happens to have been fifty years ago. It was the 4th annual convention of this Federation, and it met in Fresno.

The Federation—50 Years Ago

"I dug up the old records to fortify my memory and I can tell you there is some difference and some change. I think at that convention in Fresno we had almost 125 delegates—but I can assure you what we lacked in numbers we made up in enthusiasm. Those were the days when every worker had the constitutional right to belong to a union—and the boss had an equal right to fire him for doing it. But at any rate, the convention lasted the usual five

days and nearly every delegate present had a grievance of some kind or another—they were either engaged in a strike or had just lost a strike. The number of strikes that were successful were very few and far between.

"Now, then, the convention at that time, as I told you, had a limited number of delegates. That was due to the fact that, according to the official statistics of 1904, there were then in existence 100,000 union members in the state of California and there were almost 800 California local unions. Keep in mind that was fifty years ago. Today, according to the most reliable statistical information, we have 2,400 local unions in our state and the membership is nearly 1,500,000.

"So there is a span of a half century in the growth of a labor movement. During that same period of fifty years, the population of our state increased six times and the membership of our unions increased fourteen times. We have run ahead of the population by a considerable margin.

"You know, of course, that our population is still increasing by leaps and bounds. Today we have 12,500,000. Of these, the people who work either for pay or for themselves in gainful employment number over 5,000,000-and I regret to report that the number of women workers is increasing at a much higher rate than the males. I don't know why that is, and I have no remedy. The only thing that I know is that you fellows who are known as males don't bring home enough money to enable the women at home to live up to our American standard which we would like to have, so the girl has to go to work as well.

Strikes-1904

"All the statistics I could quote you would not possibly give you a concrete idea of the progress that has been made in our state in fifty years. In 1904, according to official statistics, there were 328 establishments that were afflicted by strikes and the workers lost 72 per cent of their strikes. Those they lost they never gave up-the defeat was no discouragement. Defeat happened regularly and frequently, but it merely meant deferred victory. In that year, for instance, 1904, the Machinists in Stockton struck against the open shop and they were beaten. In San Francisco, the Bakers struck against the bosses who required them to board in the bake shops. They lost that strike. And in Los Angeles, the Carpenters were on strike for a minimum wage of \$3.50 a day. They lost that strike.

"About the only strike that I have a record of which was successful in that year was when the Miners went on strike. The bosses established the system whereby the miners had to disrobe when they came out of the mines before they went to the dressing rooms so they could be properly searched for hi-jacking, for concealing some of the gold they had mined. Well, the miners won that strike. They did not disrobe.

"If I were to recite the victories and the various achievements of this Federation, I could talk to you every day for an hour and I would not be able to cover the field, because the progress that has been made, due to the active influence of the Federation, is beyond the understanding of most of us. It is for that reason I cited to you the deplorable condition in which the working people of San Francisco carried on fifty years ago.

Labor Laws - 1904

"The other day 1 went through a library and dug up a little pamphlet of twenty-four pages that contained all the labor laws of California in 1904, fifty years ago. Then I turned to the latest volume of California labor law, known as the California Labor Code, and it has 254 pages. That is some tale, and it indicates the progress that has been made by your Federation in obtaining legislation and laws to protect and advance the working people of our state.

"In 1904, just to remind you, there was no workmen's compensation, there were no unemployment benefits, there were no disability benefits. As far as I know, we didn't even ask for it at that time; it came along a little bit later.

"Safety laws and regulations were nonexistent, but there was one little law on the statutes which required that the Labor Commissioner could inspect scaffolding if someone made a complaint. Now, the total manpower of the then existing Department of Labor was the Commissioner and three assistants. Of course, it was ridiculous for a staff of four people to inspect scaffolding in our state! Our Labor Department today is staffed by 750 people.

"In those old days the private employment agencies carried on in an outrageous manner. The official statistics show that they supplied laborers in Los Angeles for \$2.00 a day at a 9- and 10-hour working day. That was the prevailing wage at that time. Working girls in San Francisco

worked an average of 68 hours a week. I am not gathering those figures from the sky. Those are from the official records. For those working hours of 68 a week, they obtained a pitiful wage.

"At any rate, largely due to the constant activity of this Federation and its unceasing growth, the legislature finally passed a woman's 8-hour law, notwithstanding the opposition, the bitter opposition of the department store managers throughout our state. I happened to be there when that fight was on, so I am speaking of my own knowledge. In the same fashion, in 1913, a law providing for a Commission to establish a minimum wage was finally enacted, due to the persistent efforts of this Federation.

"I have only touched upon the very high spots of progress. I have not even touched upon two of the divisions in our department—there are eight of them. Two of the chiefs of divisions are going to talk to you later. One is the Chief of the Division of Apprenticeship Standards, and the other one is the Chief of the Division of Labor Law Enforcement, that does enforce a multitude of laws.

Highest Reward for Service

"I want to say that my own activity and my own participation in all this has been a source of gratification. As I look back over my long life, I feel an inner satisfaction that has been earned by my constant earnest activity in the labor movement and as a state official. I am especially proud of my last twelve years where I had the privilege of enforcing the labor laws which in my earlier days I had been able to help place on the statutes. It has been said sometimes that the highest reward for service is the privilege of having been of service, and I think I have earned that high reward, and I am proud of it.

"I want again to pay public tribute to the officers of your Federation. From President Pitts and Secretary Haggerty down to the office boy, I have received whole-hearted cooperation in the performance of my duties.

"I wish you all a very successful convention. As one who has been through the mill, I would like to give you a little parting advice, and that is that in the heat of debate, whenever you become really worked up, just keep in mind that those who differ with you and those who attack you rather violently are not necessarily stupid or evilminded—they may believe just as sincerely in their contention as you do in yours. And, after all, our labor movement is not

static. It does not operate from a blueprint from which there can be no deviation.

"Fifty years ago the unions went on strike only for union recognition and hours of pay. Today strikes are few and far between, and most of them do not concern the issues of fifty years ago.

"Some years ago I attended a convention of the American Federation of Labor, and someone was needling Samuel Gompers, the venerable old gentleman who presided over the American Federation of Labor for so many years. He asked him, "What's the program of labor? What do you want, anyhow? You haven't got a program. Put it down for us."

"Samuel Gompers said, 'No, we have no program. What we want today is more, and tomorrow we want more ,and next year we want more, and the year after that we want more.' And by that time the convention began to shout with him, 'More! More! More!'

"That is our program, and that is your program. There is no end to our ambition, and we are always wanting more.

"I am quite sure that fifty years hence, when a convention like this meets, those who are now regarded as optimists and rather too radical will be regarded as rank conservatives. That's my belief.

"Thank you." (Loud applause.)

OTTO E. NEVER

President, California Building and Construction Trades Council

President Pitts then presented Otto E. Never, President of the State Building and Construction Trades Council, who spoke as follows:

"Brother President, Tommy Pitts, Brother Secretary, Neil Haggerty, distinguished guests and distinguished delegates, each and every one of you: I appreciate the opportunity and the honor of appearing before you each year and bringing to you the greetings of the State Building and Construction Trades Council. I would like to stress to you the fine spirit of cooperation that exists between the State Building Trades of California and the State Federation of Labor. I believe that that feeling of cooperation is outstanding, and it is certainly my intention to keep it that way.

"The purpose of the State Building Trades is to render service to its membership and to assist the various building trades councils throughout the state in any manner that it can. But both the State

Building Trades and the State Federation of Labor have one great joint purpose: that is to fight together to defeat our enemies. To do this, we must overcome the lack of interest of our membership in the battles that we must carry on, not only with unfriendly and antagonistic employers, but with some of the legislators in our state capital, and against an unfriendly administration in Washington.

Labor Public Relations

"You, the delegates, have the job of stressing our loyalty to our state and nation and to establish good public relations on the part of labor with the general public. We cannot win elections unless we have the confidence of the general public. With the present trend of business back to normalcy, competition has become quite keen. It has become keen between business men and business organizations, and now it has become keen between the journeymen of various trades in the American Federation of Labor. I feel that much of the present antagonism toward organized labor has been fostered by the present Republican Administration in Washington, and that it has been based and passed on to the Administration by many large corporations who are anti-labor in mind and in spirit and who definitely are trying to create a class distinction in these United States. They have attempted to establish an inferiority complex on the part of men and women of organized labor who have through their sweat, blood and tears made America what it is today. In order to carry on this fight, we must train our representatives and we must not change our officers or representatives unless they are dishonest or unqualified to carry on.

"We must forget political fights within our organizations where it involves honest and competent representatives of labor. It takes ten years at least to train a business representative, and it costs the various locals involved at least \$50,000 to develop a competent representative. Big business never drops its competent executives. As a matter of fact, when the president of a large corporation passes away, executives all down the line are stepped up, and the only one that is hired is a new office boy.

"You, the delegates, are charged with a job to establish a close contact between yourselves and your members, and to develop a close friendship and a definite feeling of confidence between yourselves and your membership.

"In the state of California, we have many Republicans, too numerous to mention, in public office who have become friends of ours. However, I believe the credit for that can be given to your able Secretary, Neil Haggerty, who, together with Brothers Tom Pitts, Harry Finks, Charley Scully, Wayne J. Hull and many others, have established a coordinated and tightly organized group that has done an outstanding job in our legislature in securing those rights which belong to us. Without the ability and the initiative of Brother Haggerty and his committee, we would have had a 'Right-to-Work' bill that would cripple organized labor beyond belief

"But let us go on to our national capital, and compare what the Republicans have done while they have been screaming about what the Democrats should have done but did not do. I want to tell you why I feel that the present Administration in Washington has failed labor purposely and definitely.

The Democratic Administrations

"Let us compare the Republicans and Democrats. When that great statesman, that great President and that great friend of labor, Franklin Delano Roosevelt, was in office, he thought about the little manyou and I-and he thought about the little business man. Because we and the little business men are the backbone of this nation. He initiated great public works, such as the Central Valley Project, Tennessee Valley Authority, Bonneville Project, and many others. The purpose was to give work to our people and to benefit the manufacturers, the distributors, and the business men throughout the nation. He initiated the granting of contracts for airports in foreign nations all over the world. He initiated the development of great public works throughout the world. But here was where he used foresight and showed his patriotism for America: He was not an internationalist, he was an Americanfirst, last and at all times. Those projects that were done in foreign countries were contracted to American contractors, and with the exception of unskilled labor, the work was done by American workmen and American working women. Equipment and material came from American factories and the projects were built by American workmen. He employed a vast number of people in public offices throughout the nation to see that this work was carried on. When he passed away, a great little guy by the name of Harry Truman took his place, and, all the vilifying statements to the contrary, he was a good President. He took care of his friends; he never forgot his friends.

"Summing up, the Democratic Party saw to it that wherever our dollars went, American working men benefited by it. Now, let us see what the Republicans are doing.

The Republican Administration

"We find that the Department of Defense is now building installations abroad. We also find that the State Department is negotiating for other installations abroad: France, Spain, Italy, the Middle East, Japan, Korea and others. Let us see what they are doing for you and me, the little guys.

"Our State Department now claims that where we are dealing with a host government, and the host government insists that their local contractors and construction personnel must be used, we must respect the political conditions in their respective countries. So we must hire a foreign contractor, use foreign help, and buy foreign material. In other words, the State Department is not at all concerned about the welfare of you and me. They have an international problem to save the world for democracy, while our membership walk the streets looking for work.

"Recently a contract was given by this present Administration to five contractors on a joint venture, one of which is a Texas company and violently anti-union. The contract was for the building of airbases in Spain. I have been informed by a responsible authority in Washington that the lease for these respective airbases is for five years, and that after the work has been completed by foreign labor and with foreign material, these airbases in their entirety will be returned to the Spanish government. Just where are we benefited here?

"In Arabia, in the development of the oil refineries and oil fields, this Administration is insisting on the employing of Italian workmen (supposedly screened for any communistic tendencies), and they are replacing our people. From a contractor friend of mine, I understand that, even though these people are carefully screened, 20 per cent, on the average, are found to be violent communists and create work stoppages and trouble of all kinds, and have to be returned to Italy. I also understand that in order to save Italy from the communists, our jobs in Arabia are staffed with Italians so that they may return their paychecks to their homeland.

"I also learned from my contractor friend that their wages are much lower than ours and the demands for living conditions are much less than ours. Now, if you look at your next paycheck, you will see that a big slice has been taken out for income tax to pay good American dollars for foreign labor and foreign material.

Iranian Oil Settlement

"Let me give you another illustration of our brilliant State Department. Recently, we saw in the paper that Herbert Hoover, Jr., had been appointed Under-Secretary of State, succeeding General Walter Bedell Smith. He had been given this post because of outstanding work he had done in the settlement of the Iranian oil dispute between the government of Iran and English oil interests. Why shouldn't he have done a successful job? He instigated the payment of \$450 million to the British interests for damages they alleged were sustained at their refinery at Abadan, and he very carefully arranged a loan from this government to the Iranian government, so that, in turn, it would pay the British interest \$450 million. This is the first time that I have heard of a man being promoted for playing Santa Claus with somebody else's money.

"Not only is the present Administration dissipating our national funds in foreign countries, but, to pour salt in the wounds, the foreign contractors are not doing a satisfactory job in the building of these foreign installations. However, our State Department dismisses this by saying that newspaper articles regarding this faulty construction are grossly exaggerated. But they don't deny that this condition exists. In fact, on one airfield in France, the cost of repairing the faulty construction was, according to the State Department's own letter, not less than one million dollars. So there we have it! For the dissipation of our good dollars, we receive faulty construction, and again we milk our treasury to pay for work that originally belonged to American workmen.

"Now let us compare the merits of the two parties. Under the Democratic Administration we pursued the policy of helping foreign nations and, in so doing, we insisted that the work be done by American workmen and American contractors. Thereby we created employment and manufacturing and upheld and bettered our conditions of living.

International Politics

"The Republicans, on the other hand, are dissipating our funds in foreign countries for the benefit of foreign contractors and foreign workmen, and when we complain about this treatment it is passed off as noncommittal, or we are given a first-class run-around. If we complain about branches of the Defense Department doing construction work with troops, we are given the alibi that the work being done is for the purpose of training the troops. Not being satisfied with keeping our people from working abroad, now they are using troops and enlisted personnel, as well as officer personnel in the Army, Navy and Air Corps, to do all types of work which actually belongs to civilians—and then they can't balance the budget; they are too busy with international politics.

"Let me give you another proof. I presume you have all heard of Senator Knowland of California. But tell me, where do you see or find that publicity? You find it in the newspaper or on the radio. He has not time to take care of your affairs in California, for he is too busy on international matters. Anything that you want taken care of, as far as the Senate is concerned, will have to be done by Senator Kuchel, Junior Senator of California. If you could write to our good brother John Shelley, who previously was president of this State Federation of Labor—and you'll get some action.

We Need a Change in Washington

"Now, I have told you briefly of how the Repubilcan Party is ignoring us in attempting to break down our living conditions and standards. I could tell you a lot more. This letter from the Department of State, Washington, D. C., makes it very plain that this Administration has no time for you and me. To overcome this condition, the remedy lies in your hands. We need a change in Washington. You must have the confidence of your membership to insure their correct vote in our behalf in November. Not only the members, but the wives also, should be encouraged to exercise their franchise to vote—their confidence, too, must be obtained. After all, the women control 80 per cent of the votes in this country with their own right to vote, and they control at least 25 per cent of the men's votes, so don't treat the women lightly.

"I know we are going to send another Congressman to Washington who will be a friend of ours, and that is Jimmy Roosevelt. You and I know that the Roosevelts have always been our friends. But we need more than that. We need a landslide of votes in favor of our friends. And you and you alone can accomplish it.

"If you want to keep this nation the

greatest democracy in the world and make this world a better place to live in, then you should return the Democratic Party to power by electing a majority of Senators and Congressmen in November. Be sure we will draft Adlai Stevenson for President two years from now. We don't lack the men to fill the executive offices in our American government—we lack the initiative in our present organization to put them there. With your help we can accomplish it. I think we all shall watch with interest our new successes in Washington this fall.

"Thank you for your kind attention." (Loud applause.)

GEORGE SEHLMEYER

Master, California State Grange

President Pitts introduced George Sehlmeyer, President of the California State Grange, who addressed the convention as follows:

"Mr. President, distinguished guests on the platform and members of the California State Federation of Labor. I greatly appreciate your invitation to be here and speak to you briefly about those issues in which we feel there is definite relationship between labor and agriculture.

"Unfortunately, in the field of rural life in California and some places in the nation, some farmers and some farm groups have tried to stir up trouble between labor and agriculture.

Problem of Surpluses

"We are going through a slight economic change in the country.

"We have over \$6,000,000,000 worth of farm commodities in storage throughout the country, purchased by the government. The problem arises on how to get rid of these surpluses and what shall be done to turn back the present unfriendly and undesirable economic change.

"We realize that the Secretary of Agriculture had a problem on his hands when he had several hundred million pounds of butter. This butter was beginning to get rancid and it could no longer be used. He reduced the price supports on dairy products sharply.

"Another movement is under way in Washington, supported, I am sorry to say, by some farm leaders, to cut down the price on farm commodities until some farmers go out of business, and in that way reduce surpluses. We can never go to the limit where we just have enough

produce for our country's needs. Experts have figured that by 1970 American agriculture can only produce enough with its present production for our domestic needs, and by the turn of the century 6,000,000 acres more of land will have to be brought into production to meet the needs of our own people.

"The Secretary's idea of producing it by the method he has now outlined we think might prove extremely dangerous.

"We recommended a year ago that, instead of sending billions of dollars in money to all parts of the world, it might be a good idea to send food abroad throughout the world to people who are starving. Hunger is always a dangerous thing anywhere in the world, and we think that the people would benefit by it if they had that food.

Water and Power

"The principal reason I came today to talk to you is on another question—the question of water conservation and power development. You all realize that, since 1934, the State Grange has been active in this movement and that we are now faced with a new problem in Washington. Secretary McKay of the Department of the Interior is now trying to arrange a sale of the Pine Flat Dam on the Kings River to a group of landowners in the Tulare Lake Basin. The sale is not to be based on the actual cost of the dam, but on an estimated cost of \$36,000,000, while the dam cost \$51,000,000.

"Water conservation is California's No. 1 problem, along with power development. Next Saturday we are holding the first meeting of the California Water and Power Users Association, an organization pledged to develop the natural resources of the valleys and the rest of California in the interest of all of the people.

"We cannot understand why there is such a lack of concern about the give-away of atomic energy by Congress and the President. It is a dangerous step to the advantages of the Tennessee Valley Authority. The Mammoth Pool on the upper regions of the San Joaquin River is likewise a dangerous trend. The population is still increasing and we must have more water and more power to bring industries to the West.

"Not long ago I was traveling on a train to the East and a man accosted me and said, 'I hear you are from California. I have been out to your state to establish two large industries. I am sorry to tell you I am going back with the answer that

it is not the time to come, because you are too short of water and you are too short of power.'

"Yesterday it was my privilege to speak to a group in San Diego County, and there, too, the shortage of water is becoming a dangerous trend.

"I want to urge the California State Federation of Labor to join with us in stopping the give-away trend in Washington, and to conserve the natural resources of the Central Valley and all of California in the interests of all the people, not give it away to private industry. Of course, your organization has always gone along with that, and also on the 160-acre limitation in reclamation law, which is again under attack—a principal that has stood since 1902, and no President, either Democrat or Republican, has ever urged its change.

"We need more water and power because we must bring industry to the West to create more jobs. As statistics will clearly indicate, when labor is fully employed and reasonably well paid, farm prices hold level. And by the same analysis, when farmers suffer from an economic depression, then labor is not in too good an economic position.

"We hope these things can be done. We want to see all the water conserved. We believe California should have use of the 11,000,000 feet which, every year, go through the Golden Gate into the ocean.

"I hope, too, that your Federation will take a close look at this Feather River Project contemplated by the state. First of all, the federal government had to make nearly an outright gift of \$50,000,000 for flood control, and the state of California anywhere between eighty and a hundred million dollars to bring the price down low enough so that they could float bonds.

Political Candidates Should Take Stand

"I hope this thing will also be done: that the candidates for office for United States Senate, for Congress, for Governor, for Senator and Assemblyman will be asked and required to make a forthright, clear statement on where they stand on these issues. We are getting out of patience with a candidate who says he needs more study. We don't think any more study is necessary. We have been at it for twenty years and I think all the statistics which are needed are available. It rests with the people to see that candidates tell us where they stand and how they are going to do it.

"Do you realize that we have about five

different agencies in Sacramento working on water, all getting into each other's way? That condition should have been corrected long ago by having a director of the department to handle water resources problems in California.

"Then, too, not only should candidates be required to say where they stand, but if a candidate comes along and tells you he will give you what you want, leave him at home, if he doesn't know enough about the office he seeks to make a statement of his policy. And after they make pledges, let's see that they abide by them.

"I don't have too much fear of communism in this country. I think the American people are too intelligent. But I do have a grave and deep fear for the future of our democracy when we learn—and I think every Californian might have some embarrassment about it—that a little over 51 per cent of the people went to the polls in June. In Sacramento, my home county, only 70 per cent of those eligible to register are on the books.

We Must Not Be Indifferent

"Let's keep in mind, my friends, that public life rises no higher than you and I demand for it, and that indifference of the people to the government always ends in corruption.

"I have unbounded faith in the people of California; I have unbounded faith in the people of this nation, once they know the facts. The Santa Margarita River is a fair example of how the press can sometimes, by telling half-truths, mislead the thinking public. That was just a lawsuit, a very common one, when the government sued on the Santa Maragrita River, because they sued only for the riparian rights which they bought with the old Santa Margarita Ranch.

"California has a great future, but, in closing, let me say to this convention again that we hope we may have your support as we have had it in the past. Let's fight this battle through together; let's conserve our natural resources; let's conserve our soil and forests, and, above all else, let's make employment ready for young people who are coming on to take our places.

"Yes, the great problems can be met, and I think there is a great field for better understanding between you, the consumers, and we, the producers.

"Probably many of you know that many times farmers can't get enough for their produce, while the consuming public in cities less than a hundred miles away pays an exorbitant price for the commodities or the farm products they must buy.

"Let's build a greater California; let's conserve our natural resources; and let's take the water and power of this state to bring industry to the West, to keep our fields fertile, and to do what should be done and must be done. Let's first take care of the people's welfare, and democracy will take care of itself.

"Thank you for listening." (Loud applause.)

Report of Committee on Rules and Order of Business

Max J. Osslo, chairman of the Committee on Rules and Order of Business, reported for the committee, as follows:

"Mr. Chairman and delegates to this convention. The Committee on Rules and Order of Business had its meeting and has drafted the following rules for the consideration and adoption of this convention:

- 1. The sessions of the convention shall be from 9:30 a.m. to 12:00 m. and from 2:00 p.m. to 5:00 p.m. No night sessions shall be held unless ordered by a two-thirds vote of all delegates present.
- 2. Delegates when arising to speak shall respectfully address the Chair and announce their full name and the name and number of the organization which they represent.
- 3. In the event of two or more delegates arising to speak at the same time, the Chair shall decide which delegate is entitled to the floor.
- 4. No delegate shall interrupt any other delegate who is speaking, except for the purpose of raising a point of order.
- 5. Any delegate who is called to order while speaking shall, at the request of the Chair, be seated while the point of order is decided, after which, if in order, the delegate shall be permitted to proceed.
- 6. No delegate shall speak more than once on the same subject until all who desire to speak shall have had an opportunity to do so; nor more than twice on the same subject without permission by vote of the convention; nor longer than five minutes at a time without permission by vote of the convention.
- 7. No question shall be subject for debate until it has been seconded and stated by the Chair, and any motion shall be reduced to writing at the request of the Secretary.
- 8. When a question is before the house, the only motions in order shall be as fol-

- lows: (a) to adjourn, (b) to refer, (c) the previous question, (d) to postpone indefinitely, (e) to postpone to a stated time, (f) to divide or amend. These motions shall take precedence in the order named.
- 9. A motion to lay on the table shall be put without debate.
- 10. A motion to reconsider shall not be entertained unless made by a delegate who voted with the prevailing side; and such motion shall require a two-thirds vote to carry.
- 11. Each delegate shall report to the Sergeant-at-Arms at the beginning of the session and shall sign the card presented to him; except, if unavoidably absent, he shall have the privilege of reporting to the Secretary.
- 12. No resolution shall be received by the Secretary unless it bears the name and number of the organization represented by said delegate; and no resolution that has not been submitted by 5:00 p.m., August 18, shall be received, except those resolutions proposed by statewide conferences of organizations affiliated with the California State Federation of Labor held not less than three days prior to the convening of the convention, which resolutions may be filed until 12:00 noon of the first day of said convention. All resolutions which are introduced later must have the unanimous consent of the delegates present. The committees shall report on all resolutions submitted.
- 13. No motion or resolution shall be finally acted upon until an opportunity to speak has been given the delegate making or introducing the same.
- 14. It shall require twenty-five delegates to demand a roll call upon any vote where a roll call is not specified.
- 15. During the nomination of officers and convention city for the coming year, seconds of the nomination of each candidate shall be limited to two. Nominations shall be in the following order: President, Secretary-Treasurer, Vice Presidents of Districts 1-15 inclusive, 1955 Convention City.
- 16. Any delegate wishing to retire during sessions shall receive permission from the Chair.
- 17. All questions not herein provided for shall be decided in accordance with Roberts' Rules of Order.

Chairman Osslo then stated: "This completes the committee's report.

"Max J. Osslo, Chairman "Arthur Dougherty "Alvin L. Holt
"C. E. Devine
"Charles H. Kennedy
"John W. Doolittle."

On motion by Chairman Osslo, the convention voted to adopt the committee's report, and President Pitts discharged the committee with thanks.

Telegrams and Messages

Secretary Haggerty read the following telegrams and messages addressed to the convention:

Sincerely regret impossible for me to meet with you. However, Secretary Schnitzler will convey personally official greetings of the American Federation of Labor. May I take this means to extend to the officers and delegates my sincere good wishes for a most fruitful convention and success in your efforts in the coming year.

GEORGE MEANY, President, American Federation of Labor.

On behalf of five thousand postal employees of San Francisco, we request you to use all means at your disposal, including telegrams, urging President Eisenhower to sign the Postal Bill, HR 774, passed by both houses Friday 20th, now on his desk. Grateful for your help in forcing passage. Best wishes for a successful convention.

HENRY T. CLARK, President, San Francisco Post Office Clerks' Union Local No. 2.

(In regard to this telegram, Secretary Haggerty said, "You know what happened to that, because I handed to Secretary Schnitzler a release from the local papers indicating that the President had vetoed the measure. I understand that there are resolutions in before the committee with respect to this subject matter, and it will

handle them in due time and make reports to this convention.")

Fraternal greetings and best wishes for a harmonious and successful convention.

E. M. HOGAN,

General Secretary-Treasurer United Garment Workers of America.

Report on Federation's Pension Program

Secretary Haggerty gave the following report on the pension plan to be established for employees of the Federation:

"You will recall that the last convention was advised that the Executive Council was studying the feasibility of establishing a pension program for the full time staff employees of the Federation. I am glad to advise the delegates that the pension committee of the Executive Council of the State Federation of Labor has submitted a preliminary report to the Council which has been adopted favorably. As a result of this, effective January 1, 1955, a pension program is being established for the full time staff employees of the California State Federation of Labor, providing that upon reaching the age of 60 years and possessing 20 years of service with the Federation, an employee of the Federation may retire at a pension equivalent to 50 per cent of the salary being received by him as of the date of his retirement.

"The exact details with respect to the funding and payment procedures are now being considered by the pension committee of the Executive Council, and will be presented to the Council for final approval prior to January 1, 1955."

Adjournment

The convention was thereupon adjourned by President Pitts at 4:40 p.m., to reconvene at 9:30 a.m., Tuesday, August 24, 1954.

SECOND DAY Tuesday, August 24, 1954

MORNING SESSION

The convention was called to order by President Pitts at 9:45 a.m.

Invocation

The Rev. Joseph M. Ewing of the Presbyterian Church delivered the morning's invocation:

"Eternal God, our Heavenly Father, for this new day we give Thee thanks, for all who have gone before us and have laid the foundations for our life, liberty, and the pursuit of happiness. In such a time and place as this, which we enjoy, we praise Thee for the right and privilege of our work, the ability and strength of body, mind and heart with which Thou hast endowed us. For these things we bless Thy Name. Do Thou rule over this convention of the California State Federation of Labor which is meeting for the enrichment of life and the welfare of all of us.

"Bless us as we strive to work with one another and with Thee, and for the improving of our conditions and the dawning of a better day for all of our children. Upon Thee, Thy servants, their homes and loved ones, we pray Thy Divine blessings. Through Jesus Christ, Our Lord. Amen."

EDMUND G. BROWN

Attorney General of California

Edmund G. Brown, Attorney General of California, who had been escorted to the platform by the following committee: Daniel Del Carlo, chairman; H. L. Woxberg, George Swan, Arthur Dougherty, Jack Arnold and Henry Savin, was introduced to the convention by President Pitts. Attorney General Brown delivered the following address:

"Mr. President, Neil Haggerty, my friends. It is again my pleasure to address the State Federation of Labor convention.

"At the very outset I want to thank you for the tremendous help that you gave me in my recent campaign for Attorney General. It was really wonderful. The literature that you got out for your sponsored candidates was the best piece that I have ever seen, and I have been in this political business now for about ten years. But I also want to thank you for the help that you gave me not only in the campaign, but during the past four years as the Attorney General of this state. There have been numerous times when I have had to call upon your office for suggestions and help, and I have always had it straight from the shoulder. I hope that the work that we have done is satisfactory. I like to think that the fact that you have endorsed me is some evidence of the fact that you do approve the way I am operating the Department of Justice in California.

"I cannot, of course, this morning dwell on all the phases of the Attorney General's work, but I do wish to call your attention to some things that to me seem important to you in labor organizations.

Duties of Attorney General.

"As Attorney General, my duties call for me and my staff of 75 lawyers to take care of the legal problems of 80 agencies of our state government. With the exception of one or two, we represent every agency of the State of California, from the Governor down. These agencies deal with many problems which influence your way of life, whether it is unemployment insurance, the educational requirements, or even the bread loaf. Most important of all, in my opinion—and it is rather a hard thing to say that anything is more important than something else—but in my opinion, the most important thing that I have to do is preservation of our natural resources, the forests, the mines, the oil and gas, and the water.

"My nearly four years in office has made me conscious of the Attorney General's responsibility to a sound economy in this state, and our nation.

"Our state, with 12,400,000 population, is destined to become the first state in numbers. We are bolstered by industry, agriculture, our natural resources, and greater yet, by our human resources of many skills. We of California cannot play a secondary role in either our national or our international life. Our first obligation, however, is of course to strengthen the economic security of our home state. But from this security we must and can make our contributions of leadership toward a world security.

"Our labor representatives in the Marshall Plan in Europe worked with the 53,-000,000 members of the International Confederation of Free Trade Unions. That is a goodly number to have on the side of democracy. Your own Irving Brown has done a tremendous job in this venture. There are millions of non-communists and anti-communists in the labor movement in western Europe. Through the recognition of their problems and the aid given them by American trade unionists, we have our greatest cushion against the threat of communism. I wonder how many of our fellow Americans know of this great contribution by America's organized labor to our national security!

"Your labor advisers and labor information men presented to the European workers the story of the equitable life in the United States, the history of the American trade union movement, the struggles and the triumph of a better standard of living.

"We must strive to keep this standard and continue its growth. It is your responsibility and it is also mine and every citizen of this state. One form of maintaining our present prosperity is to guard California's natural resources from pilferage or plunder or waste.

California Water and Water Problems

"Your own Federation News Letter has kept you aware of the threat to the water and power of California. I, as Attorney General, know the facts presented by your News Letter to be true. A new raid on the Hetch Hetchy water resources has been proposed in Congress. Under the Raker Act, these waters of the Tuolumne can only be assigned to a municipality, a municipal water district, or an irrigation district.

"Yet it is now proposed that these waters could be sold to private agencies, which, as your August 11 News Letter points out, would limit the amount for public agencies which in the not too distant future might elect to avail themselves of this life-giving fluid.

"In the last legislature a bill was passed to establish a new Water Resources Board and eliminate the Attorney General and his staff from the direction of the legal phases of water development in California. Former Governor Warren vetoed the measure because of that very fact.

"The proponents of this measure were very unhappy because our office resisted the pressure of a few special interest groups who tried to pervert the California water law to serve them and not all the people. Your representative at Sacramento really helped on this one. We have been temporarily saved from undue exploitation of this important resource on which our future economy depends. But we must guard against future attacks and I will need your continued help.

"California has been faced with a campaign to purchase the Central Valley Project from the United States Government, with an original state appropriation of \$10,000,000. From the beginning I urged caution. It will cost another half billion dollars to complete the Central Valley Project, which, after all, is a federal reclamation program to insure the entire United States against future food shortages, and also to permit thousands of Americans to own their own farms-real democracy and real free enterprise, as I understand the terms. I think we should develop new projects and new lands before spending our money to take over that portion that has just been finished by the federal government.

Colorado River Controversy

"There are many other phases of our water problem. Your Attorney General is now engaged in a legal struggle with the state of Arizona over our share of water from the Colorado River. These waters are needed to maintain the stability and increase the productivity of southern California farming and industrial areas. And this means jobs. It is the most important litigation that California has ever faced, because if we lose this fight we would still have to have water. And that would cost us literally billions of dollars, and you in labor as well as everyone else in California will have to foot the bill.

"A growing understanding of the interdependence of farm and labor is needed from both sides. In this, labor statesmanship can give, and has given, leadership in protecting and advancing our natural resources. A watchful eye is needed in the selection of our national legislative representatives and state legislative representatives. For they nold the purse strings of the nation and state and determine the necessity of reclamation projects. We should campaign, therefore, for those who have the vision to anticipate our growth and will build new Shasta Dams and new Central Valley Projects.

"California is the orange box, the salad bowl, the egg basket and the melon crate for the United States. It has its reflection in our daily living, and the attractiveness that is luring 400,000 new residents annually to this area. It has its reflection in wages, hours, working conditions and eating conditions and jobs.

Trinity-San Luis Project

"One of the more important programs in protection and exploitation of water resources is the Trinity-San Luis project.

"Labor as a group, as a cohesive organization, should review the plans for this project, and if you like it, give it the impetus needed to foster and promote it and thus the agricultural economy of our state. This project needs further Congressional appropriations to get rolling. The Trinity Dam is already authorized. But approximately \$3,000,000 is required to start what will be a 10 to 15-year construction program to eventually cost \$350,000,000. The project dam itself will require five years to construct. The entire project, when completed, will deliver 1,000,000 acre feet of water, or sufficient to irrigate 300,000 acres a year in the Central Valley system.

"Development of low cost hydro-electric power is a necessary adjunct.

"This project will take Trinity waters from west of Redding in the far north, drop the waters into Keswick Dam Reservoir and swell the flow into the Central Valley system by running it into the San Luis Creek in the Pacheco district, Merced County. It will then give a two or three-inch rise of water in the Delta-Mendota canal system into the west side of the San Joaquin Valley, with its destiny being Fresno and Kings County. In these two counties, the water table is dropping at the rate of 25 feet a year. It is down to an average of 425 feet, and in some sections down to 650 feet. This low water table threatens to turn otherwise productive land—500,000 acres in the two counties—into desert and dustbowl sterility.

Power Development Needed

"All this needs cheap power for pumping purposes. And that calls for more development of power in these projects—by the state, if possible; if not, by the federal government—but development for the future!

"At one time—and the echo is still with us—the cry in the Shasta Dam project was 'flood control first.' In this Trinity-Sacramento-San Luis project, power can be used for flood control by pumping potential flood waters, not only controlling the destruction of floods, the waste of water, but giving new life to a drought-threatened area. And we must not be unmindful of the erosion, the washing away of fertile soil, that will thus be prevented.

"We cannot be unmindful of this growing menace to our agricultural economy. The threatened loss of a half million acres of productive land in a state that is increasing its population by 1,000 new residents daily is critical. International agricultural scientists estimate that one acre of land per person is barely sufficient to provide the food needed for an individual's consumption.

"Great Britain, for instance, has the equivalent of a half-acre of cultivated land per person of its population. As a result it has had to tighten its belt to protect its overall economy, and bring in half of its food requirements. Even with new improvements, restoration of lost lands, modern techniques of agriculture, Great Britain can only hope to produce two-thirds of its food, and reduce its imports to one-third.

"Our own California empire, while not comparable yet in population with Great Britain, must be aware of such possibilities and keep its pace well ahead of the growing demands of a growing population—not only to supply our state and national needs, but also to maintain our trade econ-

omy! Agriculture brings in new money and with it buys the products and services of all labor, whether it is the *union-made automobile* or the *union-made motion picture entertainment*. And, in turn, it is the well-paid worker and his family who consume the products of agriculture.

International Situation

"I now want to leave this subject completely, and for the last five minutes of this talk speak about something completely different. Last year I had the high privilege of being the chairman of United Nations Week in Northern California, and I want to say just a few words about the international situation.

"In our compacted world, the national and international scene is equally as important to us as the problems of our own state. The rising tide of international communism threatens every American home. Communism as an idea, as a political conspiracy and as a military force, has already had its impact on our security. The proper methods of meeting this threat is the consideration and responsibility of everyone concerned in the science of government. And that brings it down to the American precinct for its voice to be heard through such organizations as political parties and organizations such as labor federations and councils.

"You must act as delegates of the people of our state in the public forums of our nation.

"You must reflect the thinking of our fellow Californians in their hopes and aspirations.

"To be specific, let us take the case of the United Nations. In a recent article in Collier's Magazine, Carlos P. Romulo, former President of the United Nations General Assembly, makes the startling declaration that the United Nations is dying.

"Can it be possible that the United Nations Organization, born in San Francisco in 1945, is dying after nine years? And if it is true, is this the wish of our fellow Californians and fellow Americans? Or is the threat to the life of the United Nations due to the bungling of our international relations?

"The Russians, says Carlo Romulo, have been doing their utmost, by vetoes, walkouts and aggression, to kill the U. N. But he adds "The heartsickening truth is that the U. N.'s demise is being brought on by the free world."

"The by-passing of the United Nations and the dangerous symptom of waning in-

terest, especially in the United States, is killing the U. N., says Romulo.

"Surely the people of California and of the United States are not going to repudiate our late beloved Franklin D. Roosevelt by bringing about the United Nations' 'death by apathy.'

United Nations Must Not Die

"I do not believe that any far-sighted American subscribes to permitting the United Nations to die. President Eisenhower on January 10, 1946, in an address in Ottawa, Canada, endorsed the United Nations with these words:

'I hate war as only a soldier who has lived it can, as only one who has seen its brutality, its futility, its stupidity. Yet there is one thing to say on the credit side—victory required a mighty manifestation of the most ennobling of the virtues of man—faith, courage, fortitude, sacrifice. If we can only hold that example before our eyes; moreover, if we can remember that the international cooperation then so generously displayed points the sure way to the success of the United Nations Organization, then the war can never be regarded as a total deficit.

'I have heard people say that wartime unity was based only on necessity. The necessity for cooperation has not passed ... We must not assume that this crusade for promoting mutual understanding can be successfully conducted exclusively by others — by the world's statesmen and political leaders. Each of us, however humble, has a part to play. In the end it will be the citizens of all countries who will outlaw war.

'Until the peoples of the world understand and respect the interest of their neighbors, the victory will elude us.'

"These are the words of our President, spoken when he was General Eisenhower.

"We know that he was not giving mere lip service to the hopes of all nations, and particularly the hopes of his own nation.

"Yet we were recently treated to the spectacle of a threat of a campaign to take the United States out of the United Nations Organization. Public reaction must have been terrific for the proponent backtracked on that threat within a few days—backtracked for the time being only, for we may witness a recurrence of such threats.

"In addition to the uneasiness, to put it mildly, that such statements cause the 50-odd nations who stand shoulder to shoulder with us in the United Nations, we witness

a squirrel-cage confusion in our own country.

"Our President has been elected by the people. His Number One adviser is the Secretary of State of his choice. In the matter of international relations, it is the President and his executive adviser who are empowered to speak under our Constitution. The Senate's jurisdiction is limited to the passing of legislation. When any member assumes the role of a self-appointed Secretary of State he is doing a disservice.

"Until we find respect for the constitutional jurisdictions of the executive, legislative and judicial branches of our government, we cannot have a functioning democracy.

"There is nothing Russia would prefer, says Carlos Romulo, than to dance on the grave of the United Nations.

"The nine years of the United Nations is too short a span in which to determine its true value. In less than ninety years of our own nation's life, we were beset with division and secession. Only a bloody civil war between the states saved our federal union. We don't like the word compulsory, but it was compulsory unity which made us the greatest nation in the world.

United Nations Gives Hope

"The United Nations, like all man-made organizations, will probably never reach perfection. But if it succeeds in keeping our international conflicts down to a minimum, it has served a most useful purpose. It gives hope to our Scandinavian, British, German, Irish, Belgian, French, Italian, Spanish, Greek, Middle East and Far East allies, whose homes are just a few hours flight from a potential enemy's airfields and atom and hydrogen bomb stockpiles.

"We have been regaled with the facts that Russian communism has been whittling away at the free world, and in the case of China took over a complete nation. How much farther, we ask, would the communist invasion have gone had it not been for the existence of the United Nations as a world forum?

"We have been regaled with the charge that General George C. Marshall, under a Democratic Administration, lost China to the Reds. This charge was so flagrant a violation of decency that President Eisenhower finally had to spring to the defense of Marshall.

"Who can deny that General George C. Marshall with his Marshall Plan saved Western Europe from being infiltrated by the communists? The foreign aid program he proposed, which, as implemented by President Harry Truman, rebuilt a rubble-strewn Western Europe from the Mediterranean to the Arctic Circle, built bridges, roads, railroads, shipping and industries, and with American labor's aid. These made jobs and commercial intercourse between nations of Western Europe, and ended much of the frustration, idleness, hunger and general poverty which would have been fertile ground for communism.

"The Marshall Plan, under the Economic Cooperation Administration, has cost America billions of dollars. But it was a combination of samaritanism and self-service. It was a response to the edict of being our brother's keeper on one hand, and bought us valuable time to assemble our resources.

"America is safe from communism from within as long as our economy is secure, as long as we remain the land of opportunity, as long as we keep up the fight to bring about an irreducible minimum of ill-housed, ill-fed and illiterate citizens.

"I leave this message with you, and urge you, as fellow Californians, to proceed with your program of a still better way of life which an abundant California can give you all.

"Thank you very much." (Loud and sustained standing applause.)

ARCHIE J. MOONEY

Chief of Diviison of Apprenticeship Standards State Department of Industrial Relations

President Pitts introduced Archie J. Mooney, Chief of the Division of Apprenticeship Standards of the State Department of Industrial Relations, who addressed the convention informally, and then presented a copy of his formal speech to be printed in the day's proceedings:

"Fellow members of the American Federation of Labor, brothers and sisters. As I listened yesterday to our Governor, Goodwin Knight, Secretary of Labor Mitchell, and the Secretary of the American Federation of Labor, I couldn't help but think that the lesson taught to Andrew Jackson by his mother is more than applicable to the American Federation of Labor since the time of its founders to the present. Andrew Jackson was told by his mother: 'We make friends by being honest; we keep them by being steadfast.' As we look back over the glorious history of labor, I think we can say in fact and in truth that the men and women of labor of this state and of this nation have been honest and have been steadfast, and the recordings of the progress made by labor is a demonstration, a truth positive, if you please, of the fact that we have been faithful to our cause.

"So, as far as I am personally concerned today, I think it is more than fitting that we should be meeting here in Santa Barbara. It was in this city, I believe in 1938, where under the leadership of your then President and now Secretary-Treasurer, Neil Haggerty, the action was taken from which came the Shelley-Maloney Apprentice Labor Standards Act of 1939.

"And, now—as I am looking forward to retirement under the provisions of that Act—because there will be a new chief in this division when you will have met next year—here I am in Santa Barbara where we started in order to say that, due to the law, the one who worked in the formation of that law will have to say, 'Hello, and thanks a lot, and a happy future to all of you!'

Labor Laws

"Many laws have been passed in our state, and I am not going to mention all of them. But I have in mind two of them.

"In 1939 there was considerable discussion as to what were the functions of the Cailfornia State Department of Industrial Relations. Many people had an idea that we were only law enforcement agencies. We put in a bill defining the principal functions of the Department of Industrial Relations, which is the agency for the welfare of the wage earner of the state of California. That was a bill sponsored by 'Butch' Powers.

"At the same time another important bill was in there—the bill that took conciliation away from other agencies and put it in the Labor Department. At that time there was a terrific pressure to put mediation and conciliation in an agency separate and apart from the Labor Department of our state. The other bill—which put it in our department, where it is now and where it has done such a magnificent job—was the bill of none other than our good friend Sam Yorty.

"Now, I know what it's like out there, sitting on those hard chairs, and I shall not impose too much upon you, for it is quite true that the mind can absorb no more than the seat can endure. I want to talk about child labor, its origin, its cause and why.

"Too few of us know that the child labor laws of this nation and of the world owe their origin to the lowly chimneysweep some three or four hundred years ago. If and when you hear this trite saying, 'Put a fire under him,' or 'Smoke him out,' remember that is exactly what they did to little seven- and eight-year-old boys who were sweeping out the chimneys. It took 150 years to make it illegal to burn little boys to death as they were sweeping out the chimneys. There's the start of your new labor law.

"The old laws in the old days, the public school system and the right to vote—there was a time in our country where you had to own property in order to vote—all of those laws, the daylight-to-dark day, all of those things come from labor, and no one else but, in their origin, with the help of fine people to help carry it along.

"In my own time we thought we were doing a big job, and perhaps we did. Higher women's wages, workmen's compensation, election primaries, initiative, referendum and recall. The vocational and educational systems of our nation and our state owe their origins to the American Federation of Labor. The pen that was used by President Woodrow Wilson to sign that bill was given to none other than Samuel Gompers.

"Yesterday Governor Knight was speaking about more industries for California and the power needed to bring them here and its readiness, availability, and cheapness. He also mentioned the skills of our people. He also said that the skill of our people in California would overcome the cheap wages in other sections of the nation.

Apprenticeship Training

"That's where we come into the picture. The skills of our people call for apprentice-ship training. If we would have the industries come to California and stay in California, we must have, in the first place, trained the skilled workers so necessary to carry on the industries.

"In our work, on the original action by the State Federation of Labor which made this law possible, we can report to you today that, through the cooperative effort of labor and management throughout our state, we still stand tops in the nation. And even so, we still think we can stand for a lot of improvement.

"Now I look to our present-day problems where you folks are talking about social security, social welfare, assistance for the aged and the blind, health and welfare, and the opportunities for youth. How far labor has progressed is so obvious to those of us who were active in the field some forty-five and fifty years ago. More power to you!

"It has been my privilege to have been a delegate here in this convention and a visitor to it under the leadership of Dan Sullivan and Paul Scharrenberg, and today under the leadership of Tommy Pitts and Neil Haggerty. Under the AFL leadership, Samuel Gompers and Frank Morrison were my friends.

"I can't close without telling you how happy I am, and all of us who gave our efforts in the past, in the splendid structure which leadership has built upon the foundation which we helped to dig and build. I think it is not too much to say that we had a job to dig that foundation upon which such a great and glorious structure has been reared.

"As I look today at the largest convention in the history of the state, the largest federation in the United States, I want to say that, not only from that viewpoint but from my own personal viewpoint, must I pay tribute to the honest, sincere, outstanding and capable leadership of the California State Federation of Labor in the persons of Tommy Pitts and Neil Haggerty. And due to the fact that most of my work is in Sacramento, I must add the names of Harry Finks and Charlie Scully and Jack Henning and Clarence Todd, and all the other international representatives, state and local representatives of labor, through whose efforts and through whose united support has been made possible the training of our youth, of giving opportunities to our young men and women to the end that they shall become good American citizens as well as skilled craftsmen.

"My hat is off. My thanks to you. My appreciation for the years of pleasure I have had in working with you, in working for you, and being one of you—which I always have been and always will be.

"In conclusion I say this: With all my faults and with all my human qualities of error, I have all my life tried not only to be a union man, but I have tried to be a good union man. And when I say I have tried to be a good union man, by being that in the first instance, I must be a good public servant, which I have been for the past twenty-one years.

"Thank you." (Loud applause.)

The prepared address of Archie J. Mooney follows:

When the California State Federation of Labor will convene again in 1955, pursuant to the provisions of the Civil Service Laws of California and the rules of the State Personnel Board, there will be a new Chief in the Division of Apprenticeship Standards, State Department of Industrial Relations. The present Chief is now and has been since August, 1933, under the title of Assistant to the Director, and under his direction, responsible for the apprenticeship program in California, now functioning under the provisions of the Shelley-Maloney Apprenticeship Labor Standards Act of 1939.

Start of Apprenticeship Training in California

The part that government now plays in fostering, promoting, and developing the welfare of apprentices and industry originated under the provisions of the National Recovery Act of 1933 and the California Industrial Recovery Act of the same year. Under the provisions of these Acts and the executive order issued thereunder by President Franklin D. Roosevelt, there was established in each of the states a Committee on Apprentice Training. California set up such a committee, and then as now, the preponderance of representation was from management and labor.

In 1933, our Committee just had ideas, because we were starting from scratch, but I believe you would be interested to know what our ideas were at that time. From our first written presentation, published in 1935 after a year and a half of intensive study of apprenticeship systems in England, France, Germany, Canada, Australia, Wisconsin, and Oregon, I quote the following paragraphs:

"The general policy of the California Committee on Apprentice Training is to seek the advice and cooperation of local and state trade advisory committees, employers' organizations, labor organizations, local and state departments of education, and other organizations, and to disseminate information about the need and possibilities of apprentice training through every possible channel. The apprenticeship contract puts order in the training program of the trades where little or no order existed. It throws certain restrictions around the employment of apprentices, but it does not make it harder to employ them, and in the end it works as a decided advantage to apprentice, journeyman, employer, the trade generally, and to the public.

"It gives industry, employer and employee combined, the proper control and guidance of its future well-being. "It gives to the employer stabilization of labor within the plant and on the job, smaller labor turnover, properly trained and competent workers, improved production, better products and equalized competition, lowered costs and balanced opportunities.

"It gives to the skilled worker a competence of pride and pleasure in the handicraft of his trade, versatility, the proper selection of those to learn his trade, safety from incompetent and cheap labor, protection from glutted labor markets, increased carning power, which is purchasing power, and security and safety in employment.

"It takes the youth away from the evil influences of idleness and starts them on the road to good citizenship.

"It gives to the apprentice the opportunities to which he is entitled, such as a fair wage, proper protection, reasonable continuity in employment, regular advancement, and the great satisfaction of being an upright, self-supporting member of society, confident in security and with faith in the future.

"It brings to the public the benefits that can only come from well organized efficiency and stabilized industry and employment.

"These are but some of the benefits that will accrue by reason of the apprentice training program. To mention more would be superfluous. Those given ought to be sufficient.

"However, and in conclusion, may I say this: That, as American citizens, the bigger, better and broader view of the apprentice program must come to us with the realization of the fact that just as we keep the faith with the youth of today, so will we have kept the faith with the tomorrow of our state and nation."

To carry out the foregoing thoughts, it is interesting to note that then, as now, we were resolved that management and labor in the several localities should be the ones to guide and govern their apprenticeship activities, with agencies of government cooperating. Again I quote from our 1935 document:

"Insofar as possible we carry out the thought to give to industry the widest possible range of self-government. For that reason the representatives of organized employers and organized labor in any industry or subdivision thereof are expected to accept their full responsibility to the particular business, trade

or calling of which they are the component parts.

"We feel that the employers and employees in any given line of employment are the ones best qualified to judge the needs of their particular part of industry. By experience, knowledge, and training they should be, and no doubt are, the ones most competent to set up the rules and regulations by which they shall be governed.

"Suitable dipiomas or certificates shall be issued by the California Committee to the apprentice when he or she shall have fulfilled the term of indenture. Such diplomas or certificates shall be a self-sufficient guarantee to any employer anywhere that the person possessing same is qualified and competent. During the term of indenture the Committee is authorized, for good and sufficient reason, to cancel any existing apprentice contract."

So much for the past, but the past is preceless if it recalls thoughts and deeds dedicated to the pursuit of having done one's best. That's what all of us—management, labor, and government—have tried to do; yet we are satisfied that our best leaves room for improvement. That is why we look to our new journeymen, the completing apprentices, to accept responsibilities such as we have had in the past. We pass on these responsibilities to them fully in the hope and firmly in the belief that they in their time, with the help of the State Federation of Labor, will do that better job which we in our time tried to do.

Twenty-One Years of Progress

May I emphasize the fact that we started from scratch twenty-one years ago and that much progress has been made during those twenty-one years. Management and labor have done a magnificent job in the field of apprenticeship training in the state of California. There are now more than 600 joint labor-management apprenticeship committees in active operation. An average of seven men per committee, each devoting five hours a month to the maintenance and promotion of their apprenticeship programs—a total of about 252,000 hours a year! That is the equivalent of 131 full-time workers in the field from management and labor, as compared to 39 field representatives on the staff of the State Division of Apprenticeship—more than three to one!

If these hours of labor were converted into dollars, this phase of management and labor activity alone would represent at least \$2.50 for every dollar spent by government. A survey of the money spent by labor and management and joint apprenticeship committees for the employment of apprentice coordinators and clerical aides, for completion ceremonies and other expenses of maintaining the program—over and above industry's normal operating costs, wages to apprentices, and the like—indicates that it is at least equivalent to the amount spent by both the state and federal governments in the field of apprenticeship training in California.

Skilled workers alone are not the only contributions that have been made to the advancing welfare of our state and our nation by the joint efforts of management and labor, with government cooperating, in the field of apprenticeship training. It seems to me now, and always has, that as valuable as apprenticeship training is to those who are the recipients of its benefits in terms of such material things as wages. higher standards of living, and the ability to maintain a home, there are by-products of our apprenticeship training system which are of equal if not greater value. The lessons which our young people learn as they go through apprenticeship by reason of deeds actually performed and by actual experience through association with their employers and their unions, must produce sound citizens as well as skilled craftsmen.

Apprenticeship and Citizenship

In the first place, our apprentices know that as they go through their apprenticeship they earn more as they learn more. Through life this lesson is most valuable, because it is always true that the one who learns more earns more. The experiences in which our new journeymen participate during the few years as they appear before their joint apprenticeship committees are worthy of further thought. Here they find labor, management, and government, all working together in full harmony and close cooperation to the end that they will receive that for which they were striving: genuine skill in their chosen trade. This is democracy in action, and I emphasize this point by adding that only in a democracy where the rights of the individual are fully respected and the rights of men, both employers and employees, to organize and bargain collectively are also recognized, do we find labor, management and government for a common cause.

In our democracy, in addition to full freedom of thought and expression, we have a system known as Free Enterprise: a system that protects the right of the in-

dividual to advance, as well as the right of management and labor to meet and deal collectively in their interest and that of society as a whole. This system has brought to all of us the highest standards of living obtained by any people anywhere at any time. Under this system we have learned the full value of associations, whether they be of management or labor; we have learned the meaning of our American way of life, our democratic freedoms, and lastly, but above all, we have learned that there is one union which makes all other unions possible—be they of employers or labor: our Union of States-our United States of America.

May I also briefly add that under our American system, the wages and working conditions of apprentices while in training are also the highest and best anywhere. Here again we must thank the employers and the unions for a real understanding and an outstanding accomplishment.

Apprenticeship and Defense

A few years ago, at an apprentice completion ceremony in Oakland, Mark E. Andrews, Assistant Secretary of the Navy, spoke in part as follows, and I quote:

"One way to prepare for an emergency is to have in this country enough skilled manpower to enable industry to speed up to fill wartime needs. And one way to do that is to have enough trained apprentices and journeymen to meet the varied demands of wartime production.

"This training program stands out as a glowing symbol of what far-sighted, reasonable men of differing interests and opinions can accomplish when they plan with faith, not only for the present but for the future welfare of their fellows.

"The goal is still mobilization for peace.

"Today out of peacetime teamwork must come the skill, intelligence and determination to preserve our freedoms, to strengthen our country's defenses and to provide, if need be, for a quick change-over to wartime production."

These thoughts are as true today as they were when they were uttered in 1948, and that's exactly what we in apprenticeship are doing in California and throughout the nation.

Another thought to which we and industry—management and labor—should give further consideration is the fact that throughout our entire state, in the complex field of labor-management negotia-

tions and agreements, there is one phase in which there is a complete area of agreement. That is the field of apprenticeship training. This area of agreement has been brought about by management and labor with government cooperating, to the end that there is a full understanding of the mutual benefits to be derived. We are hopeful that in the not too far distant future, similar mutual understanding can be reached in all fields of labor-management. Amicable labor-management relations must be based upon a better understanding of mutual problems and joint benefits. I don't mean to say that I am looking forward to the time when there will be absolute agreement between management and labor, nor would I hope for that condition. Just so long as men are human and healthy, they are bound to differ, but the better way to iron out differences is through committees such as our joint apprenticeship committees, which work together toward a common goal.

Appreciation and Thanks

Up to now I have tried to express appreciation to those who are principally responsible for the fine job that has been done in the field of apprenticeship training in California—management and labor. To these groups we must add our full appreciation and thanks to the veterans' organications throughout the state-the American Legion, the Amvets, the Disabled American Veterans, and the Veterans of Foreign Wars. We would also add the many county service officers who help our Division of Apprenticeship Standards to properly care for the rights of the veterans in their on-the-job training programs in California. We must and do acknowledge their continuing support throughout the years and the valuable contributions which they have made to the veterans' training program.

The splendid cooperation and assistance provided by the Bureau of Apprenticeship of the U.S. Department of Labor to us here in California and on a national scale, is another important contributing factor to the success of our apprenticeship program.

Under the auspices of our state and local school departments responsible for vocational education, a splendid related and supplemental instruction program has been instituted. Too much credit cannot be given to our colleagues in this field for an excellent performance in such a vital part of apprenticeship training.

The truly skilled craftsman knows both

the "how" and the "why" of his job. We emphasize the value of combining knowing and doing, the coordination of head and hand, and in so doing we often use a little jingle to illustrate this thought:

"Practice without theory is like a tree without a root;

BUT

Theory without practice is a tree without fruit."

Combine theory and practice and the end product is success—that's apprentice? ship!

Now that I have talked in general terms to describe our progressive system of apprenticeship training, I cannot conclude without telling the California State Federation of Labor that theirs has been more than a major contribution to this system of training, largely responsible for California's top ranking position in the United States. I must not forget to repeat that which I have said all over our state and nation, as well as to former conventions of this Federation: it was the California State Federation of Labor that passed the resolution and introduced the legislation, which, when enacted, became the Shelley-Maloney Apprentice Labor Standards Act of 1939.

And now as I conclude my last official talk to the State Federation of Labor in my present position as an employee of the state, I am firmly convinced and satisfied in my own mind that the magnificent work now being carried on by this Federation will be continued, not only in the general fields of labor, but also in the development of skilled workers through apprenticeship. All of my working life I have been more than proud to be able to designate myself as a fellow trade unionist, and as I look forward to retirement from my present position, I just want to repeat that I do not now nor have I ever "come" from labor. Always and ever, in the future as in the past, I hope to be worthy of the caption, "a man of labor" and that I not only have been a union man but to the best of my ability, I have been a GOOD union man, which in turn can only mean "a good public servant."

Presentation of Awards by U. S. Treasury Department

President Pitts introduced to the convention Joe Messick, State Director of the Savings Bond Division of the United States Treasury Department. Mr. Messick spoke, as follows:

"It is a very real privilege to appear

here today in front of your fine group on behalf of the United States Treasury Department, and, as the representative of the Secretary of the Treasury, to recognize the job well done over the years in behalf of the United States Savings Bond pragram. Each of you individually and as a group have had a lot to do with the success of that program.

"In recognition of that fine work, it is my further privilege to present at this time three United States Treasury awards to Thomas L. Pitts, to Mr. C. J. Haggerty, and to the California State Federation of Labor, in recognition of this fine achievement

"Thank you all." (Loud applause.)
Delegate Edward Arnold (Screen Actors
Guild, Hollywood) responded on behalf of
the Federation:

"It is really a great honor to accept this award on behalf of the State Federation. In these days a small gesture on the part of the Administration or the Treasury Department, or whatever department we are working for voluntarily, does us a lot of good, for the simple reason that we have done something of which we should be proud. This nation, and the people in it, the Administration, whether it is Democratic or Republican making little difference, are living in an era of service—and this service extends throughout the world. This you know as well as I do.

"We keep hollering, 'Why do we send so much money here? Why do we send so much money there?

"It is our one protection to save the lives of our youth. Because this youth we must protect as our future administrators of the legislature and the defense of the country.

"On behalf of the State Federation of Labor and for its over one million members, I accept this plaque presented by the Treasury Department. I do not think there is another state in the Union that has that many members in their state federation.

"The work you are doing here, the speeches that are made from this platform are for you to listen to so that you can be of better service to your fellow-members, to your fellow-man, and above all, to the nation. In no other country that I know of, that I ever read of, is such a privilege afforded to so many to such a great extent.

"I had been 'Mr. President' for six years on the radio, They finally threw me out of there. Vice President Parker called it the 'Arnold Dynasty.' It darn near was. But the information that I received for six years on that program was out of this world. Because the problems of Presidents, past and present, were not any different than they are today. There was political intrigue, there was economy, there was tariff, there was this and there was that. Everybody was trying to cut everybody else's throat, the same as they are trying to do today. It did not change a bit.

"The only thing that we must have is confidence in them and, above all, confidence in ourselves. Because if we haven't got confidence in ourselves, we can't have confidence in the people whom we send to Washington, for whom we voted. (Applause.)

"So it behooves all of us in these days of unrest to get up in the morning and look in the mirror and count ten and say to ourselves, 'I am the most important man or woman in the world.' And that is the only way you can retain that confidence. If I didn't do it, I wouldn't be able to speak here today without a prepared paper, you know. But I have confidence in myself, I have confidence in the Federation, I have confidence in the AF of L, (and I have been with it since 1915), and I have confidence in the nation, and I have confidence in the Administration.

"This may not sound very healthy to you, I don't know. I was not in favor of that veto yesterday myself, but I think it will come about where there will be a fight about it. And it is only the people who are in labor who can stop the fight and try to throw the thing out altogether.

"I do not know if you remember the prayer that President Eisenhower made from the inauguration platform. I happened to be down there doing some commentary on the air. The platform was made from the white pine of which the frame that encloses the prayer was taken. It is a beautiful prayer and I think we should all take it to heart, whether he vetoed a bill that we were in favor of or not. I think he is a great man. I don't think he is going to last as long as the other one . . . (laughter and applause).

"That may be a terrible thing for a good Republican to say. But who can tell when they go through those doors, whether they carry their wives across the thresh-hold or not, what problems beset these men who go in there and take on the responsibilities of 160,000,000 people? No one knows. You can always have a hat and put numbers in it and change it around, but I don't think we will have to do that. I think he is going to turn out

all right. He has turned out all right as far as I am concerned.

"I should like to read this prayer to you and ask that you take it into your hearts, because this prayer was made as a result of a very sincere and honest thought. He wrote it himself, and I think it is one of the finest things that I ever read in American literature. (I am going to make a recording of it this week, and I am going to send it to him and tell him how it should have been read.) (Laughter.)

"This is the President's Prayer:

'Almighty God, as we stand here at this moment, my future associates in the executive branch of the government join me in beseeching that Thou will make full and complete our dedication to the service of the people in this throng and their fellow-citizens everywhere.

'Give us, we pray, the power to discern clearly right from wrong, and allow all our words and actions to be governed thereby and by the laws of this land.

'Especially we pray that our concern shall be for all the people, regardless of station, race or calling. May cooperation be permitted and be the mutual aim of those who under the concept of our Constitution hold to differing political beliefs, so that all may work for the good of our beloved country and for Thy Glory. Amen.'

"So on behalf of the State Federation of Labor, I accept this for you. Whenever you go into that office in Sacramento, take a look at it. It won't do you any harm.

"Thank you very much." (Loud and sustained applause.)

ANTHONY R. NAGY

Department Commander Veterans of Foreign Wars

President Pitts presented Anthony R. Nagy, Department Commander of the Veterans of Foreign Wars, who spoke as follows:

"President Pitts, distinguished guests, and delegates to this California State Federation of Labor convention. It is a rare privilege indeed for a state commander of a veterans' organization to address an amalgamation such as this and see representatives of his own local union in the audience.

"In looking around as we were coming to the platform, I recognized many of the delegates present as members of the Veterans of Foreign Wars of the United States—the organization that I have the honor to represent here today.

"I especially enjoy this opportunity because of the fact that I have held a working card in the International Typographical Union since 1930 and I have been working under the jurisdiction of the Los Angeles Typographical Union since 1937. At present I am on leave of absence from the Daily News, to act for this present year as department commander of the Veterans of Foreign Wars.

The VFW and The AFL

"It is a genuine pleasure for me to extend to you the greetings of the Department of California, Veterans of Foreign Wars of the United States, because the Veterans of Foreign Wars and the American Federation of Labor have so much in common.

"The Veterans of Foreign Wars, like the American Federation of Labor, is a union in one sense of the word. The VFW is a federation of overseas veterans who have, like the tradesmen, banded together for recognition, as in unity there is strength.

"Just as the trade unions seek just rewards for the tradesmen, the Veterans of Foreign Wars seeks just rewards for those who serve their country in time of need. The American Federation of Labor wants a square deal for every worker, and the Veterans of Foreign Wars wants a square deal for all those who gave so much and have received a small award.

"I am impressed with the famous words of Teddy Roosevelt, who said:

'Every man who has served his country is deserving of a square deal. Less than that shall no man receive, and more than that is no man entitled to.'

"Your organization and my organization have basically the same objective: square deals.

"The AFL, like the VFW, will have to stay on the ball to prevent the possibility of any further losses of the gains that we have made through the years, as there is an ever-present threat of legislation which would hamstring our efforts and deprive us of our rights.

"Certain interests have caused labor to lose some of its hard-fought-for gains through restrictive legislation. Behind this move were selfish and anti-labor interests, such as the National Association of Manufacturers, the National Chamber of Commerce, and other interests which would take away from the working class the privileges of representative negotiation through organization.

"They would rather deal with the worker individually, without his armor—organized labor. They have been made to realize that wherever there is unity there is strength. And we need that strength.

Veterans Fight For a Square Deal

"The veterans, too, are having a battle for a square deal. Because of the apathetic view of too many veterans today, the veterans have lost many of their earned rights through their failure to mass their strength. Today the American Medical Association is actively engaged in a fight to do away with the hospitalization program of the Veterans Administration. They have made false claims and have cited isolated abuses of privileges as general practices. They want the hospitalization and compensation program junked. And you know how important those programs are to the veterans.

"This is only one of the malicious attempts that has been made upon the veterans' program.

"I should like to take a moment and recap a few observations for your information.

"To start with, more than 80 per cent of the members of the Veterans of Foreign Wars are members of some labor organization. Trade union cards are predominant among our members.

"Traditionally, the AF of L policies and objectives, and the VFW policies and objectives, parallel. The VFW has been helpful to the AF of L has been helpful to the VFW.

"Incidentally, the Veterans of Foreign Wars appreciates the stand the American Federation of Labor has taken in regard to Red China. Your action has been very helpful in our fight to keep Red China out of the United Nations.

Support Proposition No. 1

"Since its inception, the veterans' program in California has enjoyed the support of the American Federation of Labor, and we are asking you to help us to continue the Veterans' Home Purchase Program in California. We are going to depend largely upon the support of the American Federation of Labor and ask it not only to endorse but to vote for Proposition No. 1 on the November ballot. Proposition No. 1 is the only bond issue in the world that does not, has not, and won't

cost the taxpayers a cent. It is a self-supporting project.

"I wish it were possible for me to recognize all those ardent workers in the labor movement who have on occasion bent over backward to be of service to the veterans. One of the outstanding ones, Jack Shelley, a former president of this body, who has just been re-elected to serve his district as Congressman, has been a great help to the veterans in their fight for a square deal.

"I want to express my appreciation to Dr. Bob Ziegler, whom you all know and love, for his untiring efforts, his close cooperation with the Los Angeles Service Center—a Community Chest agency under the direction of Arthur Tyron—in accomplishing what sometimes seems impossible in the rehabilitation of veterans.

"Permit me to express my best wishes for a successful and constructive convention, and my thanks for allowing me to appear before this great organization. I know it's great, and so do the 80 per cent of our members in the Veterans of Foreign Wars

"I want to again call to your attention the bond issue to be voted upon in November. I am sure you will support this program, because you think, as I do, that what is good for the veteran and his family is good for labor and what is good for labor is good for the veteran.

"Thank you." (Loud applause.)

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

Policy Statement I International Affairs

a. Soviet imperialism continues to be the Number One menace to world peace.

The committee recommended concurrence,

The committee's recommendation was adopted.

b. The Federation is opposed to the admission of Communist China to the United Nations, but rejects the counsel of those who would have the United States withdraw from the U.N. should the Peiping regime be admitted.

The committee recommended concurrence.

The committee's recommendation was adopted.

c. The democracies must give full sup-

port to the aspirations of the peoples of the underdeveloped areas of the world for independence, equality and a better life, if we are to preserve those areas from the menace of Communist imperialism.

The committee recommended concurrence.

The committee's recommendation was adopted.

d. Organized labor will continue to support mutual security aid and related programs such as "Point Four" technical assistance to underdeveloped countries.

The committee recommended concurrence.

The committee's recommendations was adopted.

 Increased world trade is essential to continued American and free world prosperity.

The committee recommended concurrence.

The committee's recommendation was adopted.

f. American labor will continue to support the International Confederation of Free Trade unions.

The committee recommended concurrence.

The committee's recommendation was adopted.

g. The American Federation of Labor's Free Trade Union Committee is militantly advancing the program of free trade unionism throughout the world in its fight against totalitarianism of the right and left.

The committee recommended concurrence,

The committee's recommendation was adopted.

h. The AFL will continue to champion the International Labor Organization as an instrument for raising living standards throughout the world and the elimination of sub-standard working conditions which provide a competitive advantage to other countries in the world's markets.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 15—"Protect American Economy from Unfair Import Competition"

The committee report:

"The subject matter of this resolution

is concerned with the protection of the American economy from certain types of import. Your committee has compared the resolution carefully with Statement of Policy I, International Affairs, section (e), paragraph 7, and believes that it is not in conflict therewith because of the detailed explanation set forth in the resolution.

"Your committee accordingly recommends concurrence."

The committe's recommendation was adopted.

Resolution No. 141—"Support the United Nations," and Resolution No. 157—"International Affairs—an Affirmative, Consistent American Foreign Policy."

The committee report:

"The subject matter of these resolutions is similar, namely, our position with respect to the United Nations and international affairs. Your committee believes that the subject matter of these resolutions is more adequately covered in Statement of Policy I, International Affairs.

"Your committee accordingly recommends that these resolutions be filed."

The committee's recommendation was adopted.

Resolution No. 179—"Oppose Peaceful Co-Existence with Soviet Union."

The committee report:

"At the request of the sponsors of this resolution, who have appeared before your committee, your committee recommends that the second Resolved be stricken and the following inserted in lieu thereof:

'Resolved, That this convention call upon our government and the free nations of the world to take a firm enough position to convince the people of the world, including those behind the Iron Curtain, that there can be no compromise between freedom and slavery; and be it further

'Resolved, That this position be drastic enough to bring the Soviet dictators and their puppet regimes to the full realization that they are forcing the free world to prepare for no other alternative than all-out war, unless they abandon their designs for world conquest and take conclusive action to restore freedom to the millions of people that have been enslaved; and be it further . . .'"

The committee's recommendation was adopted.

Policy Statement II Full Employment and the Economy

Organized labor is unable to share the optimism of the Eisenhower Administration regarding the economic outlook of the nation, and therefore reaffirms its previous position taken at last year's convention in support of an immediate conference of representatives of labor, business, farmers, and the government to study the nature of the present crisis and to develop a program for action.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 70—"Unemployment"; Resolution No. 74—"Unemployment and Public Works; Resolution No. 167—"Government Responsibility Relating to Problem of Unemployment."

The committee report:

"The subject matter of these resolutions is similar; namely, the steps to be taken in regard to the prevention of unemployment, together with the provisions for adequate public works.

"Your committee recommends concurrence in Resolution No. 74, and further recommends that Resolutions Nos. 70 and 167 be filed, since they are already covered in Resolution No. 74 and Statement of Policy II, Full Employment and the Economy."

The committee's recommendation was adopted.

Resolution No. 58—"Program to Allay Unemployment."

The committee report:

"Your committee notes that this resolution not only improperly attempts to embrace within it several different subject matters, but also is rather inartfully drawn, and, finally, is in conflict with Statement of Policy II and its several subdivisions.

"Your committee also believes that the statement set forth in the fifth subdivision of the Resolved is certainly not the attitude of the delegates of this convention.

"Your committee recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 156—"Department of Employment to be Responsible for Advising Communities on Availability of Jobs."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 95—"Funds for State Building Construction"; Resolution No. 173—"Public Works Employment."

The committee report:

"The subject matter of these resolutions is similar; namely, adequate provision for public construction.

"Your committee accordingly recommends concurrence in Resolution No. 173, and further recommends that Resolution No. 95 be filed."

The committee's recommendation was adopted.

Resolution No. 92—"Support Full Parity Price Supports for Farmers."

The committee report:

"While your committee reaffirms the sympathetic attitude of organized labor to the plight of farmers of our nation and reiterates its position that they should receive at all times a fair return on the fruits of their labors, your committee believes that organized labor has at no time gone on record in support of 100 per cent parity, and accordingly recommends nonconcurrence in this resolution which proposes such a policy."

The committee's recommendation was adopted.

Resolution No. 64—"Protest Aid to Foreign Shipyards at Expense of California Yards."

The committee report:

"Your committee recommends that the fifth Whereas be stricken, since it is not convinced that all of the statements therein contained are factual statements.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Policy Statement III Taxation

a. Organized labor rejects the "trickle-down" approach to tax legislation by the Eisenhower Administration and the 83rd Congress, and pledges to renew its efforts to seek tax reductions which will restore to full operation the progressive nature of the federal tax structure and at the same time provide a needed stimulus to purchasing power.

The committee recommended concurrence.

The committee's recommendation was adopted.

b. Organized labor is fully aware of the impending state financial crisis and recognizes the need for increased revenues, but at the same time is determined that no increases shall be obtained by the imposition of additional consumer taxes on workers already carrying a disproportionately large share of the tax burden as a result of the regressive sales tax.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 8—"Request Internal Revenue Service to Define 'Metropolitan Area' for Travel Expense Deductions."

"At the request of the sponsors of the resolution, who appeared before the committee, your committee recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 94—"Income Tax Deduction for Transportation Expense to Job-Sites."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 10—"Increase Income Tax Exemptions in Lower Brackets."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement IV Taft-Hartley Act and Labor Relations

a. Organized labor is deeply disturbed over the President's total failure to carry out his solemn pledges to correct the abuses of the Taft-Hartley Act, and renews its demand for far-reaching modifications of the Act to remove its numerous anti-labor provisions and to enact a more just and workable labor-management law.

and

Resolution No. 144—"Repeal Taft-Hartley Law."

The committee report:

"With respect to subdivision (a) Statement of Policy IV, your committee again directs your attention to the fact that there has been introduced a resolution, No. 144, requesting the repeal of the Taft-Hartley law. As a result, there is a con-

flict between the statement of policy and Resolution No. 144, identical to that existing at the last convention of this Federation.

"At the last convention, the delegates adopted the report of the committee in which it stated as follows: 'While your committee, of course, is aware of the desires of the State Federation and the delegates to this convention for the total repeal of the Taft-Hartley law, your committee likewise believes it must be realistic and note that this ideal appears to be incapable of accomplishment at this time.'

"Your committee concurs in the action of the last convention of the Federation and reiterates the statement of position adopted at that time.

"Because of the conflict, however, your committee further recommends concurrence in Statement of Policy IV, Taft-Hartley Act and Labor Relations, subdivision (a), and that Resolution No. 144 be filed because it is in conflict therewith."

The committee's recommendation was adopted.

b. Organized labor is firmly opposed to any dilution of the principle of federal supremacy over state legislation in labor relations matters affected by interstate commerce.

The committee recommended concurrence.

The committee's recommendation was adopted,

c. The present 75-cent minimum wage on both the state and federal level is inadequate by any standard of measurement and should be increased to \$1.25 for both men and women, and coverage extended to all workers.

The committee recommended concurrence

The committee's recommendation was adopted.

d. The preservation and improvement of existing working conditions are dependent upon labor's continued efforts to organize the unorganized.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 176 — "Opposition to Legislation Without Laws."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 121—"Campaign to Repeal Existing 'Right to Work' Legislation and Prevent Further Enactment."
The committee report:

"The subject matter of this resolution is concerned with the establishment of a campaign to repeal existing 'right-to-work' legislation and prevent any further enactments of this type.

"Your committee wholeheartedly concurs in the objective of this resolution, but believes that the establishment of the amounts to be contributed by the respective internationals is more properly the subject matter for action at a national rather than a state level.

"Your committee accordingly believes it would be somewhat presumptious for a state federation to instruct the nature and extent of a contribution which should be made for such a program.

"Your committee accordingly recommends that this resolution be amended by striking in the Resolved all of the material in subdivision 2 and inserting the following in lieu thereof:

'2. Establish a campaign fund to carry out the purposes of this resolution by contributions to the American Federation of Labor by the various international unions.'

"As so amended, your committee recommends concurrence."

Debate ensued.

Delegate George Hardy (Building Service Employees No. 87, San Francisco) spoke in opposition to the committee's recommendation and in favor of the resolution in its original form.

Delegate Russel R. Dreyer (Apartment and Hotel Employees No. 14, San Francisco) made a substitute motion that the resolution in its original form be adopted.

Delegate Albin J. Gruhn, (Hod Carriers No. 181, Eureka) spoke in favor of the committee's recommendation.

Delegate Jack Matheis (Steamfitters No. 342, Oakland) supported the committee's recommendation.

Secretary C. J. Haggerty urged support of the committee's recommendation.

By voice vote, the convention rejected the substitute motion, and then adopted the committee's recommendation.

Resolution No. 29—"Put Labor's Adversaries on the Defensive."

The committee report:

"The subject matter of this resolution is a suggested conditional harassment of the enemies of labor, provided they introduce legislation detrimental to labor at the next session of the legislature.

"Your committee is vehemently opposed to the objective of this resolution, since we believe our organization should be devoted to the successful accomplishment of its desired objectives by affirmative action, as has been historically the case in the past.

"We do not believe that any constructive advance can be made by harassing. On the contrary, we reiterate the position of the Federation that all effective steps should be taken to attain the objectives enunciated by convention action and successfully defeat any attempts made to remove past gains or to impose any restrictions.

"Your committee accordingly recommends non-concurrence in the resolution."

The committee's recommendation was adopted.

Resolution No. 133—"Church Furniture to be Made by Union Labor."

The committee report:

"Your committee recommends that the last Resolved be stricken and the following inserted in lieu thereof:

'Resolved, That the Architect's Institute of America be advised by the California State Federation of Labor of its desire to promote this work in question by letting to firms employing members of the American Federation of Labor.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 139—"Labor Public Relations."

The committee report:

"Your committee recommends that the third Whereas be stricken, and the following inserted in lieu thereof:

'Whereas, If the general public were aware of all that is done for its welfare by labor, the labor movement would be able to function in a liberal atmosphere of active public friendliness.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 175—"U.S. Forest Service and State Division of Forestry to Reevaluate Fire Fighting Wage Rates."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 188—"Jurisdiction of Electrical Workers."

The committee report:

"The subject matter of this resolution obviously involves conflicting jurisdictional claims of affiliated unions of the State Federation of Labor.

"Since the State Federation of Labor is without jurisdiction to consider any such claims, your committee recommends non-concurrence in this resolution."

The committee's recommendation was adopted.

Resolution No. 11—"Replace Calendar Week by Flexible Week in U.I."; Resolution No. 187—"Change Regulation Governing 7-Day Waiting Period for U.I. Benefits."

The committee report:

"The subject matter of these resolutions is similar: namely, the replacement of the calendar week by the flexible week system.

"Your committee was advised in full by the attorney of the Federation as to the background leading to the change from flexible week to calendar week. Your committee was advised that statistics prior to the change, and reported at the time of the proposed change, established that the change would not in any way affect some 60 per cent of the claimants; that of the remaining 40 per cent affected, 60 per cent would be benefitted and 40 per cent would suffer some detriment. He further reported that, based upon the fact that the majority of the people would be benefitted by the change, the Federation concurred in such change.

"Your committee accordingly recommends non-concurrence in each of these resolutions."

The committee's recommendation was adopted.

Resolution No. 203—"Increase California Minimum Wage."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement V Unemployment Insurance

a. The general indifference to President Eisenhower's plea to individual states that they strengthen the effectiveness of their unemployment insurance systems demonstrates again the necessity of developing federal standards that will adequately protect all workers, regardless of their state of residence, from the hazards of unemployment.

The committee recommended concurrence.

The committee's recommendation was adopted.

- b. Irrespective of the need for improved federal standards, the state legislature should take immediate action to correct major deficiencies in the California law through the enactment of legislation which would:
 - 1. Extend full coverage to agricultural and domestic workers, and employees of non-profit organizations, and city, county, and state government.
 - 2. Increase the maximum weekly benefit amount to \$50.
 - 3. Provide dependency benefits of \$5.00 per week for the first dependent and \$2.50 for each additional dependent.
 - 4. Provide benefits during the first week of unemployment for those workers who are unemployed more than one week.
 - 5. Abolish the California merit rating system.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 91—"Disqualification of Unemployment Insurance Applicants."

The committee report:

"Your committee notes that the objective of the resolution would apparently require constant conferences to be held between all of the parties in the offices of the Department of Employment.

"Aside from the fact that it would be difficult, if not impossible, for a sufficient number of representatives to provide the required services, it is obvious to the committee that the suggestion is completely impractical on its face because of the extensive space and time it would entail.

"Your committee accordingly recommends non-concurrence."

The committee's recommendation was adopted.

Resolution No. 111—"Federation Policy Toward 'Continued Claim Statement' Cards of Department of Employment." The committee report:

"The subject matter of this resolution is concerned with the revision of the types of claims required to be filed by applicants for unemployment benefits.

"Your committee was advised in full by the attorney of the Federation of the contemplated changes that were to be made, consisting of a complete repeal of the Rainbow Card System and the institution of a system closely comparable to the Blue Card System originally in effect and without any requirement of contract being entered into between the Department and labor organizations.

"Your committee was most pleased to hear of the extreme cooperation extended by the Director of the Department in devising and establishing the new system in cooperation with the officers and staff of the Federation.

"Your committee, however, was further advised that the subject matter set forth in Resolution No. 111 was disclosed at an informal labor-management meeting and was not to be released except upon pronouncement of the Director of the Department.

"Such release has now been made by the Director and the new system is an accomplished fact.

"Your committee accordingly recommends non-concurrence in Resolution No. 111, in the firm belief that the revised system as announced by the Director on August 24, more adequately cares for the subject matter."

The committee's recommendation was adopted.

Resolution 112—"Provide Assistance When Needed in Filling Out Unemployment Insurance Forms."

The committee report:

"The subject matter of this resolution is concerned with the Department of Employment to provide adequate staff to assist claimants for benefits.

"Your committee recommends concurrence in the resolution, but desires to state that it has been advised by the attorney of the Federation of the desire of the Director to have any complaints of treatment of claimants by his various respective department offices submitted to him in order that he can promptly handle them.

"Your committee accordingly recommends to the delegates that if any such complaints exist, they should submit them directly to the Federation Secretary so that he in turn may communicate them to the Director for correction.

"Your committee has been advised in this respect that the Director has been most cooperative in the past in eliminating abuses promptly upon reports made to him."

The committee's recommendation was adopted.

Resolution No. 113—"Change Status of Employment Department's Labor-Management Committee."

The committee report:

"The subject matter of this resolution is concerned with the nature of the proceedings of the so-called Labor-Management Committee of the Department of Employment.

"The attorney of the Federation advised the committee that this Labor-Management Committee was a non-statutory, informal group upon which he had served for many years in the past; that prior to the appointment of the present director, Mr. Burkett, the representation had been predominately management; that upon his appointment, Mr. Burkett insisted the representation be equal, namely, 20 management and 20 labor representatives; that the very purpose of the meeting is to obtain off-the-record informal advice from the respective parties as to whether suggested changes should or should not publicly be proposed.

"It historically has been the position that no records should be kept and that the meeting should be informal in order that if the proposals are in fact publicly proposed, the respective representatives can assert their official positions at the time of the public hearing.

"The attorney further advised that the representative of the San Francisco Central Labor Council was advised of the position of the Federation favoring the continuance of this procedure.

"Your committee believes that the posi-

tion of the Federation is far more desirable and will be far more effective as far as the attainment of our objectives is concerned.

"Your committee accordingly recommends non-concurrence in the resolution."

The committee's recommendation was adopted.

Statement of Policy VI Unemployment Disability Insurance

a. Maximum unemployment disability benefits should be increased to \$50 a week.

The committee recommended concurrence.

The committee's recommendation was adopted.

b. Disability benefits should be provided during pregnancy.

The committee recommended concurrence.

The committee's recommendation was adopted.

c. The waiting period for all disability spells lasting more than one week should be compensated.

The committee recommended concurrence.

The committee's recommendation was adopted.

d. Full coverage should be extended to agricultural and domestic workers and employees of non-profit organizations and of city, county, and state government.

The committee recommended concurrence.

The committee's recommendation was adopted.

Adjournment

The convention thereupon adjourned at 12:05 p.m., to reconvene at 9:30 a.m. on Wednesday, August 25, 1954.

THIRD DAY

Wednesday, August 25, 1954

MORNING SESSION

The convention was called to order by President Pitts at 9:45 a.m.

Invocation

Rabbi Max Kert of the Congregation B'Nai B'Rith delivered the morning's invocation:

"Life is an eternal seeking. As Pope

suggests, 'Man never is but always to be blessed.'

"The knowledge of God is not inherited but a heritage we must win. The genius of man lies in the ability to live in the world and assimilate the varied elements and aspects of civilization.

"The role of labor is to evaluate, remold

and re-create a better environment, wherein righteousness, justice and service will prevail; an environment to hand down to future generations, ever to be improved.

"It is not what we are but what we make of ourselves; not what we have, but what we do with it. Therefore we turn to Thee, Almighty God, to invoke Thy blessings on this great convention, a federation of labor, to guide their deliberations that they may use wisely the power vested and entrusted unto them; to seek a better way and fashion such instruments that may be used for building a better world. Teach them to make of themselves prophets of justice and priests of service, that together we raise the torch of life. For in seeking we may yet find the answer to peace. Amen."

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee as follows:

Policy Statement VII Workmen's Compensation

a. The maximum benefit for both temporary and permanent disability should be increased to \$50 a week.

The committee recommended concurrence.

The committee's recommendation was adopted.

b. Dependency benefits of \$5.00 per week for the first dependent and \$2.50 for each additional dependent should be added to the basic weekly benefit.

The committee recommended concurrence.

The committee's recommendation was adopted.

c. The waiting period should be compensated in all cases lasting more than one week.

The committee recommended concurrence.

The committee's recommendation was adopted.

d. Coverage should be made mandatory in agriculture and domestic service.

The committee recommended concurrence.

The committee's recommendation was adopted.

e. The death benefit provision should be amended to continue payments to depend-

ent spouse until death or remarriage, with additional benefits for dependents.

The committee recommended concurrence.

The committee's recommendation was adopted.

f. The law should be amended to provide rehabilitation benefits, with provision for payment of full disability benefits during period of rehabilitation training, in addition to all other benefits now provided under the law.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 186—"Increase Department of Industrial Relations Appropriation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 209 — "Establish Industrial Accident Commission Branch Offices."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement VIII Health Insurance

a. The Federation will continue to press for a comprehensive program of health insurance on a national or state level in order to provide qualitative medical care for all, regardless of income.

The committee recommended concurrence.

The committee's recommendation was adopted.

b. President Eisenhower's "reinsurance" program is inadequate on its face, and based on a principle ill-suited to meet the staggering problem of financing the nation's medical bill.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 163—"Favor National Prepaid Health Insurance"; Resolution No. 151—"Health Insurance."

The committee report:

"The subject matter of these resolutions is similar, namely, the establishment of a national prepaid health insurance system.

"Your committee recommends concurrence in Resolution No. 163, and further recommends that Resolution No. 151 be filed."

The committee's recommendation was adopted.

Policy Statement IX Social Security and Welfare

a. The Eisenhower Administration's progressive program for the liberalization of the Old Age and Surviovrs' Insurance system, although it does not go as far as the American Federation of Labor believes that it is practical and desirable to go, is received warmly by organized labor as a long step forward in preserving, improving, and extending the American social security system.

The committee report:

"Your committee recommends concurrence in this section of the policy statement, and desires to note that the act in question has now keen passed by the Congress with the amendments of the House adopted. These amendments do not impose any crippling amendments."

The committee's recommendation was adopted.

b. A state program of aid to the permanently and totally disabled should be enacted in accordance with provisions of the federal Social Security Act.

The committee recommended concurrence.

The committee's recommendation was adopted.

c. The state programs for the aged, the blind, and dependent children should be state-financed and administered, and benefits increased.

The committee recommended concurrence.

The committee's recommendation was adopted.

d. The state relatives' responsibility clauses in the aid to the aged and blind programs should be repealed.

The committee recommended concurrence.

The committee's recommendation was adopted.

e. The State Relief Law of 1945, which provides for state financial assistance to counties in administering general relief to the needy during periods of economic emergencies, should be invoked whenever unemployment warrants.

The committee recommended concurrence

The committee's recommendation was adopted.

Resolution No. 9—"Increase Social Security Benefits and Liberalize Qualifications"; Resolution No. 68—"Social Security Liberalization."

The committee report:

"The subject matter of these resolutions is similar; namely, a liberalization of the Social Security Act.

"Your committee recommends concurrence in Resolution No. 68, and further recommends that Resolution No. 9 be filed."

The committee's recommendation was adopted.

Resolution No. 40—"Social Security— Opposing Integration"; Resolution No. 73—"Remove Restrictions Re State Employees in Federal Social Security System."

"The subject matter of these resolutions is similar, namely, the application of federal social security systems to governmental employees.

"Your committee notes, however, that the suggested integration in these resolutions is to a large extent inconsistent with Statement of Policy II, Social Security and Welfare, Section (a).

"Your committee accordingly recommends that these resolutions be filed."

The committee's recommendation was adopted.

Presentation of California State Federation of Labor 1954 Scholarships

Secretary Haggerty was called upon by President Pitts to present the awards to the three winners of the Federation's 1954 scholarship contest.

Secretary Haggerty spoke as follows:

"Mr. Chairman and delegates. It has been my annual pleasure to present to our convention the winners of the scholarships which have been issued by the California State Federation of Labor. This is our fourth annual scholarship contest, which was completed some time ago, with three winners—very high-class boys and girls.

"You probably would like to know that there were 350 students who competed in the 1954 contest. Examination papers were judged by professional educators, as they always are. The winners may apply the scholarship of \$500 to any school of their choice. That is the system that we have used for many years.

"I want to present to you now two of the winners. The third winner—Richard Kirk, Christian Brothers High School, Sacramento—could not make it.

"It is our privilege at every convention to invite the winners to attend the convention and watch the proceedings, because we think it is education for them, as well as for us.

"I now present to you Miss Donna Hardesty, La Jolla High School, La Jolla."

Donna Hardesty accepted the award with the following words:

"Thank you very much. It is a pleasure to be here this morning and see everything. We are really getting our education now. It is fine to win an award of this sort, where you know you have worked hard. It really means so much more to you than something that is just bestowed upon you, because you know you have learned in the process. And this is where we are really getting our education. It is wonderful. Thank you all very much." (Loud applause.)

Secretary Haggerty continued: "I now present to you a fine-looking young man, William D. 'Bill' Mathewson, Stockton High School, Stockton."

William Mathewson acknowledged the award as follows:

"I want to thank all of you, not only for getting the scholarship, but for the wonderful time you have treated us to. The knowledge I have acquired from sitting in on your committee sessions, and listening to the outstanding speakers who appeared before you, and from hearing the discussions on the various labor affairs is greater than I could possibly have obtained in a full year's labor study in school.

"I really appreciate the friendly manner in which you and your leaders have treated us, and I will always endeavor to support the Federation as much as I can.

"Thank you." (Loud applause.)

WHITLEY P. McCOY

Director, Federal Mediation and Conciliation Service

President Pitts presented Whitley P. Mc-Coy, Director of the Federal Mediation and Conciliation Service, who had been escorted to the platform earlier by the following committee: Wayne Hull, chairman; Anthony Cancilla, Al Smith and Leo Vie, Mr. McCoy delivered the following address:

"I am very pleased to have the oppor-

tunity to speak before you at this, your 52d convention, and to greet and congratulate you in the name of the Federal Mediation and Conciliation Service, which I have the honor to direct.

Forty-One Years of Service

"The Service is almost as old as the California State Federation of Labor. We have a history of 41 years, going back to 1913, in the business of bringing labor and management together for the purpose of peaceful collective bargaining. During those 41 years, your affiliates and the Mediation Service have learned to know each other well and bonds of mutual respect have grown between us.

"We are both at a good age—mellow enough to miss the pitfalls of youth, yet vigorous enough to accept new ideas and avoid the cantankerous longing for the past that is said to be characteristic of the aged.

"Our organizations have other parallels, too. As you have constantly pursued your objective of improving the lot of the worker, with respect to wages, hours and other conditions of employment, so has the Service undeviatingly carried on its primary function of providing assistance in the peaceful settlement of demands for such improvements. I am struck, too, with our similarity of purpose in at least one respect, for the preamble to your Constitution proclaims the principle that you will 'promote and maintain harmonious relations between employer and employee, to the end that each shall recognize and respect the rights of the other.' That same principle is very much a goal of the Service.

"In thinking about the topic assigned me for today's meeting ('Present-Day Functions of the Service'), it occurred to me that almost exactly the same speech could have been made 41 years ago as I am giving today, so far as the purpose of the Service is concerned. Oh, of course, there have been minor variations in the Service's activity through the years, and there have been minor policy changes to conform to new legislation or new techniques. But it is not possible to show that the intrinsic goal of the Service has varied in any manner in the years of its existence, regardless of politics, economic pressures, budget limitations or changes in leadership.

"Our Service is in no way involved in politics. With a change of national administration, certain revisions in policy are expected of some federal agencies; matters concerning taxes, tariffs, farm program,

power development, housing, school aid, public works, social security and other issues that are debated in political campaigns are subject to policy shifts. But I am glad to say that, in all its years of existence, the Federal Mediation and Conciliation Service has not changed one iota from its fundamental policy and purpose of aiding labor and management to peacefully resolve their disputes and to live in harmony.

"The Service has had only six different Directors during its history. Whether it has been under the leadership of Hugh Kerwin, John Steelman, Ed Warren, Cy Ching, Dave Cole, or myself, the standard of objective mediation of labor-management disputes has always been paramount. The success of the Service in this objective may be seen in its mediation success and in the constantly increasing demand for its facilities by both labor and management.

"Consistent with the past, no basic changes have been made in the Service during the year I have directed its activities. Of course, new problems arise, and old problems pop up in new form, requiring decisions in our day-to-day work, but these take nothing away from the Service's basic purpose or basic method of operating.

State Agencies Encouraged

"For example, we have been somewhat fearful that with the increasing popularity of mediation in the avoidance of labor-management strife, and with continuing demands for economy in the operations of federal agencies, we might not be able to service all who need and request our intervention. As a consequence, it has been my policy to encourage the growth and improvement of state and local mediation agencies to provide facilities for disputants whose businesses are primarily intrastate in character.

"By so doing, the Service is able to continue to give its proper attention to disputes which affect interstate commerce without at the same time lessening to any appreciable degree the benefits of mediation for all parties in need of it. You may be interested to know that between the fiscal years 1952 and 1954, we had a 14 per cent increase in the number of cases we mediated in the state of California. Limitations of staff alone would preclude a continuing rise in our acceptance of cases. It is for this reason that we are interested in the existence and effectiveness of state agencies.

"Now, I hope I will not be misunderstood. The Service has no intention of abdicating its responsibilities. Wayne Kenaston, our Regional Director for this area, has instructions that when the Service is asked by the parties to intervene in a dispute which substantially affects interstate commerce, his mediators will do so with dispatch. Information that has come from labor and management representatives in California leads me to the belief that this policy is being carried on quite smoothly and successfully by Mr. Kenaston and his staff.

"Generally, before entering a dispute situation, we insist that the parties themselves undertake to discharge their responsibilities to the public to settle the problem by the collective bargaining process. The best and most lasting agreements are those which labor and management have worked out under their own power.

Preventive Mediation Activity

"I think you will be interested in another program adjustment that we have undertaken in the last year. This concerns our preventive mediation activity. I expect that, of all the mediation processes, none is so belabored or so misunderstood as this one. The fact is that prevention of serious trouble is implicit in any definition of mediation, and there is nothing especially new about it. In one form or another, preventive techniques have been practiced almost from the beginning of time, and it is my intention that Service personnel will continue with them. As with other matters dealing in human relations, preventive mediation has undergone experimentation, and even now an exact definition of it is difficult. Our mediators are instructed that preventive mediation is any activity performed by them that has a tendency toward the avoidance of industrial strife and promotes recognition and acceptance of their responsibilities by labor and management.

"Within that general framework we try to place preventive mediation in proper perspective. Surely the time for prevention is not at the time of a strike or even necessarily during contract negotiations. Prevention is a never-ending, year-around activity. Our experiments with it have led us to the conclusion that a formal preventive program is less successful than an activity that grows naturally out of the techniques used by the mediator in his day-to-day dispute assignments.

"We pride ourselves upon the simplicity of our preventive activity. We believe that mediator participation in conferences, meetings and classes as an invited guest, an occasional luncheon, or phone conversation with labor and management representatives, the acceptance of invitations from unions and companies to assist in the development of a plan for the handling of a contract or grievances, or the writing of a thought-provoking article, are all in the realm of appropriate preventive activity. In short, preventive mediation is any activity which will improve the climate of labor-management relations. I believe, and I think you will agree that this type of activity is not only in keeping with a mediation service but is rather basic to its effectiveness.

Arbitration

"Finally, I want to discuss our function and role in the arbitration field. As you know, our arbitration function is quite secondary to mediation. We do not arbitrate cases. We merely maintain rosters of available arbitrators and provide panels of these to disputing parties upon their request. It is a service which has become increasingly popular as arbitration itself has become more widely accepted. In view of the greater use of our arbitration panel facilities, we are trying to provide the best possible service to parties seeking to use them, on the theory that even the secondary functions we perform should be well performed. We provide arbitrator panels only when requested to do so by the parties. Many of you in California have had great success in handling your own arbitration problems without assistance from us. That is fine. It is our policy never to tread where we are not needed or wanted.

"The great number of requests which our California offices have received for our various kinds of services from your affiliates and from management representatives leads me to believe that our procedures and policies, in general, have your concurrence. We cannot help but be pleased by the successful efforts being made by both labor and management to avoid overt industrial conflict. I think that you of the California State Federation of Labor are to be congratulated on seeking every possible means to achieve labor-management peace. It is my aim to provide labor and management with the superior service they want and are entitled to in gaining that peace. I hope we will continue to give you that kind of service.

"It has been a real pleasure to be with you here today. I congratulate you on your 52d meeting. Best wishes for a successful convention." (Loud applause.) Following Mr. McCoy's address, President Pitts introduced to the convention the Regional Director of the Federal Mediation and Arbitration Service, Mr. Wayne Kenaston, who is in charge of the five western states, and Mr. Andrew Gallagher, Commissioner of Mediation.

EDWARD P. PARK

California Labor Commissioner

President Pitts introduced Edward P. Park, California Labor Commissioner and Chief of the Division of Labor Law Enforcement of the State Department of Industrial Relations, who spoke as follows:

"President Tommy Pitts, Secretary Neil Haggerty, distinguished guests and fellow delegates.

"Our Division was the very first agency created in California for the benefit and protection of labor, and I sometimes think there is a tendency to take us for granted just because we've been around so long, while the spotlight turns on some newer agency that has the glamor of unfamiliarity. But I ask you to envisage what would happen if the more than fifty laws entrusted to our care were taken off the statutes, or if our Division were to close down. Ours are the laws which give the California worker his most basic rights. Though he isn't always aware of it, they affect him every day on his job, and he would be in a sorry plight indeed if he were deprived of their protection.

"We think, of course, that as a law enforcement agency our first duty is along preventive lines, and we are constantly disseminating information so that all employers will observe the law and hardships upon workers will be avoided. But violations do occur, and that is when the workers realize we're here, and they come to us for help.

"I like to thnik of our Division as a sort of first aid station where workers who have suffered economic injuries can receive assistance. Many times the injury is only fancied, and a speedy cure can be effected by information and explanations. If the injury is real, we can provide the necessary treatment. And I like our staff to consider the workers who come to us with compaints as people who are suffering an illness, so that they will treat them with sympathy and consideration and instill in them confidence that they will receive the help they need.

"I want to say here and now that certainly we have a good staff, working hard in your behalf, and I cannot say things are

too good for them. They work long and hard. I see that you even have a resolution in here to increase their pay. I hope it is passed and I hope it is of some effect, because certainly they are deserving people and they do need some consideration along that line also.

Increased Activity During Past Year

"Now, I don't intend to overwhelm you with figures, but I do want to give you a few which will give you a picture of what we've been doing in the past year. It has been the biggest year in the Division's history. We received more than 25,000 wage claims-about 16 per cent more than the year before. We collected more than one and one-half million dollars in unpaid wages-again an increase of 16 per cent. Our total case load, including other complaints and controversies in addition to wage claims, jumped from 27,000 to 31,-500. We filed 552 civil suits last yearabout 27 per cent over the preceding year. And we had 737 criminal prosecutions—18 per cent more than a year ago.

"This expanding volume of work has created problems for us, because we have had to take care of it as best we can without any additions to our staff. When I tell you that in the past ten years complaints filed annually with the Division increased by 150 per cent while our enforcement personnel has been increased by less than 40 per cent, you can appreciate what we are up against in trying to give workers the kind of service we feel they should have.

"For one thing, we can't give as prompt attention to each case as we should. In some areas we can't even get a case on our calendar until three or four weeks after it has been filed. If complicated issues are present, it may be months before the necessary investigation can be completed. We can't dismiss this as the inevitable delay that people must expect from government agencies. There may be some places where delay does no great harm, but I don't need to tell you people that delay in getting a man's wages is a serious thing, and can't be justified from any point of view.

"Then there are the cases which we have to close out as uncollectible, because we don't have the facilities to trace an employer who has 'skipped,' leaving unpaid wages, or to make a proper search for hidden assets where an employer pleads inability to pay. Workers who must accept loss of their wages for this reason rightly feel that they are not receiving the

protection which the Division is charged with giving them.

"But I'm sure most of you know of these odds against which we have been working through your contacts with the Division's district officers and our deputy labor commissioners there.

Federation Aids Division

"Neil Haggerty and Tommy Pitts and Charlie Scully and all the rest of them, certainly are the Lackbone of our Division in Sacramento and have done a tremendous job in aiding the Division.

"I can tell you, though, that so far as Governor Knight is concerned, I am sure we will have his backing and support in getting what we need to carry out our duties as we should. We were privileged to have him attend our staff conference this year. And I might say that, to my knowledge, this is the first time a governor has taken time out from an always crowded schedule to meet personally with our deputy labor commissioners.

"You are aware, of course, of what Governor Knight has done in connection with labor law enforcement. His vast experience as a California judge, and as our Lieutenant Governor and now as our Governor, has kept him in close sympathetic knowledge of our problems. We know that he wants to hold the labor law enforcement agency, and that if he feels that changes must be made in our laws to better the conditions of those who work, he will be the first to sponsor the necessary legislation. You can be sure that you have the support of a great Governor in this regard.

"I am happy to tell you also that in spite of the demand made upon us by the increase in our usual type of work, we have still been able to do a job in new fields where we have been called upon to take action.

Workmen's Compensation Law Enforcement

"At the end of our first year as the enforcement agency for the compulsory Workmen's Compensation Insurance law, the record is one in which I think we can take justifiable pride. With only two investigators added to our staff for this new function, we nevertheless checked some 24,000 places of employment. Eleven hundred of these employers did not have the proper insurance coverage, but they have it now as a result of our efforts.

"Our investigations unearthed and corrected some rather shocking practices.

Just as one example, we found that in circuses, the performers, who are subject to the greatest hazards and most in need of protection, were almost always excluded from coverage of the insurance policy. A prosecution put circuses on notice that they cannot do this in California.

"We have had some fine cooperation from many sources in our enforcement program. Particularly I would like to thank Bill Burkett of the Department of Employment, who furnishes us with all the Department's new employer registrations. Thus, we are now able to get every new employer off to the right start by contacting him at the outset of his operations. And a number of you people here have assisted us greatly by reporting to us industries and localities where you had reason to believe there were uninsured employers. Investigations made on this basis have been very fruitful, and I hope you will call us in whenever you think we are needed.

"Our Division has seen at first hand the tragic consequences of failure to insure, because in the past year we've been assisting in the collection of awards against uninsured employers. This is another one of the new areas in which the law now authorizes us to act, and anyone who has sought our aid has been a real hardship case. The one that stands out in my mind is the case of a minor girl whose husband was killed while driving a truck, leaving her with one child and another not yet born. To show you the lengths to which some people will go, the uninsured employer, faced with liability for a large award, had filed a petition in bankruptcy in order to escape its payment. We intervened and filed objections with the bankruptcy court, and were successful in having the petition denied. We prosecuted the employer as well, and he is now under terms of probation which require him to make regular payments on the award. Our experience has revealed how desperately help may be needed by those who can't collect their benefits, and we are glad this service has been added to those we render.

Health and Welfare Funds

"Perhaps the development of most immediate interest to you has been the procedure we recently worked out for the handling of complaints relative to unpaid employer contributions to health and welfare funds. It would seem self-evident that the benefits to which a worker is entitled from such funds are as much a part of his earnings as the wages which are paid to him direct, and that the employer contributions

on which those benefits depend should be collectible in the same manner as wages. But they do not clearly fit the definition of wages contained in the Labor Code, and although in civil cases the courts have treated them as wages, this has not been where general wage payment laws were involved.

"So we have been more or less feeling our way in this field. Without knowing just how far we can go in pressing them to a conclusion either criminally or civilly, we have been accepting complaints where an employer has failed to make the required contributions, and doing what we can to assist in obtaining payment.

"I have met with many of the administrators of funds. In fact, I want to meet with some of them here in Santa Barbara while I am here, to see if we cannot work out this procedure. We are going in next year, I know, with a bill, probably sponsored by the State Federation of Labor, or at least our Division, which I am sure Neil will help us support in the legislature, to give us jurisdiction over these particular contributions. Last year there was such a bill in, sponsored by this Division, and with Neil's assistance it got through the Assembly Committee, through the Assembly over to the Senate side, and died in the Senate Labor Committee. This year, though, the Governor has assured us that he will sponsor such legislation, and with Neil's help, we may have some success in getting it through.

Neil Haggerty

"If I can pause for a moment, I should like to tell you something about Neil. It is a little story they tell about him in Sacramento.

"They say he knows everybody, and he certainly does—not only in Sacramento but in Washington as well. He was commenting on this one day when another fellow overheard him and said, 'Well, Neil, I would like to meet some of these people you know.'

"Neil told him, 'Anyone you want to meet, I will introduce you. I know them.' "The fellow thought a moment. 'I would like to meet Churchill.'

"So off they went to No. 10 Downing Street in London, and Neil sent his card in. Sure enough, the great man himself came out and said, 'Hullo, Neil. How are you?'

"Neil and Churchill talked for a while, and the fellow was quite impressed. 'I guess you do know everybody,' he said.

"Neil asked him, 'Is there anyone else you would like to meet?"

"'Yes. I would like to meet the Pope."

"So off they went to Rome, to the Vatican.

"Neil told the fellow, 'Now, I can't take you in here with me, but I will tell you what I will do. If you will stand out here in the crowd that always gathers here, I will bring the Pope out on the balcony and you will then see that I know him.'

"Sure enough, in a moment or two Neil came out on the balcony with another gentleman, and the two of them shook hands. Since Neil's friend had never seen the Pope, he wasn't sure who it was. So he turned to someone in the crowd, and asked, 'Who is that fellow standing there? Is that the Pope?'

"The man looked and then said, 'I don't know whether that is the Pope or not, but that other fellow is Neil Haggerty!' (Laughter and applause.)

Employment Agency Laws

"There is one other area on which I am going to touch, and that is the employment agencies, particularly in Los Angeles and San Francisco, where there are many shady and unscrupulous agencies in business today. And I want to tell you, this is no small business. Last year more than 400,000 workers paid over six and one-half million dollars in employment agency fees. So you can see there is a large segment of the working population which needs the protection of employment agency laws.

"I'm sorry to say that, while many agencies have high standards of what is fair and equitable, and cooperate with us in every way, there are a few that don't want regulation of any kind. They are very militant, and right now are making every possible kind of attack on both the laws and our rules, as well as on our actions.

"One agency recently sought a writ of mandamus to compel us to approve a contract which was ambiguous as to the workers' rights, and which contained provisions that, in our opinion, were contrary to law. The writ was denied, as we were confident it would be. Unfortunately, however, we are receiving an increasing number of contracts containing provisions which, while not contrary to law, are extremely harsh. There is very little we can do about this under the present law, and if the trend continues perhaps something will have to be done to correct it.

"The new rules which we adopted, and which were concurred in by agencies who regard themselves as somewhat comparable to a public utility and therefore properly regulated in the public interest, are also under attack in the courts by the same group which is seeking to destroy the effectiveness of the law. So you see that here we are concerned not only with enforcing the law, but defending it as well.

Child Labor Laws

"Speaking of attacks, I don't know of any laws we are more often called upon to defend than our child labor laws. I'm not referring to attacks in the courts, but to attacks in newspapers and other public opinion media. You've seen the editorials, deploring the laws which are said to virtually rob young people of an opportunity to get valuable work experience. This kind of comment creates much misunderstanding as to what child labor laws actually do, and by magnifying the legal obstacles to the employment of minors probably does more to bar them from jobs than do the laws themselves. We find that we must constantly interpret these laws to the public, and to boys and girls as well, in order to combat the propaganda which depicts them as barriers to present opportunity rather than as safeguards for future ones.

"We must think of our young people's future not in terms of making just a living, but of making a life—a life in which they are equipped to assume the ever more complex duties of citizenship in a democracy, in which they will find satisfaction and self-expression in the work they do, and in which they can use their leisure time in a constructive and rewarding way. That is why we must resist any efforts to tear down the laws which protect them against sacrificing their education to a job, and why we say: 'Boys and girls, don't go to work instead of going to school. Finish your education so that you can preserve and enjoy the priceless heritage that is yours in America.

"Now I've touched upon only a few of the varied phases of our Division's work, and I'd occupy this platform for the rest of the day if I tried to report on each one that might be of interest to you. But I want you to know that my door is always open, and I hope none of you will ever hesitate to come in and discuss with me any problems you have in which you think we might help.

"I am happy to say that I am here again as an accredited delegate, and hope that I will be again next year.

"And so good luck in your deliberations, and thanks!" (Loud and sustained applause.)

WALTER GORDON

Chairman, California Adult Authority

President Pitts introduced Walter Gordon, Chairman of the California Adult Authority, who had been escorted to the platform earlier by the following committee: Harry Finks, chairman; Ernest King, Amos McDade, and Roy Mack. Mr. Gordon addressed the convention as follows:

"Mr. President, Neil Haggerty, other executive officers and delegates.

"First, I want to thank you for extending to me as a representative of the Adult Authority the opportunity and privilege of coming here and discussing with you for a few moments some of our mutual problems. To me this is somewhat of an historic event in that it is the first time in the history of this state that any representative of the Department of Correction or the Prison Department has ever had the privilege of speaking to a convention of the American Federation of Labor.

"Before going into the remarks that I want to make to you, I do want to clear the record in this: Coming in, I met a lot of men I know. I don't want anyone to misconstrue that friendship or those handshakes as being exchanged with a person whom I have met on an occasion that might indicate that we were passing judgment on him by way of sentences. That is why I mention Neil Haggerty instead of Stu Stooley. (Laughter.)

Labor Unions and Fellowship

"However, I am not surprised that you have asked that a representative of the Adult Authority come here and talk to you on a problem that concerns you, and that is the problem of maladjusted men. To me the very essence of a labor union is the desire to help your fellow man. In your desire to help him, you want to improve his working conditions, you want to see that he gets a wage that will give him the security and provide the standard of living that every American should have in one of the wealthiest countries in the world.

"To me the word 'life' in our Declaration of Independence, as one of our inalienable rights, certainly does include the right to work under the conditions that labor unions struggle to have their men work under. It is just a part of the democratic process.

"So I am not surprised that, because of your desire to help each other, you are willing also, as citizens, to go beyond what so many citizens are willing to do and help other men who are maladjusted and who get into trouble and come before the members of the Adult Authority.

"Now those words 'Adult Authority' might seem very indefinite to you as far as you are concerned. But to make it brief, the Adult Authority is basically the Board of Prison Terms and Paroles in that it administers the indeterminate sentences law of this state: it determines the number of years that a man must serve in prison when he is convicted by the courts, and it determines when he will be released on parole.

"Now we have found that, since 95 per cent of the men who go to prison are eventually released and the other 5 per cent die in prison or are executed, two of the most essential things in their readjustment are work and family relations.

Cooperation of Unions

"I want to take this opportunity-the first ever given to a member of the Adult Authority—to thank the labor unions for their unstinted cooperation with our Parole Division at the local levels in helping our men get employment. Perhaps some of you do not know that at every institution in this state there is an advisory trade council where the problems of employment are discussed with the men within the prison by labor people. Those labor people give their services free of charge; they spend their own money for transportation. They do these things because they have within them the thing that we think, and all Americans should think, is the most important thing in human relations: a feeling of fellowship and a feeling of kindly relationship.

"Now the men in the institutions are very appreciative of the fact that the labor men on these advisory councils spend their time and effort to visit the institutions and discuss their mutual problems. So I want to thank you for that,

"Likewise I want to thank you on behalf of the members of the Adult Authority and the Parole Division for your individual efforts in the respective labor unions to secure full employment for the men. I don't know what we would do with 14,000 prisoners, 250 to 300 of whom are being released each month—90 per cent of them men who work in the area of labor—if it were not for the assistance that we get from labor unions. So we are deeply grateful, and I thank you sincerely on behalf of the men I have mentioned.

Two Suggestions

"There are two things, however, that I want to suggest for your consideration. I will give you the reasons why, and I will be brief.

"Men who are released from prison are very sensitive as to the public attitude toward them. Ordinarily, if a man walks into a labor union and a person in charge speaks to him in an ordinary tone of voice and tells him to wait for a few moments, because of the sensitivity of that individual he immediately thinks that it is being done to him simply because of his record. Many times a man will walk out in a case like that.

"Because of that situation I am recommending to you for your consideration at the local level, that someone be appointed at each union who will familiarize himself carefully with the problems of maladjusted men, and our men will be directed to them when they happen to hold union cards, and they will understand many answers and problems.

"The second thing is this: In no department of government can you function without help and assistance from persons outside of government. We are recommending to you for your consideration that you have at your executive level, or however you decide to do it, a person or persons in the south and a person or persons in the north with whom we can communicate when any problem arises that we think should be discussed regarding our mutual benefits.

"Sometimes we are misunderstood in what we do because we don't know your point of view. Labor unions are large. You have varied types of organizational structure. We would like to know the people at the executive level, the policy level, with whom we can talk over our mutual problems. We think that in that way many misundertandings can be ironed out to the mutual satisfaction of all parties.

Labor Invited to Attend Hearings

"Lastly—and I am concluding because I know you have a great deal of business—I want to extend to the membership—not just to the officers but to the membership of the unions—an invitation to attend the hearings of the Adult Authority in the various institutions of this state. We feel that because of your manifested interests you should have the opportunity to sit in with the members of the Authority when they are fixing terms and granting paroles so that you will have a first-hand knowledge of exactly what transpires. I am not

saying that simply because I think it will be beneficial to us; I know it will be beneficial to us, but I think it will also be enlightening and beneficial to you, because many of you get your conceptions of what actually transpires at these hearings from what you read in the newspapers, and that isn't always exactly as we would like to have it. Not that we are dictating to you newspaper people as to what should be published, but we likewise extend the same invitation to newspaper people. Invariably we have found out that when they take advantage of that invitation, they write entirely different articles, because they write with a better understanding of the situation.

"I thank you very kindly for extending to us this privilege and this opportunity to speak to you.

"Thank you." (Loud applause.)

Following Mr. Gordon's speech, President Pitts introduced to the convention Ervis W. Lester, Co-Chairman of the California Adult Authority.

Telegrams

Secretary Haggerty read the following telegrams addressed to the convention:

The officers and delegates of the Central Labor Council of Alameda County extend sincere congratulations and best wishes for a successful convention. Kind personal regards.

WILLIAM P. FEE, Assistant Secretary, Central Labor Council of Alameda County.

In behalf of International President William A. Calvin and our International Brotherhood I extend best wishes for a successful and harmonious convention to the officers and delegates of the 52d annual convention of the California State Federation of Labor. Field construction or building trade negotiations covering seven western states and Alaska make it imposible for me to visit with the officers and delegates during your convention.

THOMAS J. CROWE, International Vice-President, International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers, AFL.

Greetings to the 52d California State Federation of Labor delegates. I regret that although I'm a delegate I am unable to attend this year's convention. Best wishes for a constructive and harmonous convention. Fraternally yours,

WALLACE D. HENDERSON, Secretary, Fresno Labor Council and Assemblyman, 32nd District

May I extend the fraternal greetings of our International Union to the officers and delegates of the California State Federation of Labor and wish them a constructive and harmonious convention as I am sure you will have as you have had since 1933, and my only regret is that I am unable to attend this year as I have since 1933. Please extend my personal best wishes and regards to the officers and delegates of your convention.

LLOYD A. MASHBURN, Assistant General President, Wood, Wire & Metal Lathers International Union

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee as follows:

Policy Statement X Housing

a. The Administration's "omnibus" housing program, as enacted by Congress this year, falls miserably short of meeting the requirement for the construction of 2 million residential units a year for the next 20 years, which must be built if the nation is to catch up with its tremendous backlog of needed homes and keep pace with rising demand.

The committee recommended concurrence.

The committee's recommendation was adopted.

b. Organized labor condemns the actions of the 83rd Congress in its refusal to enact the President's pitifully inadequate public housing program of 140,000 new units over a period of 4 years, and reaffirms its demand for the construction of a minimum of 200,000 units per year.

The committee recommended concurrence.

The committee's recommendation was adopted.

c. The Federation will continue to press for the development of a long-term, lowinterest housing program to meet the needs of middle-income families, with priority for genuine cooperative and nonprofit housing. The committee recommended concurrence.

The committee's recommendation was adopted.

d. The Federation calls upon Congress to adopt a comprehensive set of safeguards for the prevention of future FHA frauds and the protection of the home buyers or consumers, as recommended by the national AFL.

The committee report:

"Your committee recommends that the title be amended by striking after the word 'buyers' the word 'or' and inserting the word 'and.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 76—"Restore Low Rent Housing Program."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 28—"Support Public Housing Program"; Resolution No. 46—"Reaffirm Support of Public Housing Program"; Resolution No. 52—"Support Rural Non-Farm Housing Program"; Resolution No. 79—"Adequate Public Housing Program"; Resolution No. 134—"Public Housing"; Resolution No. 180—"Housing Program."

The committee report:

"The subject matter of these resolutions is similar; namely, public housing.

"Your committee recommends concurrence in Resolution No. 180, and recommends that Resolutions Nos. 28, 46, 52, 79 and 134 be filed because they are otherwise covered in Resolution No. 180 and Policy Statement X, Housing."

The committee's recommendation was adopted.

Policy Statement XI Education

a. An expanded school construction program is essential to meet the needs of California's growing school population.

The committee recommended concurrence.

The committee's recommendation was adopted.

b. The salaries and working conditions of teachers will not be raised to a level which will attract an adequate supply of teachers until they are organized into bona fide unions."

The committee recommended concurrence.

The committee's recommendation was adopted.

c. The Federation urges the establishment of a \$1 billion federal fund for loans and grants to the states in urgent need of help to modernize and democratize their school systems.

The committee recommended concurrence.

The committee's recommendation was adopted.

d. Organized labor urges local labor councils to assume a greater responsibility in the day-to-day operation of our public school system to prevent big business domination and to assure adequate and unbiased treatment of organized labor's role in modern society.

The committee recommended concurrence.

The committee's recommendation was adopted.

e. The Federation should sponsor an eighth annual labor institute in 1955.

The committee recommended concurrence.

The committee's recommendation was adopted.

f. The Federation should continue its quarterly weekend education conferences instituted this year.

The committee recommended concurrence.

The committee's recommendation was adopted.

g. The Federation's annual labor press institute provides an effective forum for discussion of labor press problems and should be continued.

The committee recommended concurrence.

The committee's recommendation was adopted.

h. The Federation should conduct its fifth annual scholarship program in 1955, granting three \$500 awards to competing high school seniors in California and Hawaii.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 152—"Federal Aid to Education."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 108—"Labor Committees on Public Education"; Resolution No. 147—"Public Education."

The committee report:

"The subject matter of these resolutions is similar; namely, for participation of labor in public education.

"Your committee recommends concurrence in Resolution No. 108, and further recommends that Resolution No. 147 be filed."

The committee's recommendation was adopted.

Resolution No. 135—"Workers' Education"; Resolution No. 166—"Congratulate Leadership for Successful Educational Conferences"

The committee report:

"The subject matter of these resolutions is similar; namely, workers' education.

"Your committee recommends concurrence in Resolution No. 166, and further recommends that Resolution No. 135 be filed."

The committee's recommendation was adopted.

Resolution No. 119—"Expedite Selection of Site for Los Angeles State College."

The committee report:

"Your committee construes the subject matter of this resolution to be concerned only with the request that a site be immediately selected for the State College at Los Angeles, and not that any particular site be selected, which, of course, would be purely a local matter.

"As so construed, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 192—"Opposition to Proposed Changes in Teachers' Tenure Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 196—"Consolidation and Unification of School Districts."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 195—"Teach Conservation in Public Schools."

The committee report:

"Your committee recommends that the Resolved be stricken and that the following be substituted in lieu thereof:

'That the 52d convention of the California State Federation of Labor concurs in the intent of this resolution, and recommends that all necessary action be taken by the Federation to the end that economic, political and safety factors involved in conservation of natural resources of our country be required to be taught in all grades of our public schools.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 197—"Name Public Schools After Outstanding Labor Leaders."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 198—"Expose Anti-Labor Propaganda in Public Schools."

The committee report:

"Your committee concurs in the intent of this resolution, which is protection against anti-labor propaganda in our public schools.

"Since the resolution, however, will require the establishment of substantial funds, the creation of permanent staff and many similar items, which your committee cannot give adequate attention to at this time, your committee, while concurring in the intent of the resolution, recommends that the resolution be filed and that the subject matter of the resolution be referred to the incoming Executive Council of the Federation for study and action."

The committee's recommendation was adopted.

Policy Statement XII

Water and Power

a. Organized labor pledges continued support of integrated development of California's Central Valley under terms of our great reclamation law, and denounces the emerging "new look" in water and power resources development as a program of river-basin dismemberment, and a subterfuge for avoidance of the excess lands and preference power provisions of reclamation law.

The committee recommended concurrence.

The committee's recommendation was adopted.

b. State acquisition of the Central Valley Project is neither financially sound nor economically justified, and therefore should be rejected.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 130 — "Colorado River Project."

The committee report:

"The sponsors of this resolution advised your committee that the legislation referred to in the resolution had already been acted upon by Congress and accordingly requested that the resolution be filed.

"Your committee accordingly recommends that this resolution be filed."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 149—"Atomic Power for Peaceful Uses."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 165 — "Conservation of Our Nation's Resources."

The committee report:

"Your committee recommends that the last Resolved be stricken and the following be inserted:

'Resolved, That copies of this resolution be transmitted to appropriate individuals and agencies.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 169 — "Preserve Intact Our National Parks and Monuments."

The committee report:

"Your committee recommends that the third Resolved be stricken and the following inserted in lieu thereof:

'Resolved, That copies of this resolution be transmitted to appropriate individuals and agencies.'

"As so amended, your committee recommends concurrence." The committee's recommendation was adopted.

Policy Statement XIII Agricultural Labor

a. The benefits of social legislation enacted during the past 20 years should be extended to the nation's agricultural workers, and special attention given to the problems of migratory workers.

The committee recommended concurrence.

The committee's recommendation was adopted.

b. The "wetback" invasion has become a recognized nationwide problem requiring the enactment of remedial legislation which strikes at the root of the problem.

The committee recommended concurrence

The committee's recommendation was adopted.

c. Organized labor rejects the Administration's program for border recruitment of contract nationals from Mexico and insists upon adequate safeguards to protect both foreign and domestic workers as a prerequisite to importation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 56—"Oppose Discrimination Against Mexican Agricultural Workers."

The committee report:

"The subject matter of this resolution is concerned generally with the problem of illegal aliens, their employment and deportation.

"Certain portions of said resolution are in conflict with Statement of Policy XIII, Agricultural Labor, and the other portions of the resolution are more adequately covered in other statements of policy.

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Policy Statement XIV

Civil Rights

a. Organized labor, while hailing the recent anti-discrimination decisions of the U.S. Supreme Court, pledges to continue its unremitting fight against racial and religious intolerance and discrimination until

this blight is completely lifted from the life of the nation.

The committee recommended concurrence.

The committee's recommendation was adopted.

b. The Federation will continue to urge fair employment practices with enforcement powers established by Presidential executive order, by federal and state legislation, and by local ordinance.

The committee recommended concurrence.

The committee's recommendation was adopted.

c. An effective and workable program to eliminate job discrimination by companies holding government contracts should be established, as recommended by the national AFL.

The committee recommended concurrence.

The committee's recommendation was adopted,

d. The Federation reaffirms its opposition to vaguely worded anti-subversive laws and oaths which chip away at the very rights which we seek to preserve from the totalitarian menace of the right and left.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 16—"Civil Rights"; Resolution No. 154—"Civil Rights"; Resolution No. 158—"Civil Rights."

The committee report:

"The subject matter of these resolutions is similar in this: that they deal with the problem of civil rights.

"Your committee recommends that with respect to Resolution No. 16, the fourth Whereas be stricken, and that as so amended, Resolution No. 16 be concurred in: and that Resolutions Nos. 154 and 158 be filed, since they are concerned with the same subject matter, except that with respect to Resolution No. 158 your committee recommends concurrence in the request for immediate statehood for Hawaii and Alaska."

The committee's recommendation was adopted.

Recess

The convention thereupon recessed at 11:50 a.m. to reconvene at 2:00 p.m.

WEDNESDAY AFTERNOON SESSION

The convention was called to order at 2:10 p.m. by President Pitts.

Report of Committee on Officers' Reports

Chairman Edd X. Russell of the Committee on Officers' Reports reported for the committee, as follows:

Report of President Thomas L. Pitts

The temper of Congress continues to find labor facing powerful opposition in its drive to secure economic and social objectives. The failure to amend properly the Taft-Hartley law, despite promises of such action by the Eisenhower Administration, and the hostile philosophy of the National Labor Relations Board have especially retarded the economic activities of our unnions.

By reason of the Jurisdictional Disputes Act, company unions continue to make progress in California under protection of the state law.

The increase in unemployment insurance benefits enacted at the 1954 session of the state legislature gives promise for the adoption of a more realistic law.

The united and militant action program as adopted by the California Labor League for Political Education is essential to the progress of the AFL in this state. The program deserves the wholehearted support of the trade union movement.

Report of Vice President Max J. Osslo For District No. 1

(San Diego and Imperial Counties)

Federal and state remedial action as recommended by organized labor should be taken to meet the growing crisis in unemployment.

The programs formulated by the Education Committee of the California State Federation of Labor have enjoyed marked success during 1954 and point to healthy expansion in this vital area of the trade union movement.

The wage depressing influence of illegal entrants from Mexico continues to jeopardize the welfare of U. S. workers, especially in the border area of California counties. The California State Federation of Labor has joined with the Mexican labor movement in formulating policies to protect the workers of both countries from border exploitation.

The new Samuel Gompers Junior High

School will open in San Diego during the 1954-55 school year.

Report of Vice President Jack T. Arnold For District No. 2

(Long Beach and Orange Counties)

The Long Beach Joint Executive Board of Culinary Workers successfully negotiated a substantial wage increase and secured additional benefits in the form of life insurance through the health and welfare plan.

The Typographical Union continues its four-year-old strike against the Bellflower Herald-Enterprise.

Construction work has continued to be active in both the Long Beach and Orange County area.

Reports of Vice Presidents for District No. 3

(Los Angeles City Proper, Hollywood, North Hollywood, Burbank, San Fernando, Glendale, Pasadena, Pomona, Whittier and San Bernardino and Riverside Counties)

Report of Vice Presidents C. T. Lehmann, Harvey Lundschen, Pat Somerset, William C. Carroll and John T. Gardner

The southern California trucking industry has continued to grow, such growth being reflected in the membership of the Joint Council of Teamsters No. 42 and their wages, hours and conditions.

The Joint Council of Teamsters has been especially active in the support of the Los Angeles Union Card and Label League.

New and intensified organizing drives have been launched in the southern California area.

Operating Engineers No. 12 reports that its membership is above 14,000. Local 12 has conducted an aggressive campaign among unorganized equipment operators throughout the territorial jurisdiction covering twelve southern California counties and four southern Nevada counties.

Employment in the southern California motion picture studios is currently higher than it has been in recent years. Many of the craft unions report one hundred per cent employment.

The crafts of the Hollywood AFL Council negotiated a five per cent wage increase plus, for the first time, an employer contribution of two cents an hour for establishment of a pension fund, which is separate and apart from the previously negotiated health and welfare fund. The new

agreement also provides for a cost of living clause.

The hotel and restaurant unions in Los Angeles were successful in negotiating a wage increase in the new contract. Automatic quarterly increases are provided should the cost of living mount. Employer contributions to the health and welfare trust fund were increased from five cents to six cents per hour. Hotel and restaurant unions have been harassed by company union activity throughout the Los Angeles area.

Report of Vice President Elmer J. Doran For District No. 3

Unemployment has been serious in San Bernardino and Riverside counties. Both the basic trades and sub-trades in the building trades unions have negotiated wage increases.

The Culinary Workers have had a successful year despite the terrific struggle they had in Barstow combatting the vicious attacks by employer groups in setting up company unions.

The Central Labor Council of Riverside has opened a new building housing practically all of the unions in the Riverside district.

Report of Vice President Roy Brewer For District No. 4

(San Pedro, Wilmington, Redondo, Inglewood, Venice and Santa Monica)

Unions in the area are now negotiating and having a difficult time winning their demands.

Construction activity has picked up, thus somewhat reducing the unemployment situation, which was quite critical in early April. No major strikes in the area during the past year.

Report of Vice President William A. Dean For District No. 5

(Ventura, Santa Barbara and San Luis Obispo Counties)

Most of the union members are employed, in contrast to heavy unemployment earlier in the year.

The construction field in Santa Barbara, San Luis Obispo and Ventura counties is very good, with several large projects starting, thus assuring employment for union members for some time.

The Santa Barbara Central Labor Council and the Building Trades Council are happy to welcome the State Federation convention.

Report of Vice President Paul L. Reeves For District No. 6

(Bakersfield to Merced)

Construction projects appear good with the erection of new homes and motels promising to reach record proportions. State agencies and school construction are also quite active at the present time.

The California Employers Council has distributed literature during the past year assuring the employers that the Council would furnish strikebreakers in time of economic disputes with trade unions, Antilabor company unions have been active in Tulare county.

Report of Vice President C. Al Green For District No. 7

(Stanislaus, San Joaquin and Adjacent Counties)

The building trades problem in the Modesto area continues to be critical. The State Federation and many unions in California have joined in the effort to beat back open-shop contractors.

The Machinists' Union in Stanislaus county has been subjected to anti-union attacks by the Employers' Association.

Both the San Joaquin Labor League for Political Education and the Stanislaus County LLPE have been unusually successful in electing candidates on both the county and state level.

Report of Vice President Thomas A. Small For District No. 8

(San Mateo and Adjacent Counties)

In spite of unemployment, the economic gains in San Mateo and adjacent counties have hit a new high in all areas.

At the peak of early year unemployment, at least 8,000 union members were jobless. The outlook is much brighter at the present time

The Central Labor Council in Salinas conducted a "full employment" campaign, the first such program in the state.

Motion picture companies, union conventions, and other groups have been asked to stay away from Santa Cruz until the hotel and restaurant employers recognize the AFL Culinary and Bartenders Union.

Reports of Vice Presidents for District No. 9

(San Francisco)

Report of Vice President Arthur F. Dougherty

San Francisco was assured of peaceful labor relations in the hotels and restaurants until at least 1960 by the signing of

a long-term union contract covering some 24,000 union members. The contract provides for periodic reopenings for wage increases. The new contract also calls for wage increases and increased employer contributions to the health and welfare funds and for major improvements in the employees' medical and hospitalization benefits, and other improvements in working conditions.

Report of Vice President George Kelly For District No. 9

The San Francisco labor movement has completed another active year.

Political activity showed results, with four out of five labor-endorsed candidates successful in the city election of 1953. In the primary election of 1954, all but one of the AFL-endorsed candidates won their party nomination for state office.

The San Francisco Labor Council, together with 11 other central councils in northern California, sponsored a health and welfare conference attended by 370 delegates.

"San Francisco Labor," the central council bi-weekly, won additional labor press awards during the year, but continues to face serious circulation problems.

Report of Vice President Harry Lundeberg For District No. 9

In spite of bad conditions that prevail in the shipping industry due to cessation of hostilities in Korea, AFL seamen made substantial progress in wages, hours and conditions.

The Sailors Union of the Pacific has established private apartment houses in the ports of Los Angeles and Seattle to take care of the old-timers who are disabled and cannot go to sea.

The organizing drive of the AFL Marine Cooks and Stewards continues in the effort to clean out the last vestige of the Communist Party aboard American ships.

Report of Vice President Victor S. Swanson For District No. 9

The San Francisco Building and Construction Trades Council has established an agreement with a panel of local doctors on a mutually satisfactory schedule of medical and surgical costs.

The agreement means that any building trades worker in San Francisco can call on the panel for a doctor, that the worker will know exactly what the medical charge will cost, and that this cost will be a fair charge, well within the allowance provided by his union health and welfare plan.

The construction of a new enlarged San Francisco Building Trades Temple came a step nearer with delivery of the architects' preliminary plans for the new structure to be erected on the corner of Market and Brady Streets in San Francisco.

Report of Vice President Robert S. Ash For District No. 10

(Alameda County)

With only three or four exceptions, Alameda county unions have all negotiated improvements in their contracts during the past year.

Unemployment is still serious, although not as great as it was earlier in the year.

Labor continued to be active in civic affairs with a number of representatives serving on city boards and commissions in Oakland.

Report of Vice President Paul L. Jones For District No. 10

After nearly a year of discussions, it was necessary to call a strike against the University of California at Berkeley to protect the wage scales and working conditions of the U. C. building tradesmen employees.

The Building Trades political committee has established neighborhood clubs to secure the election of friendly legislators.

Report of Vice President Howard Reed For District No. 11

(Contra Costa County)

Organization work has kept pace with the development and growth of industry in Contra Costa county.

Large expansion programs are in the offing for the major oil companies, and a multi-million dollar expansion program has been announced by the American Can Company for the Pittsburg area.

The recent reorganization program of the Contra Costa Labor Council has been instrumental in gaining re-affiliation to a number of locals.

Report of Vice President Lowell Nelson For District No. 12

(Marin, Sonoma, Napa and Solano Counties)

Several serious challenges by employers of the right to organize workers have been met successfully. Several strikes were brought to a satisfactory conclusion in Sonoma and Marin counties.

Several new political leagues have been

formed and produced gratifying results in the recent primary election.

Marin county authorities, encouraged by the labor movement, have instituted a program looking toward industry expansion and permanent home payrolls.

Report of Vice President Harry Finks For District No. 13

(Sacramento and Northern Counties)

Victories have been won during the past year that would have been impossible to achieve a few years back.

Labor has been active in civic affairs in Sacramento.

The 1954 session of the legislature held in Sacramento brought an increase in unemployment benefits after a bitter campaign.

Highlighting labor's political gains in the Sacramento district was the election of W. H. Hicks as Mayor of Sacramento. Hicks has been editor of the Sacramento Labor Council publication for the past eight years.

Report of Vice President Albin J. Gruhn For District No. 14

(Humboldt, Del Norte, Trinity, Tehama, Mendocino and Lake Counties)

The majority of affiliated unions obtained improvements in their negotiations during the past year.

Modernization plans of the Union Labor Hospital have been satisfactorily completed.

All candidates endorsed by the Humboldt County LLPE, with one exception, were either elected or nominated at the primary election.

The Mendocino County Central Labor Council has opened a drive for building a new labor temple and the employment of a full-time secretary.

Report of Vice President Robert Giesick For District No. 15

(Siskiyou, Modoc, Lassen, Plumas, Shasta and Sierra Counties)

Lumber and sawmill workers were forced to call the first strike in history because of employer refusal to grant any wage increase.

The Bartenders and Culinary Workers won a strike in Redding despite a company union drive of employers.

AFL unions helped secure the election of a state senator and re-elected an assemblyman from this district. Carpenters, Laborers and Teamsters have won wage increases and other gains and conditions during the past year.

Report of C. J. Haggerty, Secretary-Treasurer

AFL membership in the state reached a new high as the Department of Industrial Relations revealed that AFL unions boasted 1,270,000 members, or approximately 85 per cent of the trade union membership of California.

In virtually every phase of labor activity the AFL movement made progress. On the sobering side is the revival of company unionism in many sections of the state. This attack is led by those who use the state Jurisdictional Strike Act as a shield for their illicit functions.

Vigorous action by the California Labor League for Political Education gives promise of gains in both the state and federal legislative areas.

Chairman Russell then stated: "This concludes the committee's report.

"Ed X. Russell, Chairman

"James F. Alexander

"Charles J. Foehn

"Charles Flanders

"Ted C. Wills

"Fannie Borax

"Cy Dempsey

"M. J. Collins."

On motion by Chairman Russell, the convention adopted the committee's report, and President Pitts discharged the committee with thanks.

Report of Committee on Legislation

Chairman W. J. Bassett of the Committee on Legislation reported for the committee, as follows:

"Mr. Chairman, the Committee on Legislation desires to make preliminary remarks before making the report.

"It is to be recalled that at the last convention of the Federation, there was adopted Resolution No. 74, which provided: 'That the 51st convention of the California State Federation of Labor determine that, with respect to any resolutions adopted at any convention of the California State Federation of Labor calling for the introduction of legislation sponsored by the Federation, such resolutions shall first be submitted to the legislative committee of the Executive Council of the California State Federation of Labor for consideration, that the Secretary-Treasurer shall prepare and cause to be introduced

only such legislation as such legislative committee believes desirable and proper at the time the session of the legislature commences, and provided further, that the sponsor or sponsors be so notified.'

"Prior to this action, when resolutions calling for the introduction of legislation were concurred in by the convention, the Federation officials were mandated to introduce such legislation whether they believed it feasible, or desirable or not.

"Since the adoption of Resolution No. 74 at the last convention, however, this is no longer the case.

"In submitting its reports, this committee assumes that the procedure established by the last convention is still applicable, and that although the convention concurs in a resolution requesting the introduction of legislation, such will not necessarily constitute a mandate upon Federation officials."

Resolution No. 123—"Public Employees' Unemployment, Disability and Social Security Benefits."

The committee report:

"The subject matter of this resolution is concerned with coverage of various public employees under the Unemployment and Disability Insurance and Social Security Acts.

"Statement of Policy V, Unemployment Insurance, Section (b), Statement of Policy VI, Unemployment Disability Insurance, Section (d), and Statement of Policy IX, Social Security and Welfare, Section (a), more adequately cover the subject matter; accordingly, your committee recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 67—"Unemployment Insurance Benefits."

The committee report:

"The subject matter of this resolution is concerned with the increase of benefits and extension of coverage of the unemployment insurance program.

"The subject matter of this resolution is more adequately covered in **Statement of Policy V**, Unemployment Insurance, Section (b); accordingly, your committee recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 66—"Benefits for Fishermen During Periods of Partial Unemployment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 22—"Extend Unemployment Insurance Coverage to State, County and Municipal Employees."

The committee report:

"The subject matter of this resolution is concerned with the extension of coverage under the unemployment insurance program.

"Your committee believes the subject matter of this resolution is more adequately covered by Statement of Policy V, Unemployment Insurance, Section (b), and accordingly recommends that this resolution be filed."

Resolution No. 2—"Equable Conditions for All Unemployment Insurance Claimants."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 90—"Increase Unemployment Insurance Benefits." Resolution No. 182—"Increase Maximum Unemployment Insurance Benefit to \$40."

The committee report:

"The subject matter of these resolutions is similar; namely, an increase in unemployment insurance benefits.

"In reviewing these resolutions, however, your committee notes that the second Whereas in Resolution No. 90 is inaccurate, and the fourth and fifth Whereases in Resolution No. 182 are likewise inaccurate.

"With respect to the remaining portions of the resolutions, your committee notes that they are either in conflict with or covered by Statement of Policy V, Unemployment Insurance, Section (b) 1, 2, 3, 4, and 5, and accordingly recommends that these resolutions be filed."

The committee's recommendation was adopted.

Resolution No. 200—"Require Non-Profit Organizations to Pay Unemployment and Social Security Taxes."

The committee recommended concur-

The committee's recommendation was adopted.

Resolution No. 114—"Amend Unemployment Insurance Act Provision Re Earnings."

The committee report:

"The sponsors of this resolution appeared before the committee and agreed to amend the Resolved by striking in all parts thereof the amount '\$12' and inserting the amount '\$6.'

"Your committee concurs in this request and accordingly recommends concurrence in this resolution as amended."

The committee's recommendation was adopted.

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

Resolution No. 57—"Support U. S. Supreme Court Decision on Equal Education"; Resolution No. 168—"Implement Supreme Court Decision Banning School Segregation."

The committee report:

"The subject matter of these resolutions is similar, namely, implementation of the Supreme Court decision banning segregation.

"Your committee recommends concurrence in Resolution No. 168, and further recommends that Resolution No. 57 be filed."

The committee's recommendation was adopted.

Resolution No. 17—"Revise McCarran-Walter Act"; Resolution No. 53—"Revise McCarran-Walter lmmigration Law"; Resolution No. 155—"Amend McCarran-Walter Act."

The committee report:

"The subject matter of these resolutions is similar; namely, the revision of the Mc-Carran-Walter Act.

"Your committee recommends concurrence in Resolution No. 155, and further recommends that Resolutions Nos. 17 and 53 be filed."

The committee's recommendation was adopted.

Resolution No. 146—"Fair Employment Practices Legislation"; Resolution No. 164—"FEPC."

The committee report:

"The subject matter of these resolutions is similar; namely, the enactment of FEPC legislation.

"Your committee recommends concurrence in Resolution No. 146, and further recommends that Resolution No. 164 be filed."

The committee's recommendation was adopted.

Resolution No. 63—"Commend President Eisenhower for Executive Order 10479."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 160—"Training for Job Opportunities."

The committee report:

"Your committee recommends that the fourth Resolved be amended by striking the word 'apply' in line 3 and inserting the word 'include' in order to remove any ambiguity that seniority and similar matters should not likewise be given consideration.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 150—"Oppose Segregation in Housing."

The committee report:

"Your committee recommends that the last Resolved be stricken and the following inserted in lieu thereof:

'Resolved, That copies of this resolution be transmitted to appropriate individuals and agencies.'

"As so amended, your committee recommends concurrence."

Resolution No. 13—"Condemn Methods and Activities of Senator McCarthy"; Resolution No. 32—"Senator McCarthy"; Resolution No. 75—"Oppose Tactics and Policies of Senator McCarthy"; Resolution No. 161—"For a Bill of Particulars to Outlaw McCarthyism."

The committee report:

"The subject matter of these resolutions is similar; namely, the condemnation of McCarthyism.

"Your committee recommends concurrence in Resolution No. 153, and further recommends that Resolutions Nos. 13, 32, 75 and 161 be filed."

The committee's recommendation was adopted.

Resolution No. 14—"Code of Fair Procedure for Investigating Committees."

The committee report:

"Your committee recommends that the last Resolved be stricken and the following inserted in lieu thereof:

'Resolved, That copies of this resolution be transmitted to appropriate individuals and agencies.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 138—"Human Relations Committees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 162—"Develop More Effective Legislative and Political Cooperation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement XV Ballot Propositions

Proposition No. 1—\$175 Million State Veterans' Bond Issue.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 2 — \$100 Million State School Bond Issue.

Recommendation: Vote YES.

and

Resolution No. 120—"Support Proposition 2."

The committee report:

"The subject matter of the statement of policy and of Resolution No. 120 is identical, namely, the favorable endorsement of Proposition No. 2.

"Your committee recommends concurrence in the statement of policy and recommends that Resolution No. 120 be filed."

The committee's recommendation was adopted.

Proposition No. 3—Alcoholic Beverage Control.

No recommendation.

and

Resolution No. 206—"Vote NO on Proposition 3."

The committee report:

"The subject matter of the policy statement and this resolution is similar; name-

ly, action to be taken with respect to Proposition No. 3. Although the policy statement suggests no recommendation on this proposition, Resolution No. 206 recommends 'Vote NO.'

"Your committee concurs in the recommendation contained in Resolution No. 206, and accordingly recommends that the policy statement be amended by striking 'No recommendation' and inserting 'Vote NO.'

"As so amended, your committee recommends concurrence in the policy statement, and further recommends that Resolution No. 206 be filed."

The committee's recommendation was adopted.

Proposition No. 4 — Aid to the Needy Aged.

Recommendation: Vote YES.

and

Resolution No. 115—"Vote YES on Proposition 4—Aid to Needy Aged."

The committee report:

"The subject matter of the statement of policy and Resolution No. 115 is identical; namely, the favorable endorsement of Proposition No. 4.

"Your committee recommends concurrence in the statement of policy, and further recommends that Resolution No. 115 be filed."

The committee's recommendation was adopted.

Proposition No. 5 — Taxation: Exemption of Vessels.

Recommendation: Vote YES.

and

Resolution No. 59—"Vote YES on Proposition 5."

The committee report:

"The subject matter of the policy statement and Resolution No. 59 is identical; namely, the favorable endorsement of Proposition No. 5.

"Your committee recommends concurrence in the statement of policy, and further recommends that Resolution No. 59 be filed."

The committee's recommendation was adopted.

Proposition No. 6—Pay of Legislators. Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 7—Torrens Land Title

No recommendation.

The committee recommended concurrence,

The committee's recommendation was adopted.

Proposition No. 8 — Tax Exemption of Commercial and Fishing Vessels.

No recommendation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 9 — Church Exemption: Property Under Construction.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 10—Terms of State Officers.

Recommendation: Vote NO.

The committee recommended concurrence,

The committee's recommendation was adopted.

Proposition No. 11—Taxation: Exemption for Disabled Veterans.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 12—Voting Eligibility.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 13—Vernon City Charter.

Recommendation: Vote NO.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 14—College Exemption: Property Under Construction,

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 15—Welfare Exemption: Property Under Construction.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 16 — Water Rights of Government Agencies.

Recommendation: Vote NO.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 17-Use of Gas Taxes.

Recommendation: Vote NO.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 18—Resident Non-citizens: Property Ownership.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 19—Qualifications of Inferior Court Judges.

No recommendation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 20 — Framing County Charters.

No recommendation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 216—"Endorse Richard Graves for Governor"; Resolution No. 217—"Support Candidates Who Oppose Right to Work' Bill"; Resolution No. 218—"Fair Employment Practices Key Issue in 1954 Election"; Resolution No. 219—"Support Candidates on Their Labor Record."

The committee report:

"The subject matter of these resolutions is similar; namely, proposed political action to be taken by the State Federation of Labor with respect to candidates.

"Your committee notes that, pursuant to Article XV of the Federation Constitution, the CLLPE has been established in the state of California for the purpose of carrying on political activity as the political arm of our organization.

"The sponsors of Resolutions Nos. 216 and 219 have requested they be withdrawn and your committee recommends such request be granted.

"Your committee further is of the opinion that the subject matter of Resolutions Nos. 217 and 218 is not properly the subject of consideration by this convention, and accordingly should be referred to the Executive Council of the CLLPE for such appropriate action, if any, as is permitted or required pursuant to the Constitution of the CLLPE."

The committee's recommendation was adopted.

Resolution No. 104 — "Increase Postal Salaries."

The committee report:

"Since this resolution has been presented to the convention for consideration, the President of the United States has seen fit to veto this proposed legislation.

"Your committee has noted the adamant position adopted by President Meany and concurs wholeheartedly in his firm condemnation of the attitude adopted by the President in this matter.

"Your committee believes that there is absolutely no justification for the failure of the President to act favorably on this legislation, and accordingly believes that this convention should go on record indicating its condemnation of his action in this respect.

"Your committee therefore recommends the addition of the following Resolved to the resolution:

'Resolved, That the Secretary of the California State Federation of Labor be instructed immediately to communicate to the President of the United States the condemnation of his action in vetoing the 5 per cent increase bill enacted by the past Congress.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Delegate Robert C. Ryan (Post Office Clerks No. 2, San Francisco) spoke briefly on this resolution.

Statement on Unlabeled Literature

Earlier in the afternoon, Delegate C. M.

Baker (Typographical Union No. 21, San Francisco) had protested the distribution of unlabeled literature in the convention hall. Subsequently, Secretary Haggerty read the following statement offered by a committee representing delegates from San Jose:

"We, the delegates of the Central Labor Council and Building Trades Council and affiliated local unions, desire to express our position with respect to certain mimeographed material circularized in this convention hall relative to the invitation to secure the convention for the City of San Jose.

"We did not authorize or sponsor or compose this letter and have not participated in any non-union program designed to cause any embarrassment to the Allied Printing Trades Councils. This letter was ordered by a representative of the Chamber of Commerce Convention Bureau of the City of San Jose, who was unaware of the right procedure.

"Fred Hofmann, Teamsters No. 287;

"Herschell Morgan, Bartenders No. 577;

"Edward Felley, Teamsters No. 679;

"Dan MacDonald, Plumbers No. 393;

"James Pursley, Hotel, Restaurant and Hotel Service Employees No. 180;

"Louis Bosco, Hotel, Restaurant and Hotel Service Employees No. 180; "Anthony Agrillo, Barbers No. 252."

The delegates received this statement with applause.

RAYMOND F. LEHENEY

Secreetary-Treasurer, Union Label and Service Trades Department, AFL

President Pitts introduced Raymond F. Leheney, Secretary-Treasurer of the American Federation of Labor's Union Label and Service Trades Department, who addressed the convention as follows:

"I would like to say, and it is a point that I think I should make in passing here, that I have just come from speaking at the Massachusetts State Federation, the Michigan Federation and the Tennessee Federation over the past three months; and I want to compliment the president and secretary of our State Federation for

the wonderful way in which this setup here is run, as well as the delegates for staying in attendance and for the attention that they give. I wish you could see the difference in some of these other setups, back East particularly, compared with the California State Federation of Labor.

Labor's Most Potent Weapon

"Fellows, we know that these are times of danger for labor unions. We have a hostile national Administration and perhaps a hostile NLRB. The federal and state courts seem to be engaged in some sort of a competition to see which can hurt the unions most. Selfish employer interests have control of many of our state legislatures. Laws more vicious than any we have seen in the past are being enacted in order to put unions in their proper place. Yet labor generally has neglected to use its most potent weapon, the only weapon which neither a Republican Congress nor a Republican legislature can take away. And that is the union label and shop card.

"Why do we have union labels and shop cards? To inform the public as well as our own members. The union label appears only on union-made goods. The shop card is displayed only in places of business which employ union people, at union wage scales and under union working conditions.

"It goes without saying that informed, thinking union members should look for the label and the shop card when they buy goods and services, and we should refuse to buy anything but union label goods in union shop establishments. Every one of us must realize that only through the constant patronizing of the union shop card and label can we wield the mighty force of union buying. And it is a mighty economic force. There is not a single corporation which can cr will stand against the operation of the union label 100 per cent. If we use our buying power effectively, we have in our hands the things for which we seek, that we put money in to fight against every day of our lives.

"Yes, we know that the unions have not promoted their labels and shop cards in some instances very well, and that many union-made goods do not bear the label. We also know that many stores which employ union people refuse to put the union shop card on display. This, however, is largely the fault of the unions themselves. These faults can and should be corrected.

Why Unions Exist

"We have to understand certain basic facts. We exist as unions for just one purpose: namely, to improve, through joint cooperative action, the wages, hours, and working conditions of our people. Unions which fail to do this have no other reason for existence. When employers fight unions, they do so for just one reason. They want to cut wages, increase hours of employment and destroy the good union working conditions. It is that simple.

"When union people grow careless or indifferent to the use of their personal buying power; when they buy non-union goods or patronize places whoch do not display the union shop card, they unwittingly encourage our enemies and discourage our friends. In so doing, they also undermine union working conditions and union wages, their own included.

"I understand that the Barbers in Glendale, they tell me, are now trying for a special kind of a card for haircutting alone. I think this is a step in the right direction. (Applause.) Why should we use our own buying power to weaken ourselves and to undermine our standard of living?

"We believe that when our people know and understand these facts, they will demand the union label and shop card. However, you should not be asked to purchase anything inferior or at greater cost than you would pay to get a non-union article. That is one of our weaknesses in the Union Label Department. We are striving for equality in price and in quality. That's another weakness in our department. We realize that for a long time there have been items that are not available and items which are union but items which are not labeled.

Label Council Drive

"These are the things that we are going to try to overcome in the months ahead. We are working a drive across this nation for Label Councils. With the help of state federations and labor councils, this will come to your town, to your council, some day, and we will say to you, "Help us organize Label Councils that will accomplish the things that we are trying to do."

"If this plea comes to you, please take it in stride. Please consider the great good that can come from doing a thing like this, and please consider the fact that some day this may be the only salvation we will have left if they keep hammering away with us on the field of legislation.

"I would like to say one thing more, and

that concerns the fact that all American workers should be elated to think of having Labor Day. This is a 24-hour period set aside by Congress to review the accomplishments of organized labor for the benefit of working men and women. Labor Day, September 6, is the opening day of the Union Label Week. It is the six-day period in which Union Label Councils and committees of all AFL branches publicize union labels, shop cards and union buttons. They also promote the sale of unionlabel goods and the use of union services. It affords an excellent opportunity for publicity, for organized workers to show pride in their craftsmanship, pride in their union, and pride in their accomplishments.

"It is our duty to work hand in hand with employers when they cooperate with labor unions, because they protect labor's gains, help us attain the goals for which all workers strive, bring into sharp focus the high quality of union label wear and the superb efficiency of union services. Every man and woman should support their employers by purchasing products which bear a union label, by patronizing stores which display a shop card and by using union services of those who wear the union buttons. Firms displaying the union shop card deserve the patronage that they should get from you and deserve the help that they should expect to get once they do display the label. The union label, the shop card and the union button point out the role that union labor is playing in advancing the interests of union members. This is the aim. And if we can accomplish it, we will have accomplished one of the most desirable things in our union activ-

"I want to thank you for the time that you have given me, and for your patience." (Loud applause.)

Contributions for Labor-Endorsed Candidates for U. S. Senate and Congress

Secretary Haggerty made the following announcement:

"I am reporting to you on behalf of Jack Goldberger and his committee, who took up a collection on a voluntary subscription from the delegates and friends of this convention to be used in the support of laborendorsed candidates for the federal offices.

"Jack is happy to report, and I am just as happy to report to you, that the total amount collected up to the present time has been \$2,493.50.

"Jack asked me also to note in passing that if there are some delegates or their friends who have not made contributions and desire to do so, the books are still open."

S. ERNEST ROLL

President Pitts introduced S. Ernest Roll, District Attorney of Los Angeles County, who spoke as follows:

"Mr. President and delegates. It is a happy privilege on my part to be here and briefly say a few words to you today.

"I have appeared several times before you, and I will say what I did on each of those two occasions: I am not here for the purpose of soliciting business in any official capacity. In Los Angeles county we have all we can take care of now.

"From a serious standpoint, however, I want everyone to know that the District Attorney's office in Los Angeles county maintains an open-door policy. By that, I mean simply this: representatives of labor and management are free at all times to present their respective problems, and in every instance both sides will be heard and both sides will be given a fair and impartial hearing.

"The relationship of my office with that of labor has been excellent. In every instance we have enjoyed our frequent contact with all branches of labor, from the highest officials down to the ranks.

"I would like, however, to make a suggestion in dealing with the District Attorney's office, one which I believe will be of mutual benefit to all concerned. That is, whenever a problem arises involving an individual in a recognized union or a portion of a union itself, the matter should be handled through the representatives of the union in contacting our office, and if you have a lawyer that represents you, come up with your lawyer. That will save time on our part and time on your part.

"There is one other matter that I would like to suggest for some serious consideration on your part. I know you are interested in government, and particularly in good government, and it seems to me that labor should give considerable thought to jury service by members of organized labor. When I speak of 'jury service,' I mean service on trial juries and service on a grand jury.

"I personally think that in every county in the state of California, when a grand jury is selected, labor should, if possible, have one or more than one representative.

"I also believe that labor is not properly represented on juries that try some of the important cases that go through the courts in this state. You can realize that, quite often, either a grand jury or a trial jury may be faced with problems in which the point of view of labor would be most valuable.

"Just to pursue this subject a little bit further, labor is not represented proportionately to its strength on trial juries. I realize that the working man quite often cannot afford to stay away from his job, serving on a jury for the few dollars that a juror receives as compensation for serving on a jury.

"Almost every session of the legislature in your state of California there are efforts to raise the pay of jurors, but this legislation for some reason or other is always turned down. Some thought should be given to this ty your splendid organizations, when contracts are being made between labor and management, or when they are being renegotiated. The larger and long established industrial firms and ones that employ a goodly number of persons could well set aside funds to give full-time pay to employees while serving on juries. This would make available a good cross-section for jury service.

"In conclusion, may I offer my congratulations to each of you for the splendid cooperation that we have always had in Los Angeles county. I am sure this will continue throughout the state.

"Thank you very much." (Loud applause).

DANIEL V. FLANAGAN Regional Director, AF of L

President Pitts introduced Daniel V. Flanagan, Regional Director of the American Federation of Labor, who addressed the convention as follows:

"President Tommy, Secretary Neil, delegates and friends.

"In making my rounds throughout the region that I represent, every once in a while one of the old-timers will ask the question: 'Well, now, do you think our labor movement as it is now constructed will stand the pressure when the heat is really on?'

"American Plan"

"That's a very important question and a very timely one. I think the last test that we had on a national scale was right after World War I, under the camouflage of the 'American Plan.' That was a rough, tough, knock-down-drag-out fight, with the result that after a few short years of it our national membership was cut in half.

"I happen to come from the city of San Francisco where, as most of you will agree, we have had a strong labor movement since 1900, and where the building trades have been a tower of strength over the years. During this 'American Plan' period in the early 1920's, our building trades movement in San Francisco and elsewhere was almost eliminated. However, because of the perseverance and the courage and sincerity of the hard core of our labor movement at that time, plus the timely assistance of Franklin Delano Roosevelt, who became President in 1933, we were able to survive and carry on to our present high position.

"From 1940 up to 1952, I think most of you will agree we have had a pretty easy time of it. We have had about 12 years of pretty fat times, and by that I mean full employment, high wages and good working conditions, generally speaking.

"Now we seem to be getting into a situation that could very well resemble the 'American Plan' period after World War I. Unemployment is starting to rear its ugly head, and we are having the Taft-Hartley law applied by a very unfriendly Administration in Washington, D.C. We have had the 'right-to-work' bills and a few other things, all of which combined doesn't look too good to organized labor.

"So we have asked ourselves the question: How are we going to stack up when the heat is really on?

AFL Faces Today's Threats

"Well, let's take a look at the national office. In his address on Monday, our national secretary-treasurer, Bill Schnitzler, told you of the good work being done at the national level. I feel we are very fortunate in having at our head George Meany as our president, a great leader, as expressed by General President McFetridge of the Building Service Employees last Monday.

"You know, one of the fortunate things about us in the American Federation of Labor is that we have had great presidents. Since 1881, we have had only three—Samuel Gompers, Bill Green, and now George Meany—and each one of them, Samuel Gompers and Bill Green, were able to lead us through very tough times during their periods of offices; now we are gifted in having George Meany to act as the leader through the struggles ahead.

"Already, through George Meany's leadership, and with the full cooperation of the Executive Council of the AFL, we have established the AFL-CIO No-Raiding Pact. We have also developed AFL disputes procedures within the AFL. We also have the LLPE on a national level. We also have an all-time membership of 10,-200,000. So all of those things add up to being in good shape at the national level.

"Then we get down to our state level. Our California State Federation of Labor is one of the outstanding federations in the whole American Federation of Labor. Your organization on the state level is in good shape, very good shape.

"Then we go down to the local level, and that's where I say we have a lot of room for improvement, and I refer particularly to the central councils.

"You know, the pioneers of our labor movement, the men who established the American Federation of Labor, in their wisdom set up an organizational structure that composed the AFL, and then they chartered at the state level the state federations of labor, and at the city level and county level the city central labor councils. They did that because they knew, in their wisdom, that we needed state federations and city central bodies to coordinate the activities and the programs of our movement; that they couldn't do all of that at the national level, it was impossible; that they had to have these basic organizations at the grass-roots to carry on the programs advocated by the national AFL

Central Councils Should Be Stronger

"In too many cases, especially in California, our central labor council does not represent the full AFL movement in that area. In too many cases, our local unions of the American Federation of Labor are not affiliated.

"We all realize that there is a place for our specialty councils, like the building trades and the metal trades and the printing trades, and so on. They all have their special place, within their own jurisdiction.

"But on the overall picture, we must have an effective, strong, fully affiliated central labor council to coordinate the activities of our local movement, the same as here today in your State Federation of Labor convention you have the whole movement represented here—building trades and metal trades and maritime trades, and so on. You are all represented here, and that is the way it should be.

"That is the way it should be with the city central bodies. But, as I say, in too many cases that does not happen, and the result is, as the officers of the State Federation of Labor know, in many areas now—as far north as Redding and as far south as San Diego—particularly in the smaller cities and towns, there is a definite anti-labor, union-breaking move going on. The best answer to holding that kind of a move in check is by having a central labor council in there, where all of the movement is affiliated and working together and doing a job in the one direction.

Locals Need Informed Membership

"As to the local unions themselves, I think most of us will agree that the membesrhip attendance at our meetings is far from good. You might have the greatest leadership in the world at the national and state and labor council levels, but if you don't have an informed membership to follow the program of your leadership you are not going to get too far. I think it should be one of the main orders of business of the executive boards of each local union to develop ways and means of bringing in better attendance at their local union meetings, so that officers can pass on to the rank and file membership what is going on. After all, if you have an ignorant membership, then they are going to fall prey to all of the propaganda of the anti-labor interests. We all know that the channels of publicity are controlled by big money and big business-television, radio, newspapers-so they get the wrong slant. And if our membership doesn't know what is going on within the labor movement, if they just listen and read from the anti-labor press and publicity channels, then they get the wrong slant.

"Speaking about publicity—and I want to say this in conclusion: (I could go on and on here on this subject. I think it is very important because, after all, you people represent the leadership of the AFL movement in California) when the convention is over and you go back to your local union, if nobody shows up to hear your reports, what good does it do?

"So that's what I am trying to say. You people in the leadership get your information back to the membership so that with that combination of leadership and membership we can take on any enemies and beat them every time.

AFL News-Reporter

"Now on the matter of publicity. The Executive Council of the American Fed-

eration of Labor is giving serious consideration to try to bring about more full subscriptions to the official weekly newspaper of the American Federation of Labor, known as the 'AFL News-Reporter.'

"It only costs a dollar a year and is mailed directly to the homes of each member. You see, the Executive Council at the national level is fully aware that we have to have an informed membership. I feel that while at the national and at the state level at the present time we are strong and doing a good job, at the central labor council level there is a lot of room for improvement as far as getting more local unions to affiliate. And I feel that at the local union level there is a lot of room for improvement as far as getting more members to attend your meetings to know what is going on.

"I feel that we have the leadership here in California and our big job now is to inform our membership as to what is going on around us, so that if the big blow does come—and it has all the earmarks of being not too far away—by having an informed membership, with the good leadership that we do have, we will be able to meet it head-on and come out all right.

"Thank you very much for this opportunity." (Loud applause.)

Final Report of Committee on Credentials

Chairman James Blackburn of the Committee on Credentials gave the final report of the committee, which was adopted, and then Chairman Blackburn concluded:

"We, the committee, again wish to thank the President and Secretary-Treasurer and his staff, the Executive Council and the delegates, for their kind indulgence with us and their fine cooperation.

"As chairman, I take this opportunity to publicly thank my committee for their wonderful help and very efficient service."

On motion by Chairman Blackburn, the convention adopted the final report of the committee, and President Pitts discharged the committee with thanks.

NOMINATION OF OFFICERS For President

Thomas L. Pitts, Wholesale Delivery Drivers No. 848, Los Angeles, was nominated by Edward Arnold, Screen Actors Guild, Hollywood.

The nomination was seconded by Jack Arnold, Culinary Alliance No. 681, Long Beach, and John T. Gardner, Municipal Truck Drivers No. 403, Los Angeles.

For Secretary-Treasurer

C. J. Haggerty, Lathers No. 42, Los Angeles, was nominated by E. B. Webb, Painters No. 256, Long Beach.

The nomination was seconded by Earl E. Thomas, District Council of Carpenters, Los Angeles, and Ed Dowell, Moving Picture Operators No. 297, San Diego.

For Vice President, District No. 1

Max J. Osslo, Butchers No. 229, San Diego, was nominated by John Quimby, Teamsters No. 542, San Diego.

The nomination was seconded by W. J. DeBrunner, Building and Construction Trades Council, San Diego.

For Vice President, District No. 2

Jack T. Arnold, Culinary Alliance No. 681, Long Beach, was nominated by Carl Fletcher, Painters No. 256, Long Beach.

The nomination was seconded by Ed Brown, Central Labor Council, Long Beach, and C. E. Devine, Central Labor Council of Orange County, Santa Ana.

For Vice President, District No. 3

Elmer J. Doran, Hod Carriers No. 783, San Bernardino, was nominated by Ralph C. Conzelman, Hod Carriers No. 652, Santa Ana

The nomination was seconded by James McGraw, Hod Carriers No. 783, San Bernardino, and Charles Robinson, Northern California District Council of Laborers, San Francisco.

Harvey Lundschen, Miscellaneous Employees No. 440, Los Angeles, was nominated by John L. Cooper, Miscellaneous Employees No. 440, Los Angeles.

The nomination was seconded by John T. Gardner, Municipal Truck Drivers No. 403, Los Angeles, and W. J. Bassett, Central Labor Council, Los Angeles.

John T. Gardner, Municipal Truck Drivers No. 403, Los Angeles, was nominated by Paul D. Jones, Joint Council of Teamsters No. 42, Los Angeles.

The nomination was seconded by Ralph Clare, Studio Transportation Drivers No. 399, Hollywood, and Henry E. Spiller, Building Material and Dump Truck Drivers No. 420, Los Angeles.

C. T. Lehmann, Carpenters No. 25, Los Angeles, was nominated by Earl Thomas, District Council of Carpenters, Los Angeles.

The nomination was seconded by W. T. Hopkins, Carpenters No. 844, Reseda, and

L. R. McCall, Electrical Workers No. 11, Los Angeles.

William C. Carroll, Operating Engineers No. 12, Los Angeles, was nominated by R. B. Brown, Operating Engineers No. 12, Los Angeles.

The nomination was seconded by Oliver H. Williamson, Stationary Engineers No. 526, San Diego, and Ralph A. McMullen, Building and Construction Trades Council, Los Angeles.

Pat Somerset, Screen Actors Guild, Hollywood, was nominated by Ralph Clare, Studio Transportation Drivers No. 399, Hollywood.

The nomination was seconded by Mae Stoneman, Waitress No. 639, Los Angeles, and Carl G. Cooper, Stage Employees No. 33, Los Angeles.

For Vice President, District No. 4

Roy W. Brewer, Lumber and Sawmill Workers No. 1407, San Pedro, was nominated by Mary J. Olson, Waitress No. 512, San Pedro.

The nomination was seconded by James Waugh, Cannery Workers of the Pacific, Terminal Island.

For Vice President, District No. 5

William A. Dean, Painters No. 715, Santa Barbara, was nominated by J. Smedley, Carpenters No. 1062, Santa Barbara.

The nomination was seconded by C. A. Covey, Painters No. 715, Santa Barbara.

For Vice President, District No. 6

Paul L. Reeves, Plumbers and Steamfitters No. 246, Fresno, was nominated by Dan McDonald, Plumbers No. 393, San Jose.

The nomination was seconded by H. A. MacDonald, General Teamsters No. 431, Fresno,

For Vice President, District No. 7

C. A. Green, Plasterers and Cement Masons No. 429, Modesto, was nominated by W. J. Kiser, Central Labor Council, Modesto.

The nomination was seconded by H. A. Gibson, Building and Construction Trades Council, Stockton, and Frank Russo, Central Labor Council, Modesto.

For Vice President, District No. 8

Thomas A. Small, Bartenders and Culinary Workers No. 340, San Mateo, was nominated by Joseph Diviny, Teamsters

No. 85, San Francisco.

The nomination was seconded by Anthony Schurba, Bartenders and Culinary Workers No. 340, San Mateo.

For Vice Presidents, District No. 9

Arthur F. Dougherty, Bartenders No. 41, San Francisco, was nominated by C. T. McDonough, Cooks No. 44, San Francisco.

The nomination was seconded by Frankie Behan, Waitresses No. 48, San Francisco and Anthony Anselmo, Bartenders No. 41, San Francisco.

George Kelly, Chauffeurs No. 265, San Francisco, was nominated by Anthony Cancilla, Chauffeurs No. 265, San Francisco

The nomination was seconded by James Murphy, Hospital and Institutional Workers No. 250, San Francisco, and Hazel O'Brien, Waitresses No. 48, San Francisco.

Harry Lundeberg, Sailors Union of the Pacific, San Francisco, was nominated by James Waugh, Cannery Workers of the Pacific, Terminal Island.

The nomination was seconded by C. F. May, Masters, Mates and Pilots No. 90, San Francisco, and C. T. Lehmann, Carpenters No. 25, Los Angeles.

Victor S. Swanson, Operating Engineers No. 3, San Francisco, was nominated by P. E. Vanderwark, Operating Engineers No. 3, San Francisco.

The nomination was seconded by Jack Goldberger, Newspaper and Periodical Drivers No. 921, San Francisco, and Robert Leiser, Painters No. 1158, San Francisco.

For Vice Presidents, District No. 10

Robert S. Ash, Central Labor Council of Alameda County, Oakland, was nominated by John F. Quinn, Bartenders No. 52, Oakland.

The nomination was seconded by Leslie K. Moore, Auto and Ship Painters No. 1176, Oakland, and Edwin A. Clancy, Newspaper and Periodical Drivers No. 96, Oakland.

Paul L. Jones, Construction and General Laborers No. 304, Oakland, was nominated by Jay Johnson, Construction and General Laborers No. 304, Oakland.

The nomination was seconded by Cy Stulting, Teamsters No. 70, Oakland, and Charles Robinson, Northern California District Council of Laborers, San Francisco.

For Vice President, District No. 11

Howard Reed, Teamsters No. 315, Martinez, was nominated by Hugh Caudel, Central Labor Council of Contra Costa County, Martinez.

The nomination was seconded by W. W. Robbie, Plasterers and Cement Masons No. 825, Pittsburg.

For Vice President, District No. 12

Lowell Nelson, Plasterers and Cement Masons No. 631, Vallejo, was nominated by Stanley Lathen, Retail Clerks No. 378, Vallejo.

The nomination was seconded by P. E. Vandewark, Operating Engineers No. 3, San Francisco, and Fred Schoonmaker, Building and Construction Trades Council, Napa.

For Vice President, District No. 13

Harry Finks, Cannery Workers and Warehousemen No. 857, Sacramento, was nominated by Al Marty, Teamsters No. 150, Sacramento.

For Vice President, District No. 14

Albin J. Gruhn, Hod Carriers and Laborers No. 181, Eureka, was nominated by S. F. Burke, Teamsters, Warehousemen and Auto Truck Drivers No. 684, Eureka.

The nomination was seconded by Allan Kilpatrick, Culinary Workers No. 220, Eureka, and Lucille Pope, Culinary Workers No. 220, Eureka.

For Vice President, District No. 15

Robert Giesick, Lumber and Sawmill Workers No. 2647, Greenville, was nominated by William Knight, State Council of Lumber and Sawmill Workers, Los Angeles.

The nomination was seconded by Harry Sweet, Lumber and Sawmill Workers No.

2288, Los Angeles, and E. A. Doyle, Central Labor Council, Oroville.

White Ballot Cast by Secretary

As instructed by President Pitts, Secretary Haggerty cast a white ballot for all the uncontested officers, indicating the unanimous choice of the convention for the following officers:

President: Thomas L. Pitts; Secretary-Treasurer: C. J. Haggerty; Vice Presidents: District No. 1: Max J. Osslo; District No. 2: Jack T. Arnold; District No. 3: Elmer J. Doran, Harvey Lundschen, C. T. Lehmann, Pat Somerset, William C. Carroll, John T. Gardner; District No. 4: Roy W. Brewer; District No. 5: William A. Dean; District No. 6: Paul L. Reeves; District No. 7: C. A. Green; District No. 8: Thomas A. Small; District No. 9: Arthur F. Dougherty, George Kelly, Harry Lundeberg, Victor S. Swanson; District No. 10: Robert S. Ash, Paul L. Jones; District No. 11: Howard Reed; District No. 12: Lowell Nelson; District No. 13: Harry Finks; District No. 14: Albin J. Gruhn; District No. 15: Robert Geisick.

President Pitts thereupon declared the officers named by the Secretary, and for whom he had cast the white ballot, elected as the official family and officers of the California State Federation of Labor.

Nominations for Convention City

A motion by Delegate Joseph Diviny (Teamsters No. 85, San Francisco) to refer the selection of the 1955 convention city to the Executive Council, was seconded by Vice President Harry Finks, and after some discussion was adopted by the convention,

Adjournment

The convention thereupon adjourned at 5:30 p.m., to reconvene at 9:30 a.m., Thursday, August 26, 1954.

FOURTH DAY

Thursday, August 26, 1954

MORNING SESSION

The convention was called to order by President Pitts at 9:45 a.m.

Invocation

Reverend R. L. Head of the Second Baptist Church delivered the morning's invocation:

"Almighty God, King of Kings, Lord

of Lords, from Whom proceed all power and dominion in Heaven and earth. Most heartily we beseech Thee to look with favor upon Thy servants at this convention, the President of the United States, the Governor of this state, and all others in authority. Endow them with the spirit of wisdom, goodness and truth, and so

rule their hearts and bless their endeavors that law and order, justice and peace, may everywhere prevail.

"Preserve us from public calamities, from pestilence and famine, from war and conspiracy and rebellion, but especially from national sin and corruption. Make us strong and great in the fear of God and the love of His righteousness so that, being blessed of Thee, we may become a blessing to all the nations.

"And we humbly beseech Thee that, being subdued by that truth, we may evermore dwell together in love as one family of mankind.

"Through Jesus Christ, our only Savior and King. Amen."

Telegrams

Secretary Haggerty read the following telegrams addressed to the convention:

I could not let the occasion of your annual convention pass without again congratulating you on your continuing successful fight for a better way of life for all Americans through your great labor organization, and extending my thanks for your consistent support of my candidacies for public office. I give all of you my pledge that I will make every effort to deserve your support in the United States Senate as I have in the Congress, and to serve all Californians with fairness and equality.

CONGRESSMAN SAMUEL WILLIAM YORTY,

Democratic Nominee for U.S. Senator.

Breathes there a man with soul so dead
Who never to himself has said
Gad—what a convention is that Cal
Fed!

Seriously, we thank you and your members for selecting our city this year and want you to know that you are favorite guests—and welcome to come back—any time.

SANTA BARBARA CONVENTION BUREAU,

JAMES P. JORDANO, Chairman.

On behalf of the California Federation of Post Office Clerks, I wish you success in your convention and hope that your deliberations will be a benefit to all laboring people. Request that your convention assembly adopt a resolution protesting the President's veto of a meager five per cent raise for post office and federal employees, with copies of resolution to the President, Senator Knowland and Senator Kuchel. This should be just another item of proof to your membership of the

Administration attitude toward organized labor

BOB SANDERS, President California Federation of Post Office Clerks.

In connection with this telegram, Secretary Haggerty stated, as follows: "That has been done. The committee reported yesterday, as you will recall, and pursuant to the mandate of this convention, the following wire has been sent to the President of the United States, dated this date, Santa Barbara:

Honorable Dwight D. Eisenhower, The President, Lowry Field, Denver, Colorado

Your action in vetoing the postal and government employees' pay raise bill has shocked and alarmed the working people of America. These employees and their families asked for no special privilege. They asked only for a decent American wage. It is incredible that even the small increase granted by Congress would be nullified by action of an executive who should be constitutionally responsible to all the people and not merely to those in positions of high financial power. Two thousand delegates representing more than a million and a quarter AFL workers in California yesterday voted unanimously to condemn your veto in the name of the 1954 convention of our California State Federation of Labor.

C. J. Haggerty, Secretary-Treasurer California State Federation of Labor

Report on Certain Resolutions from 1953 Convention

Secretary Haggerty reported as follows on certain resolutions that had been referred to the Executive Council by the 1953 convention:

"The 1953 convention of the California State Federation of Labor submitted to the Executive Council, Resolution No. 123, titled 'Condemn Officials for Anti-Union Action at Contra Costa Junior College.'

"Through a duly appointed subcommittee, the Executive Council conducted an extensive investigation on the subject matter contained in Resolution No. 123 as submitted by Local 866 of the American Federation of Teachers.

"Committee meetings were held in the Federation offices on February 14, 1954, and June 21, 1954, in order to give all interested parties an opportunity to be heard. Those heard were Adrian Newman,

president of Local 866 of the American Federation of Teachers; Howard Reed, Vice President, District No. 11 of the California State Federation of Labor; Hugh Caudel, President of the Contra Costa County Labor Council; Stanley Jacobs; Ben Rust, President of the California Federation of Teachers; Drummond J. McCunn, Superintendent of the Contra Costa Junior College; and George R. Gordon, member of the Board of Trustees of the Contra Costa Junior College.

"After reviewing all of the testimony of the witnesses and other pertinent data, the subcommittee recommended that, in the best interests of all concerned, Resolution No. 123 be filed and that every effort be made to restore a harmonious relationship between Teachers Union No. 866 and the Contra Costa Junior College staff, it being the opinion of the committee that personalities and lack of proper grievance procedure were the main causes of the dispute between the parties.

"The subcommittee recommended that the Executive Council request the Contra Costa County Central Labor Council and Building Trades Council to establish a joint committee to assist Teachers Union No. 866 in its further relationships with the Contra Costa Junior College staff.

"The subcommittee further recommended that every effort must be made to revitalize the unionization of teachers at the Junior College, and that the Federation and its staff assist the joint committee in every way possible.

"The report of the subcommittee was approved unanimously by the Executive Council at its meeting of August 20, 1954.

"The subcommittee was comprised of Arthur Dougherty, Chairman; Albin J. Gruhn, Secretary, and Harry Finks.

"The 1953 convention of the California State Federation of Labor also referred to the Executive Committee three resolutions relating to labor education. Resolution No. 29 called for the State Federation to establish a visual education program. Resolution No. 30 and Resolution No. 69 called for the State Federation to foster local labor education programs through central council activity.

"After considerable study, the Education Committee of the State Federation submitted the following report to the Executive Council and it was adopted by that body:

1. The State Federation will investigate the feasibility of preparing a motion picture for distribution at labor and public gatherings. Said picture will express State Federation of Labor philosophy on such questions as registration, political action, or economic benefits of trade unionism.

2. The State Federation of Labor will urge central labor councils to establish education programs in general accord with the program now sponsored by the Iowa State Federation of Labor. Insofar as State Federation action is concerned, this will call for issuance of a general letter urging such programs and the providing of outlines or particular educational topics, such as 'Public Speaking and Procedures,' and 'Industrial Safety Laws.' The State Federation will stand ready to provide advice on the fundamentals of setting up such a program."

New Unemployment Benefit Payment Methods

Secretary Haggerty read, for the record, a press release issued by the State Department of Employment on August 24, 1954, which was discussed at an earlier session of the convention, as follows:

"Changes in benefit payment methods which will abolish practices that cost up to \$500,000 and that have been futile for claimants and unnecessarily burdensome for employers were announced today by William A. Burkett, director of the California Department of Employment. The new procedures become effective next week.

"Declaring that the action is another step in bringing about the reforms in the department's administration he promised when he took office last November, Burkett said the new method corrects abuses that have existed in connection with the requirement that claimants must seek work on their own behalf to remain eligible for unemployment insurance.

"'The former practice required claimants to list all places where they sought work. This system was both costly and a constant source of irritation to employers as well as claimants, and it did not reduce fraudulent and improper claims.

"'By eliminating the requirement that claimants list all places where they looked for work each week we will cut our interviewing time by about one-third. We have been spending more for these interviews than our budget permits, and almost all the excess time has been used in unprofitable questioning of the claimants about their search for work.'

"Burkett explained that, under the new practice, the claimant's general plan for seeking a new job will be developed at the time he first applies for benefits. Each claimant will be specifically informed of what is expected of him, rather than merely being told to go out and look for a job.

"'In place of having him list where he went in search of work, we will now require the claimant simply to answer "yes" or "no" to the written question, "Did you look for work last week."

"'If the claimant reports he did not look for a job, he will be questioned further to determine his right to be paid benefits, the director said. In case the claimant remains unemployed for five weeks, a longer interview will be held to reconsider his eligibility in the light of current circumstances. If necessary, his instructions in regard to looking for work will be revised."

"Burkett pointed out that the practice which he is abolishing began more than a year ago under the previous administration. The installation became known as 'operation rainbow' because claimants were required to fill out a series of cards, each of a different color.

"'We cut out "operation rainbow" some weeks ago by eliminating all but one card and simplifying the task of filling it out. We retained the requirement that claimants list their job hunting efforts pending further study of the actual value of that information. We are now satisfied that this requirement serves no useful purpose and is simply a \$500,000 a year administrative luxury we cannot afford,' he said.

"The new system also permits better cooperation between the Department of Employment and labor unions by authorizing union members who normally obtain employment through their unions to have their efforts to find a job certified to by the union."

Delegate George W. Johns (Retail Cigar and Liquor Clerks No. 1089, San Francisco) spoke on the subject raised by the press release just read by Secretary Haggerty, with particular reference to Resolutions Nos. 111, 112 and 113 which were acted upon by the convention on Tuesday.

Chairman Thomas A. Small of the Committee on Resolutions, and Secretary Haggerty replied to the points raised by Delegates Johns.

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

Resolution No. 26—"Seniority by Law for Postal Employees"; Resolution No. 97—"Merit Promotion"; Resolution No. 105—"Seniority by Law."

The committee report:

"At the request of your committee, the sponsors of these resolutions appeared before it and explained that, in their opinion, there was no inconsistency in such resolutions and that they were all in favor of favorable action in respect to them.

"The subject of these resolutions is concerned with the establishment of seniority and merit promotion in the postal service.

"Your committee accordingly recommends concurrence in Resolutions Nos. 97 and 26 and further recommends that Resolution No. 105 be filed since it is covered in the other resolutions."

The committee's recommendation was adopted.

Resolution No. 47—"Sanitary Working Conditions."

The committee report:

"Your committee recommends that the last Resolved be stricken and the following inserted in lieu thereof:

'Resolved, That copies of this resolution be transmitted to appropriate individuals and agencies.'

"As so amended your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 98—"Retirement Law Revision."

The committee report:

"The construction of this resolution by your committee would indicate that it favors not only compulsory retirement by specified age, but also embraces the revision of a retirement program without any sound actuarial basis.

"Your committee accordingly recommends non-concurrence."

The committee's recommendation was adopted.

Resolution No. 99—"Time and One-Half for Substitutes."

The committee report:

"Your committee recommends that the second and third Resolves be stricken, and that the following be inserted in lieu thereof:

'Resolved, That copies of this resolution be transmitted to appropriate individuals and agencies.' "The reason for striking the second Resolved is that it is not properly embraced within the resolution.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 102 — "Compensatory Time."

The committee report:

"Your committee recommends that the last Resolved be stricken and the following inserted in lieu thereof:

'Resolved, That copies of this resolution be transmitted to appropriate individuals and agencies.'

"As so amended your committee recommends concurrence."

The committee's recommendation was adopted,

Resolution No. 100 — "Holidays Falling on Saturday."

The committee report:

"Your committee recommends that the last Resolved be stricken and the following inserted in lieu thereof:

'Resolved, That copies of this resolution be transmitted to appropriate individuals and agencies.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 27—"Union Recognition for Postal Employees"; Resolution No. 101—"Union Recognition."

The committee report:

"The subject matter of these resolutions is similar; namely, union recognition for postal employees.

"Your committee recommends concurrence in Resolution No. 27, and further recommends that Resolution No. 101 be filed."

The committee's recommendation was adopted.

Resolution No. 103 — "Rescinding Post Office Department's Mail Handler and Curtailment of Service Orders."

The committee recommended concurrence.
The committee's recommendation was adopted.

Resolution No. 106—"Defeat of Whitten Amendment."

The committee report:

"Your committee recommends that the sixth Whereas be stricken, and as so amended your committee recommends concurrence"

The committee's recommendation was adopted.

Resolution No. 80 — "Protest Appointment of Mrs. Norman Chandler to U. C. Board of Regents."

The committee report:

"Your committee fully agrees with the statements as outlined in the first four Whereases in this resolution regarding the anti-union activities of the Los Angeles Times-Mirror and the need for a continued campaign against these notorious anti-union papers.

"With regard to the following Whereas, your committee wishes to point out the following facts:

"Under our American system, it is proper and right for all groups in our community to seek representation on governmental boards and agencies. This holds true for pro-labor as well as anti-labor groups. The only other alternative would be totalitarianism in which one group or the other would eliminate its opposition. The appointment of a person from the ranks of the anti-labor forces to a nonlabor governmental body does not make the appointing power a stooge of these anti-labor forces any more than the appointment of a person from pro-labor forces would make the appointing power a stooge for pro-labor forces. Opposition forces, however drastically apart, must be accepted if we are to maintain our American way of life. The only exception to this acceptance would be those who would kill all opposition in our government through Communist or Fascist dictatorship.

"Your committee feels that the most constructive approach to labor's ultimate goal of having an equal voice in all governmental bodies or agencies is to request the Governor, or other appointing powers to appoint additional labor representatives to these bodies or agencies commensurate with the governmental bodies' or agencies' influence on the community as a whole.

"Your committee recommends this resolution be filed, and I move the adoption of the committee's report."

Lengthy debate ensued.

Speaking against the committee's recommendation were: Delegates L. R. Mc-Call (Electrical Workers No. 11, Los An-

geles), A. L. Smith (Machinists No. 311, Los Angeles), Harry J. Lamb (Typographical Union No. 174, Los Angeles).

Vice President Robert Ash (Central Labor Council of Alameda County, Oakland) offered the following substitute motion: that Resolution No. 80, as presented by Typographical Union No. 174 of Los Angeles, be adopted.

Speaking for the substitute motion were: Delegates C. R. Bartalini (Bay Counties District Council of Carpenters, San Francisco), W. J. Bassett (Central Labor Council, Los Angeles), Aage H. Petersen (Boilermakers No. 92, Los Angeles), S. G. Goodman (Machinists No. 311, Los Angeles), William H. Knight (Lumber and Sawmill Workers No. 2288, Los Angeles), R. R. Rapattoni (Electrical Utility Workers No. 47, Alhambra), J. L. Childers (Building and Construction Trades Council of Alameda County, Oakland), Richard H. Harris (Typographical No. 36, Oakland), Charles J. Garoni (Carpet, Linoleum and Soft Tile Workers No. 1290, Oakland), George L. Rice (Electrical Workers No. 1245, Oakland).

Speaking for the committee's recommendation were Vice President Albin S. Gruhn (Hod Carriers and Laborers No. 181, Eureka), and Delegates Henry E. Spiller, Building Material and Dump Truck Drivers No. 420, Los Angeles.

The previous question was moved by Delegate Delmus Stutts (District Council of Chemical Workers No. 5, Los Angeles), and adopted by the convention.

Chairman Thomas A. Small closed the debate on behalf of the Committee on Resolutions.

By voice vote, the convention thereupon adopted the substitute motion calling for the adoption of Resolution No. 80.

Chairman Thomas A. Small resumed the report of the Committee on Resolutions:

Resolution No. 107—"Integration in the Los Angeles Fire Department."

The committee report:

"Brother Melvin Andrews, one of the sponsors of this resolution, advised your committee that, upon the authorization of his organization, it was requested that this resolution be withdrawn.

"Your committee concurs in this request and accordingly recommends that the convention consent to such a report."

Delegate Scott Poffenberg (International Fire Fighters No. 748, Los Angeles) stated: "Speaking in support of the action of the Resolutions Committee, I state as follows:

"Local 748 is in full agreement with the position of the American Federation of Labor in opposing segregation. Further, I pledge to return to my local and urge the adoption of a program which has for its goal an orderly program of total integration, which is in keeping with the duties and obligations of the Fire Department of Los Angeles."

The committee's recommendation was adopted.

Resolution No. 96—"Increase in Pay for Deputy Labor Commissioners."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 131—"Increase Personnel of Division of Labor Law Enforcement."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 48—"Establish Local Community Relations Committees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 18—"Commend Los Angeles Labor Welfare Council for A-I-D Plan"; Resolution No. 19—"Support Community Chest and Other United Fund Campaigns"; Resolution No. 31—"Support and Participate in Community Chest and United Crusade Campaigns."

The committee report:

"The subject matter of these resolutions is similar; namely, United Fund Campaigns.

"Your committee recommends concurrence in Resolution No. 19, and further recommends that Resolutions Nos. 18 and 31 be filed."

The committee's recommendation was adopted.

Resolution No. 110—"Commend City of Hope."

The committee recommended concurrence.

The committee's recommendation was adopted.

FRANKLIN WILLIAMS

Regional Director, National Association for the Advancement of Colored People

President Pitts introduced Franklin Williams, Regional Director of the National Association for the Advancement of Colored People, who had been escorted to the platform by the following committee: Charles Goldstein, Mel Andrews and James Murphy.

Mr. Williams addressed the convention, as follows:

"Brother President, Secretary Neil Haggerty, distinguished guests, brothers and sisters. I bring greetings to this the 52d annual conference of the California State Federation of Labor, from the more than one-half million members of the National Association for the Advancement of Colored People. I wish personally to express my deep and sincere appreciation, in addition, for your courtesy in inviting me here to address this historic convention.

"Since the inception of our organization we have recognized that the aspirations of the working man represent a cause and a goal for which we must struggle side by side with organized labor. Toward that end, in this state we have enjoyed a close and healthy relationship with your state leaders, especially so during the oft-times frustrating and discouraging legislative sessions of our far from enlightened state legislature. I come here to testify that your Neil Haggerty is one of the staunchest supporters and fighters for civil rights that we have in Sacramento—and for that we are grateful. (Applause.)

"On the local level, in many communities AFL staff officers and members are leaders of the NAACP, and we count among our members thousands of you.

"While you meet here primarily concerned with state issues and affairs, your deliberations and discussion reflect a deep concern with national and international issues. We are equally concerned, and our concern has deepened in the past few months. The session of Congress which just concluded in a flurry of impatience with the nation's welfare failed to recognize the burning need for the extension of the democratic ideal through the enactment of implementing legislation.

Failures of 83d Congress

"Faced with a world in turmoil, the result, to a great degree, of the effort of millions of colonial colored peoples to take their rightful place among free nations,

our Congress faltered and failed in its duty. Millions have looked to this citadel of democracy for leadership, for a pattern of national life and constitutional government, which will refuse to permit or tolerate discrimination based on race, creed, color, religion or economic affluence. Our Congressmen remained blind to this fact, or apparently unconcerned, passing no civil rights legislation, refusing even to eliminate humiliating racial segregation in interstate transportation. The 83rd Congress, blind to this fact, apparently unconcerned, passed no civil rights legislation. A bi-partisan FEPC introduced by Senator Ives, Republican of New York, received no attention whatsoever in the House, and when it was reported out of committee in the Senate, it received no attention there. A much weaker bill, reported by it, introduced by the infamous Senator Dirksen, posing as a friend of civil rights, and carrying the glorious number of Senate Bill No. 1, received no action whatsoever in our United States Senate. and a House Rules Committee killed the only civil rights bill that was in a position to be passed by the House during the 83rd Congress.

"And, incidentally, this same 83rd Congress, in the pattern of the past, representing as they do so many enemies of civil rights and the aspirations of minority people in this country for full citizenship, was the same Congress that passed no legislation favorable to organized labor, and refused to soften even any of the vicious anti-labor legislation which had been enacted previously. This Congress generally exhibited a callous indifference for the basic rights of men which have from its inception been the fundamental principles upon which America achieved and maintained its position as the leader of the free world. This, in spite of the valiant and tireless struggle of many dedicated legislators, such as our own Jack Shelley.

"Today we are at war, whether we like it or not, a war between communism and democracy; as ideas and philosophies they are locked in deadly embrace, and it becomes increasingly apparent that only one of these ideas or philosophies will emerge victorious. The prize sought or desired is world leadership, the loyalty of people, to influence the minds of men and the attitudes of nations, to win allies for freedom or slaves for communism.

"Most of the people toward whom our efforts are directed are among that more than two-thirds of the world's population commonly referred to as 'colored' people. What a contradiction we must present to

them; a contradiction between our preachments and our practices!

"The struggle cannot be won in this fashion. I am increasingly concerned as to whether we have in Washington a leadership either equipped with the foresight or possessing the concern to recognize this weakness of ours and to take determinate action to correct it. It is important, therefore, that those of us possessing this concern band together to wield the greatest political influence of which we are capable, toward the end that we shall have in our nation's capital men and women who will not sell democracy short by inaction, or undermine it by stupidity.

End of Segregation in Public Schools

"One of the greatest contributions to our nation's defense was made recently when, under the leadership of a former California governor, the United States Supreme Court struck down the vicious and unconstitutional pattern of segregating the races in our public schools. In this victory the National Association for the Advancement of Colored People, that instituted the fight back in 1935 and carried it through to a successful completion, with its millions of friends in and out of labor, properly have rejoiced. But the victory is not complete, and will not be fully achieved until every remaining vestige of immoral segregation and racial discrimination is wiped from the statute books and community patterns of this land. In this, labor itself has a responsibility, one which many of your unions have assumed vigorously. There are problems of racial discrimination and segregation within the ranks of labor itself.

"Today I congratulate you upon the progress made, the vigorous leadership given in the direction of eliminating this contradiction of the principle upon which free labor was established and organized in the United States of America.

"We must, however, brothers and sisters, continue to grapple with this problem of racial discrimination inside and outside of our ranks, wherever we find it in this glorious land.

Tasks in California

"In this, our struggle to implement the democratic ideal, we find here at home in the state of California a great challenge. In employment, in industrial plants and in the field, employers still depress wages and divide the ranks of the working man through segregation and discrimination in their hiring practices. It is the responsi-

bility of our legislature to do away with this. We must, therefore, gird ourselves for the next California legislative session. We must realistically assess our strength, join hands with all of our real friends, and see to it that all FEPC and other desirable legislation is enacted into law here at home. If it can be done in the states of Washington and Oregon, we ought to be able to do it here in California.

"How can we Americans ever hope to give moral and political leadership to the world until we practice morality in our legislative enactments?

"Time does not permit me to enlarge further upon these few observations. I have read the minutes and the proceedings of previous conventions, and I have noticed the comments there made by the stenographer of 'Applause' or 'Loud applause' or 'Silence,' and I noted that invariably it was that speaker who spoke the fewest minutes, who had the comment in parentheses 'Loud applause,' and those who continued at great length merely had 'Applause.' I would like to have 'Loud applause' at the conclusion, and so I am almost through.

"The degree to which we, the people, use intelligent political activity to insure that our legislators, state and national, strengthen the fabric of our democracy through the enactment of laws to raise the level of our people—not just the rich or the powerful—to that degree we need not fear communism nor any other 'ism' or philosophy which would destroy us.

"I want to thank you, each and every one of you, for passage of your Resolution No. 168, which encourages us and shows that we have among your ranks your total and complete support.

"We in the NAACP ask your support again this year in our fight for freedom. We unhesitatingly pledge you our support, as working men and women ourselves, in every phase of your program where we can be of aid or assistance.

"Again, thank you for your contributions to our program, for your membership and leadership support in our fight, and for your courtesy in asking me to come here again." (Loud applause.)

ROY E. SIMPSON

Superintendent of Public Instruction

President Pitts introduced Roy E. Simpson, State Superintendent of Public Instruction, who had been escorted to the platform by the following committee: Max

Osslo, Ralph Bronson, Elmer Doran and John C. Gardner.

Mr. Simpson spoke as follows:

"Mr. Chairman, officers and members of the convention.

"I want to tell you that I come before you again representing a non-partisan group in California, one which embraces the interests of all persons of every class and distinction. I refer to your public schools. If there is one agency in this government that should be interested in the problem facing us in California today, it certainly should be in the field of labor. We have two very serious situations before us, one which deals with the question of adequate housing of children in our schools and, secondly, the problem which deals with the recruitment of teachers and other employees to carry on the work in those schools.

Classroom Needs

"The American Federation of Labor, in my opinion, should take a very active part in helping our schools solve two immediate problems. There is always a great number of children from the homes your membership represents.

"California must provide 4,922 school-rooms for the new children entering our schools in 1953-54. These 4,922 new class-rooms will not take care of the needed replacements nor eliminate the already over-crowded conditions. Conservative estimates show that between 1953-54 and 1962-63 we expect 1,153,831 new children. That number of children means we need a total of 34,963 additional classrooms.

"Our elementary school children move along to high school and from high school to college. In 1954-55 our high schools will be required to provide housing for 57,522 additional pupils in this one year alone.

"Too many people in California do not fully understand what this rapid growth means. Labor, supply houses, architects, engineers, and those others who are following and studying this trend can appreciate its significance to our economy.

"I haven't reported the building needs for our colleges which, of course, will tax all public and private institutions beyond present available facilities. All of this growth in population came about from two causes: first, an accelerated birth rate within the state and the influx of adults who came to California before their children were born; and second, the immigration of adults with children either about to enter school or already in school. This

growth in school population is here; it isn't a situation we can neglect. We face it for several years ahead.

"Much time, energy, and planning has been given toward solving this need. We still have and will continue to have parttime sessions through at least the lower grades for thousands of children.

"During 1952 the junior and senior high schools reported half-day sessions totaling 3,355. In 1953 there were 17,428 half-day sessions, an increase of 14,073. This critical building shortage exists in many districts and is not confined to those districts receiving state building aid.

Equalization of Effort and Fund Distribution

"The principle of equalization has been an essential part of the current expense program in California education for many years. To provide for a fixed amount of money available for the education of each child in any form is equalization of educational opportunity even though such aid may be small or large, equitable or otherwise.

"This principle never has been applied to providing school buildings until recently. In 1947-48, 55 million dollars was appropriated for distribution to those school districts that had expected their maximum resources and were still unable to provide needed classrooms. This fund was administered on the basis of emergency distress and was soon exhausted or committed.

"In 1949, the legislature incorporated a number of significant changes into the existing law. The principal change was that funds allocated to districts should be on a loan basis, with the state assuming, after a given number of years, any unpaid balance remaining after the districts had made a uniform effort to repay the principa iand interest in terms of the amount that could be raised by a fixed tax rate. This materially increased the principle of equalization in schoolhouse construction.

"While this added to the degree of equalization, the fact still remained that the state was making loan-grants on the basis of the assessed valuation made by local political subdivisions. Naturally, there has been no great tendency for those communities with low assessment ratios to bring them in line with other areas when by so doing they would cause their school districts to fail to receive large amounts of state aid. Recent legislation enacted to provide for fixing a correctional or adjustment factor to those areas with low value ratios is being implemented by the State Board of Equalization. Districts will be

required to produce more income with their own bond issue limit of 5 per cent, as well as having the uniform tax rate applied to the adjusted assessed valuation for loan repayment purposes. Just how much this will affect the need for funds is not known at this time, but there is no evidence that it will remove the need for the currently proposed 100-million-dollar bond issue.

School Building Needs

"Recently a survey was completed to determine the school building needs of the state. Certain adjustments were made in the totals of this survey to bring it within the standards or limitations set forth by California law. It is estimated from the data obtained that there is an unmet need of \$354,828,000 required to care for the pupils expected to be in the California schools by 1959.

"It is reasonable to expect that all districts will not avail themselves of the provisions of the school building aid law. Some will continue to overcrowd their classes, refuse or decline to bond themselves, and continue to use unfit and unsafe buildings. An upturn in assessed valuation is expected which may cause some districts to be able to meet all of their needs. For others the local resources may increase materially with the result that less state aid will be required. It is believed that a conservative net estimate of \$300,000,000 is the minimum needed to provide required housing in California schools to 1959.

Replacement of Unsafe and Unfit Buildings

"For many years the state law has placed a strict penalty upon governing boards of school districts if they permit or require children to attend school in buildings which were not designed to withstand earthquake shock, or to remain in buildings that are fire hazards. Many districts have been able to meet only the barest needs for additional buildings and could not under any conditions replace unsafe structures.

"When funds became available for needed buildings that could not be provided before, it was only right and proper that buildings which were unsafe should either be made structurally sound or that they should be replaced. In the early days of the program there may have been some buildings replaced that could have been rehabilitated. However, it has been found that to bring a masonry building up to structural strength would cost about as much or more than constructing a new

building. Many old buildings were poorly designed to serve their purpose and spending very much money on them was simply sending good money after bad. Practically all buildings in districts financially able have been replaced, leaving an accumulation only in those districts unable to rebuild.

"Many frame buildings were built forty or fifty or more years ago and are in very poor condition. Some were placed on small, poorly located sites and it was impossible to expand them. The result was that new sites had to be acquired.

"Relatively few buildings have been replaced under the program financed by the 1952 state bond issue, and the number to be replaced in the future is expected to be small

Need for Additional State Funds

"As has been shown, a minimum of \$300 million is needed to supplement the available funds of local school districts in meeting building needs. A total of \$490 million in state funds has been or will be spent very soon. At the last session the legislature enacted a Constitutional measure calling for an additional \$100 million. This measure will be referred to the people to be voted on in November of this year. Together with local funds, it is estimated that this amount will last for a two-year period under the present rate of allocation and construction. The legislature did not question the long-term need, but did question the advisability of voting authorization for bond funds beyond a two-year need period. The arguments advanced likely are sound. The legislators do expect to present subsequent bond issues if the need still continues. There is no question of the need, there is only a question of procedure.

"Under the present plan of allocating loan-grant aid, a sizeable amount of the allocations made to school districts will be repaid. Many districts will completely repay their loans. Many others will repay comparatively little. The latter districts are for the most part 'bedroom' districts for large metropolitan areas. The residents work in the city but live in the surrounding suburban areas. It is a well-known fact that the wealth of both residence and employment areas is required to meet the cost of schools.

"It is estimated that the \$250 million state bond issue of 1949 will be 62 per cent repaid, and the 1952 \$185 million bond issue about 45 per cent repaid. There are factors which will materially affect these percentages both on the state and local

levels. A leveling off of population growth will remove the need for long-continuing reborrowing and the general trend toward increasing the local assessed values will accelerate repayment as well as reduce the need for additional loans.

"Most new residence areas are populated with young people who have children of school age. Large numbers of these young people are veterans with tax exemptions. Some are government workers of various kinds. The exemption problem is a large factor in the inability of many districts to meet the cost of school buildings from local property tax income.

"It must be recognized that while there undoubtedly will be many new districts applying for state funds, particularly high school districts, a large share likely will be 'repeats' with the result that repayment from these districts will be low.

"Federal activities of various kinds have brought many new people into areas where schools were not in existence. However, the federal government has placed itself in the position of taxpayer and has met and will continue to meet its obligations as far as school construction is concerned. As of October, 1953, a total of \$38,475,226 has been forthcoming to the school districts of California. There still remains an unmet need of \$38,422,334 due to federal activity, most of which will be paid as the result of recent federal legislation. It is of interest to note that while California represents only 13 per cent of the total national population, yet California has received over 20 per cent to date of the total federal appropriation for schoolhouse construction. Additional federal funds will reduce the total state need by whatever amount is received, provided new people do not come to California, a condition which is not likely to materialize.

State Participation in School Building

"California state funds are not raised from ad valorem taxes, and it is unlikely that such will ever be the case. Current expenses for school maintenance and operation are shared by the state and the local school districts, the state currently furnishing about 55 per cent of the total cost. There are strong reasons why the local districts should not be expected to raise the entire cost of school buildings from taxation on common property. Only a portion of the people pay taxes directly through property tax. The theory is that all people pay their fair share through increased costs of services and materials to which a portion of the owners likewise

must pay the increased costs of services and materials. It is only fair and right that all people should pay their share of a state responsibility such as education, and such payments should be in proportion to their respective abilities. The program of state aid for school buildings is a step in the right direction, imperfect as it may be in spots.

"During the past seven years many changes have been made in the procedure and management of the school building program. The result is that many abuses, if they may be called such, have been removed. Districts are held to a strict accountability for proper and efficient use of the state funds. While endeavoring to improve the schools for the people, at the same time the Department of Education is exercising a decided influence by demanding strict economy and good use of state and local funds. Districts are encouraged and expected to provide good permanent structures and facilities, but at the same time the buildings must be of such a nature that they neither border on the extravagant nor the shoddy. Buildings built today must last 40, 50 or even 60 years. The old saying, 'Anything a man can put together or build can be taken apart by a schoolboy,' is all too true. We need good school buildings, but they don't need to be wasteful or extravagant to be good.

"During the first ninety years of statehood, California increased one million children in our schools. During the next thirteen years we added another million children. Our worry today is what to do with the million that are anticipated over the next seven years.

"This is but the housing problem.

"Teachers, custodians, bus drivers, clerks, secretaries, and all of the additional employees are necessary to make a school. Our best estimates show that we shall require approximately 14,000 additional new teachers each year for the next seventeen years to man our classrooms. I haven't estimated the number of other employees.

A Plan to Meet the Needs

"A careful analysis of my report to you today will, I hope, produce action to the degree that your convention will endorse the plan to help accomplish the necessary needs:

1. We need funds, both local and state, to build more schools at all grades. We need the \$100,000,000 bond proposal on the November ballot.

- 2. We need more men and women, especially young students, to enter the teaching profession.
- 3. We need to encourage competent labor skilled and non-skilled to engage in this huge building and material development program.
- 4. You need to inform your own members about the seriousness of this task.

"May I, in closing, thank your action committee for the splendid endorsement of me for re-election to office; a vote of confidence was expressed on June 8 by the people of California totaling over 1,500,000 votes.

"Thank you very much." (Loud applause.)

MONSIGNOR MARTIN C. KEATING

Chaplain, California State Federation of Labor

President Pitts introduced Monsignor Martin C. Keating, Chaplain of the California State Federation of Labor, who had been escorted to the platform by the following committee: Arthur F. Dougherty, M. R. Callahan, Charles Brown and Stuart Mason.

Monsignor Keating spoke to the delegates, as follows:

"Brother President, Brother Secretary, distinguished guests, brothers and sisters of the California State Federation of Labor.

"As your Chaplain, it is my responsibility, as it is your expectations, that you and I shall communicate our spiritual ideals. At this sad day in the history of mankind, when more of our brothers and sisters in every country in the world are knowing either the actuality of slavery or its threat, I give to you the word of God Himself as the explanation of the tragedy and the only solution for its remedy. It is not without significance that Almighty God's first conversation with Adam and Eve revealed to them the source of their dignity and the object of all their striving. He told them:

"'You are made in My image, and in My likeness."

"What did he mean? He meant that by nature they were given a mind to know the truth, a will to choose the good and a memory in which to store away the record of their mistakes, lest tomorrow they repeat today's mistakes.

"Jefferson caught the echo of God's voice in Paradise when he hailed the Creator God as the source of man's right to

life, liberty and the pursuit of happiness. This is the unique distinction of our political philosophy, that it makes belief in the Creator God official in our Americanism, just as it makes official freedom for every human being to deny that Supreme Being in the light Almighty God gives a person. Certainly nobody who accepts the Declaration of Independence can not recognize that it is not the American way to say, as the enemy on the world front says today, "There is no God." And rejecting God, of necessity the enemy enslaves man. An honest jail was never yet dreamed of.

"And do not absolve Uncle Sam as our representative from the responsibility, and ours, since he is our elected representative, for the millions enslaved at Yalta and Teheran and now in Indo-China. We are one human family and wherever men and women suffer the deprivation of their Godgiven rights, we should suffer in prayerful sympathy with them and we should be tireless in striving for their freedom. So take home today the legacy of one who loves you dearly, because his own bread and butter as a boy was made possible through union wages, take home a new understanding of the social value of the Holy Bible where the password to human freedom is to be found in the Creator's first conversation with Adam and Eve when He said:

"'Let Us make man in Our Own image and likeness.'

"Thank you very much." (Loud applause.)

Statement on Behalf of State Council of Barbers and Beauticians

Delegate Anthony Agriilo (Barbers No. 252, San Jose) made the following statement:

"I would like to clarify the statement that the delegates and the public in general has been receiving since August 8, 9, and 10 in Los Angeles, when the Master Barbers held their convention in that fair City of Los Angeles. They made a statement to the press with regard to two dollar haircuts, and there was much resentment on the part of the bald-headed delegates.

"Now, I want the delegates to this convention to understand that the State Council of Barbers and Beauticians had nothing to do with the statement that was released by the Master Barbers' Association.

"At this time I want to further acquaint the delegates with the difference in the two cards. One is the card we represent, the union shop card, the barbers in the International Union of Journeymen Barbers, Hairdressers and Cosmetologists.

"The Master Barbers have a card of their own. If you will notice on that card it states 'Master Parbers.' If you come in contact with it and look at that card more closely the next time you see one, it says 'Master Barbers' on it, and you will notice a little snake on it, the venom of the Master Barbers

"The reason I mention this to the delegates of this convention is that I want to familiarize them with the facts. At the last legislative session in Sacramento, these same Master Barbers appeared on the Right-to-Work bill, as Brother Neil Haggerty, Brother Tommy Pitts and many of

the other delegates who came to Sacramento will remember, and we want it fully known that our State Council of Barbers International Union has no connection whatsoever with the Master Barbers.

"I appreciate the opportunity, Mr. Chairman, to acquaint the delegates with these facts and also to remind them that our union card in our association had nothing to do with that release that was made in the Los Angeles paper.

"I thank you very kindly, Mr. Chairman." (Applause.)

Recess

The convention thereupon recessed at 12:05 p.m. to reconvene at 2:00 p.m.

THURSDAY AFTERNOON SESSION

The convention was called to order at 2:30~p.m. by President Pitts.

Telegram

Secretary Haggerty read the following telegram:

Personal greetings to your great convention and congratulations on the tremendous work you are carrying forward, making possible the attainment of the objectives we all seek. The social and political effectiveness of organized labor is stronger now than ever before. Please accept my sincere thanks for the great help provided my campaign to represent Los Angeles County in the State Senate.

RICHARD RICHARDS.

Merchant Marine Bill

Delegate C. F. May (Masters, Mates and Pilots No. 90, San Francisco) spoke on S 3233, providing that not less than 50 per cent of all foreign aid cargo shall be carried in American bottoms, which passed both houses of Congress unanimously and is now before the President for his signature.

Pointing out that the bill must be signed by the President by midnight of August 28 or it will be pocket-vetoed, Delegate May offered a motion, duly seconded by Delegate Vince J. Malone (Marine Firemen's Union, San Francisco), that the Secretary of the Federation be instructed to request the President of the United States to sign \$ 3233 before midnight, August 28.

The motion was unanimously adopted.

Report of Committee on Resolutions

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

Resolution No. 4—"Reaffirm Support of Milk Control Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 81—"Oppose Elimination of Sunday Milk Delivery."

The committee report:

"It is the opinion of your committee that the subject matter of this resolution is primarily one for collective bargaining, to be resolved by the particular union in the particular area in question.

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 136 — "Fraternal Greetings to the Histadrut."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 137—"Fraternal Greetings to the Urban League."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 142—"Community Service Organization."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 143—"Commend Jewish Labor Committee."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 145—"Support Italian-American Labor Committee."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 148—"Fraternal Greetings to the National Association for the Advancement of Colored People."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 159—"Commend California Federation for Civic Unity."

The committee report:

"The subject matter of this resolution is a commendation of an organization known as the California Federation for Civic Unity.

"Your committee is of the belief that there is insufficient information to enable the committee to actermine the nature and purpose of this organization, and accordingly recommends that the subject matter of this resolution be referred to the incoming Executive Council for study and action after full investigation, and that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 3—"Prohibit Prisoner Barbers from Performing Services for Prison Civilian Personnel."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 20—"Eliminate Manufacture of Paint, etc., at Mare Island."

The committee report:

"The subject matter of this resolution is concerned with the elimination of paint manufacturing at Mare Island.

"At the request of our committee, the sponsors of this resolution appeared be-

fore it to answer questions and to submit information in respect to the resolution.

"Even after their appearance, however, the members of your committee were of the opinion that there was insufficient information to warrant action, either favorable or unfavorable, with respect to this resolution, and accordingly recommends that the resolution be filed and that the subject matter be referred to the incoming Executive Council of the Federation for investigation and action if necessary."

The committee's recommendation was adopted.

Resolution No. 25—"Repeal Hatch Act." The committee report:

"Your committee recommends that the second and third Whereases be stricken, and as so amended your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 39—"Civil Defense Program."

The committee report:

"The subject matter of this resolution is concerned with the training of civil defense personnel. It also recommends, however, that this training be conducted in the state of Maryland at an existing facility.

"While your committee concurs in the intent of the resolution insofar as the training of civil defense personnel is concerned, your committee believes that training in the state of Maryland is impracticable and, accordingly recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 41—"Tree Planting." The committee report:

"Your committee reaffirms the historic position of the Federation in favor of conservation and reforestation, but your committee further believes that the proposal contained in this resolution is highly impracticable and accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 42—"Farm Surpluses."

The committee report:

"Your committee notes that the provisions of this resolution are not only inartfully drawn but are inconsistent on their face in this, that they infer a superabundance of products in the United States, but on the other hand concede many of our

underprivileged residents are without an adequate supply of such products.

"Your committee accordingly, while concurring in the historical position of the Federation that the most equitable and effective use should be made of all surpluses, recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 45—"Organized Labor to be Represented on Adult Authority."

The committee report:

"Your committee recommends that the second Whereas be stricken, and as so amended your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 55—"Mental Health Program."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 60—"Write and Publish History of California State Federation of Labor."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 69-"National Parks."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 71—"S. F. Bay Southern Crossing."

The committee report:

"Your committee construes this resolution to request that immediate construction of a southern crossing be started, and not that the crossing be at any particular location, which of course would be a purely local matter.

"As so construed, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 93—"Support Plan for Adequate National Highway System."

The committee report:

"Your committee was advised of the nature and type of program proposed by the Utah State Federation of Labor, and un-

derstands the program to be one based upon the concept of voluntary private subsidy of governmental agencies with respect to highway construction.

"Based upon its understanding of this program, your committee believes it to be basically unsound and highly unfeasible.

"Accordingly, your committee recommends non-concurrence in the resolution."

The committee's recommendation was adopted.

Resolution No. 178—"Endorse Poultry Clean-up Campaign."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 21—"In Memoriam— Harry Sherman"; Resolution No. 171— "In Memoriam—Abraham Muir"; Resolution No. 212—"In Memoriam—Joseph Marshall."

The committee report:

"The subject matter of these resolutions is similar, namely, in memoriam resolutions for Brothers Sherman, Muir and Marshall.

"At the request of the sponsor of Resolution No. 171, the deceased Brother's name is indicated as 'Brother Abe Muir' rather than Brother Abraham Muir.

"Your committee recommends concurrence in each of these resolutions, but also desires to call the attention of the convention to the passing of many other stalwart labor leaders and friends of labor whose names may be unknown to the members of your committee, but who certainly have left their impression on the labor movement, such as Hugo Ernst, the late General President of the Hotel and Restaurant Workers and Bartenders International Union of America.

"In addition, there should be added to this list the uncounted thousands of everyday ordinary members of labor who have, when the final analysis of labor is made, actually made the labor movement what it is today."

The committee's recommendation was adopted.

Chairman Small then stated:

"This concludes the report of the Committee on Resolutions.

"The Chairman desires to express his sincere thanks for the hard work performed by the members of his committee on the many resolutions presented to them for their consideration.

"Your chairman also desires to extend, on behalf of himself and the members of his committee, sincere thanks to the staff of the Federation and the delegates for their cooperation.

"Thomas A. Small, Chairman

"Albin Gruhn

"Paul Reeves

"Henry Spiller

"Earl Thomas

"Albert Marty

"Walter Cowan

"Mary Olson

"William E. Pollard

"C. O. Taylor

"Leo Vie

"John Hogg

"Phil Deredi."

On motion by Chairman Small, the committee's report as a whole was adopted by the convention.

Secretary Haggerty moved that the committee be discharged with a vote of thanks of the convention, and then described, for the benefit of the newer delegates, the method used by the committees to expedite the work of the convention. The Secretary's motion was then adopted by the convention.

Report of Committee on Labels and Boycotts

Chairman Jack Goldberger of the Committee on Labels and Boycotts reported for the committee, as follows:

Resolution No. 54—"Continue Campaign Against Los Angeles Times-Mirror Company."

The committee recommended concurrence

The committee's recommendation was adopted.

Resolution No. 199—"Do Not Patronize Motion Picture 'Salt of the Earth.'"

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 23—"Transact All Insurance Matters with Members of AFL Insurance Agents International Union."

The committee report.

"The subject matter of this resolution is concerned with the requirement that unions affiliated with the Federation transact all insurance matters with members of the Insurance Agents International Union, AFL.

"While your committee desires to commend the efforts made by the members of this organization for their energetic organizational activities, your committee believes that with respect to certain types of insurance, and, in particular, group health and welfare, it is impossible to preclude the purchase of it from other than those for whom organized agents perform services. If this were to be done, it would preclude the respective labor organizations from obtaining the best type of coverage with particular insurance companies, because of the limited number of companies from which bids could be received. Furthermore, it should be noted that with respect to this type of insurance coverage, it normally is purchased through brokers rather than insurance agents.

"Accordingly, while your committee commends to the delegates of this convention the purchase of life insurance and similar types of insurance from these agents, whenever possible, your committee recommends this resolution be filed for the reasons above noted."

Debate ensued.

Speaking against the committee's recommendation were Delegates Carl L. Hersh (Insurance Agents No. 86, Los Angeles), and Dewey Graham (Insurance Agents No. 86, Los Angeles), who made a substitute motion, duly seconded, that the resolution be adopted.

Speaking against the substitute motion and for the committee's recommendation were Delegate George Johns (Retail Cigar and Liquor Clerks No. 1089, San Francisco) and Chairman Goldberger, who closed for the committee.

The substitute motion was lost, and the committee's recommendation was adopted.

Resolution No. 170—"Dispute with Shell Chemical Company."

The committee report:

"One of the sponsors of this resolution, Brother Vincilione, appeared before your committee with respect to this resolution and was agreeable to the substitution of new Resolveds in lieu of the existing first, second and third Resolveds; to-wit:

'Resolved, That the 52d convention of the California State Federation of Labor here go on record condemning the method of operation of the Tidewater Shaver Barge Lines of Umatilla, Oregon because of its unfair conditions, and recommends that the Federation use its good offices for the purpose of attempting to require such company to operate pursuant to prevailing standards of wages, hours, manning and working conditions in the fulfillment of its towing contract with the Shell Chemical Company; and be it further

'Resolved, That the Federation use its good offices in the attempt to require the Shell Chemical Company to insist upon the Tidewater Shaver Barge Lines complying with all prevailing standards, and that, if it fails to do so, the Federation give full support to the Inland Boatmen's Union of the Pacific and the Masters, Mates and Pilots in fighting this disregard of their existing working conditions.'

"Your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 116—"Place Certain Magazine Distributors on 'We Won't Patronize' List."

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Goldberger then stated:

"I would like to thank the members of the committee for the help they have given in reporting on these resolutions to the convention.

"Jack Goldberger, Chairman

"Kathryn Arnold

"Elmer Doran

"Ed Dowell

"Herbert J. Shoup

"E. P. Taylor

"Walter R. Stansberry."

On motion by Chairman Goldberger, the convention adopted the committee's report as a whole, and President Pitts discharged the committee with thanks.

Report of Committee on Legislation

Chairman William Bassett of the Committee on Legislation reported for the committee, as follows:

Resolution No. 213—"Amend Barber Law to Provide 1500 Hours' Instruction for Beginners."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 215—"Amend State Cosmetology Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 214—"Raise Educational Requirements for Barber Schools."

The committee report:

"The subject matter of this resolution has been before numerous past sessions of your convention.

"Your convention has historically taken the position, in keeping with the fundamental concepts of labor, that an individual who is qualified to perform a job should be entitled to occupy such a position regardless of the extent of his formal education.

"Your committee accordingly recommends non-concurrence."

Debate ensued.

Speaking against the committee's recommendation were Delegates Alvin L. Holt (Barbers No. 295, Los Angeles), Anthony Agrillo (Barbers No. 252, San Jose), Harry W. Rees (Barbers No. 606, Glendale).

Speaking for the committee's recommendation were Vice President Harry Finks (Cannery Workers and Warehousemen No. 857, Sacramento), Delegates Al Mason (Cooks No. 44, San Francisco), James Waugh, Fish Cannery Workers of the Pacific, Terminal Island), and Chairman Bassett, who closed for the committee.

The committee's recommendation was adopted.

Resolution No. 44—"Balance of U.D.I. Benefits to Go To Beneficiaries of Deceased Worker."

The committee report:

"The subject matter of this resolution is concerned with the payment of a death benefit to survivors of disabled individuals eligible to receive unemployment disability benefits at the time of their death.

"Your committee notes that similar resolutions have been introduced at past conventions of this Federation and have failed to receive favorable consideration.

"While your committee believes that the objective may be desirable, it nevertheless appears to be premature since there are many other types of benefits, such as increased weekly benefit amounts, dependency benefits, etc., that must first be provided. Your committee accordingly rec-

ommends non-concurrence in this resolution."

The committee's recommendation was adopted.

Resolution No. 50—"U.C.D. Coverage of Employees of Non-Profit Organizations."

The committee report:

"The subject matter of this resolution is concerned with the extension of coverage of the Unemployment Disability Insurance Act.

"Your committee believes that this is more adequately covered in **Statement of Policy VI**, Unemployment Disability Insurance, Section (d), and accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 201 — "Increase U.D.I. Hospital Benefits."

The committee report:

"The subject matter of this resolution is concerned with an increase in the so-called hospital benefits to \$15 per day. The resolution, however, erroneously assumes that the basis of such benefit is founded upon the principle of reimbursement of expense of hospitalization. This is not the fact, since an individual receives the so-called hospital benefit whether he incurs an expense or not.

"Accordingly, your committee concurs in the intent of the resolution to increase the hospital benefits from \$10 to \$15 per day, but because of the erroneous basis of the resolution, recommends that it be filed."

The committee's recommendation was adopted.

Resolution No. 202—"Include Pregnancy Benefits Under U.D.I."

The committee report:

"The subject matter of this resolution is concerned with disability payments during pregnancy.

"Your committee believes that this subject is more adequately covered under Statement of Policy VI, Unemployment Disability Insurance, Section (b), and accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 37—"Increasing Death Benefits Under Workmen's Compensation."

The committee report:

"The subject matter of this resolution is

concerned with an increase in the death benefits under the Workmen's Compensation Act.

"Your committee notes, however, that the suggested changes are inconsistent with those recommended in **Statement of Policy VII**, Workmen's Compensation, Section (a).

"Since greater protection is recommended by the policy statement, your committee accordingly recommends non-concurrence in Resolution No. 37."

The committee's recommendation was adopted.

Resolution No. 35—"Include Respiratory Ailments Under Heart and Pneumonia Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 24 — "Workmen's Compensation for Seasonal Workers."

The committee report:

"In view of this resolution, your committee notes several apparent mathematical inaccuracies and grammatical errors in the resolution. Your committee notes that the minimum weekly compensation now provided is \$9.75 and the maximum \$35 for an individual suffering an industrial injury.

"Your committee, however, construes this resolution to request an increase of the minimum of \$9.75 to \$15, together with the suggested change in Section 4453(d) of the Labor Code as noted in the Resolved.

"With such construction of the resolution, your committee recommends concurrence in the Resolved."

The committee's recommendation was adopted.

Resolution No. 117—"Injured Workman to Receive Compensation Until Employed."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 183 — "Increase Temporary Disability Benefits."

The committee report:

"The subject matter of this resolution is concerned with the increase of the weekly compensation payable for an individual suffering temporary disability as a result of an industrial accident.

"Your committee believes that this sub-

ject is more adequately covered in **Statement of Policy VII**, Workmen's Compensation, Section (a) and following, and accordingly recommends the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 184—"Reimbursement for Examinations."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 185—"'Free Choice of Doctors' in Industrial Injury Cases."

The committee report:

"The subject matter of this resolution is concerned with the freedom of choice of doctors.

"Your committee believes, however, that the statements in the fifth Whereas are not factual, and that the conduct of the state fund is in no manner different from that of so-called private carriers.

"Your committee accordingly recommends that the fifth Whereas be stricken, and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 205—"Compulsory Filing of Proof of Compliance With Workmen's Compensation Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 140—"Permanent Child Care Centers"; Resolution No. 204—"Permanent Child Care Centers."

The committee report:

"The subject matter of these resolutions is similar; namely, the establishment of permanent child care centers.

"Your committee accordingly recommends concurrence in Resolution No. 140, and further recommends that Resolution No. 204 be filed."

The committee's recommendation was adopted.

Resolution No. 177—"Collective Bargaining for District Hospital Employees."

The committee recommended concurrence

The committee's recommendation was adopted.

Resolution No. 189—"State Public Policy on Collective Bargaining to Include Public Employees' Organizations."

The committee report:

"Your committee has been advised by the attorney for the Federation that the opinions of the attorney general are not as set forth in the second Whereas.

"Your committee accordingly recommends that the second Whereas be stricken, and as so amended your committee recommends concurrence in the resolution."

The committee's recommendation was adopted.

Resolution No. 65—"Right of Collective Bargaining for Employees of Municipally Owned Public Utilities,"

The committee report:

"At the request of the sponsors of the resolution your committee recommends the resolution be amended by striking the second and third subdivisions of the Resolved and inserting the following:

- '(2) Municipally owned public utilities be required by legislation to bargain collectively with that labor organization, chosen by the majority in the appropriate craft or bargaining unit.
- '(3) It be provided by legislation that if any question arises as to whether or not a labor organization represents a majority of the employees of such public utility, the issue of such representation be resolved upon request of either the public utility or the labor organization by an election to be conducted by the State Conciliation Service of the Department of Industrial Relations to determine whether or not the labor organization represents a majority of such employees by a majority vote of the employees of the appropriate craft or bargaining unit voting in such election.'

"As amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 12—"Claims for Unpaid Wages."

The committee report:

"The subject matter of this resolution requests amendment in the law to permit a union to file a claim for unpaid wages on behalf of its members.

"Your committee notes that under the law, the workers themselves have such right, and the union itself has adequate rights by way of civil action, including damages and injunctive relief to enforce their contract wage rates.

"Your committee accordingly recommends non-concurrence in the resolution."

The committee's recommendation was adopted.

Resolution No. 129—"Collection of Health and Welfare Contributions."

The committee report:

"The subject matter of this resolution deals with use of Labor Commissioner procedures to collect health and welfare contributions and also with bankruptcy priority for such collections.

"Your committee was advised by the attorney for the Federation that procedures presently exist to collect such amounts through the Labor Commissioner's office as a result of the cooperation of the Commissioner in establishing such procedures.

"Your committee also was advised that presently a priority exists for such claims, as was noted in the bankruptcy decision in Southern California in the case of In Re Schmidt.

"Accordingly, your committee recommends non-concurrence in this resolution."

The committee's recommendation was adopted.

Resolution No. 30—"Repeal Jurisdictional Strike Act"; Resolution No. 207—
"Amend Jurisdictional Strike Act"; Resolution No. 211—"Repeal Jurisdictional Strike Act."

The committee report:

"The subject matter of these resolutions is similar; namely, amendment or repeal of the Jurisdictional Strike Act.

"Your committee believes, however, that in view of the historic position of labor that the determination of jurisdiction should be resolved internally by labor itself rather than some outside organization, your committee cannot concur in Resolution No. 207, which merely recommends modifying amendments, and so recommends non-concurrence.

"Your committee believes, instead, that labor should fight for the outright repeal of jurisdictional strike acts and should cure any alleged evils in this field by voluntary compacts which would resolve such disputes.

"Your committee further believes that the third Whereas in Resolution No. 30 is not completely factual, since the case is currently on appeal, and accordingly recommends that this Whereas be stricken. As so amended, your committee recommends concurrence in Resolution No. 30, and that Resolution No. 211, dealing with the same subject matter, be filed."

The committee's recommendation was adopted.

Resolution No. 6—"Create State Board of Plumbing Examiners."

The committee report:

"The sponsors of this resolution and representatives of other crafts appeared before your committee and stated that there was no jurisdictional problem embraced within the resolution and that all crafts involved were agreeable to it, provided the third Whereas be stricken and the Resolved was construed to mean that all interested crafts would be notified.

"Your committee accordingly recommends that, as so amended, such resolution be concurred in."

The committee's recommendation was adopted.

Resolution No. 5—"Enact State Code Governing Heating and Piping Installations."

The committee report:

"The subject matter of this resolution is concerned with a proposed state code governing heating and piping installations. The subject matter of this resolution has been before previous sessions of this convention and has not received favorable consideration.

"Your committee believes that there is a lack of full agreement on the objectives of this resolution and that conflicting jurisdictional claims of various crafts will of necessity result in disputes over which this Federation has no jurisdiction.

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 208—"State Board of Examiners to License Operating Engineers and Boilermakers."

The committee report:

"The sponsors of this resolution appeared before your committee and requested the privilege of substituting a new resolution in lieu of the original proposed resolution, and advised your committee that the substitute resolution did not involve jurisdictional claims and met with the approval of all involved.

"The substitute resolution proposed reads as follows:

'Whereas, The licensing of operating engineers, after having successfully

passed a qualifying examination, is an established fact throughout the country; and

'Whereas, This fact has been almost universally recognized by numberless cities, counties and states as a protection to the health and safety of their respective communities; and

'Whereas, Proper operation of stationary steam boilers, refrigeration equipment, and air compressors of a certain size and capacity in buildings and industrial plants requires a special knowledge and skill by the journeymen in the trade; and

'Whereas, Improper operation of stationary steam boilers is becoming more prevalent; and

'Whereas, Such operations are a dangerous threat to life, health and property; now, therefore, be it

'Resolved, That the 52d convention

of the California State Federation of Labor go on record instructing its incoming officers to draw up a state law to the end that a State Board of Examiners be set up to examine journeymen operating engineers and be empowered to issue certificates of competency to those successful in passing said examinations.'

"Your committee recommends concurrence in the substitute resolution."

After some discussion, the committee's recommendation was adopted.

Adjournment

Upon motion by Secretary Haggerty, the convention voted to suspend that portion of the Rules and Order of Business setting the adjournment time at 5:00 p.m.

The convention thereupon adjourned at 4:30 p.m., to reconvene at 9:30 a.m., Friday, August 27, 1954.

FIFTH DAY

Friday, August 27, 1954

MORNING SESSION

The convention was called to order by President Pitts at 9:40 a.m.

Invocation

The Reverend Robert Sikking of Unity Church delivered the morning invocation:

"Almighty God, we seek Thy counsel and blessing in the completion of this convention. We ask Thy guidance and blessing that we might carry forth the ideals and the concepts of this Federation into our lives, into our business. We ask it and we accept it in perfect faith in the name of Thy Spirit within us, each one. Amen."

Report of Committee on Legislation

W. J. Bassett, chairman of the Committee on Legislation, reported for the committee, as follows:

Resolution No. 33—"Enlarge the State Apprenticeship Council."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 124—"Definition of 'Prevailing'."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 126—"Public Bodies to Conform to Prevailing Conditions and Benefits in Private Industry."

The committee report:

"Your committee construes this resolution to deal with the provisions of prevailing conditions for state employees, and as so construed recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 122—"Preventing Reduction in Benefits of Public Employees."

The committee report:

"The sponsors of this resolution appeared before your committee and requested that the Resolved be amended by inserting a period after the word 'representative' in line 10 of the Resolved and striking all of the remaining language.

"Your committee recommends concurrence in this request and further recommends concurrence in the resolution as so amended."

The committee's recommendation was adopted.

Resolution No. 125—"Public Employees" Job Titles, Duties and Qualifications." The committee recommended concurrence

The committee's recommendation was adopted.

Resolution No. 127 — "Definition of Wages."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 51—"Social Security, Health and Other Benefits for Temporary Public Works Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 181—"Prevent Further Encroachment of Certain Unlicensed Contractors in Building Industry."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 210—"Eliminate Corner Beads on Exterior Plastering."

The committee recommended concurrence.

Delegate Clarence Gariss (Lathers No. 172, Long Beach) made a substitute motion that this resolution be referred to the incoming Executive Council for further study.

Chairman Bassett stated that the Committee on Legislation had no objection to the substitute motion.

The substitute motion was thereupon adopted.

Resolution No. 118—"Expand Education Opportunities for All."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 190—"High School Boards to Determine Tuition in Certain Junior High Schools."

The committee report:

"The subject matter of this resolution is concerned with the method of determining fees.

"Similar resolutions have been introduced at past conventions and have not been favorably acted upon because of the belief that this is not primarily a labor matter, but, rather, one for determination by the respective school districts.

"Your committee concurs in the past action of the conventions in this respect and accordingly recommends non-concurrence."

The committee's recommendation was adopted.

Resolution No. 191—"Sickness and Accident Insurance for Teachers."

The committee report:

"The subject matter of this resolution is concerned with the objective of obtaining sickness and accident insurance for teachers. The resolution, however, would require support of the Federation as to a non-existent proposal which has not been subjected to review by, and which has not been approved by the officials of the Federation.

"Accordingly, while concurring in the intent of the resolution, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 193—"Broaden California Teacher Tenure Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 194—"Increase Minimum Annual Salary of Teachers to \$4000."

The committee report:

"The subject matter of this resolution is concerned with an increase in the salary of teachers.

"Your committee believes that the subject matter of this resolution is more adequately covered by Statement of Policy XI, Education, section (b), and accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 172—"Fair Employment Practices Act"; Resolution No. 7—"FEPC"; Resolution No. 109—"FEPC."

The committee report:

"The subject matter of these resolutions is concerned with FEPC legislation.

"Your committee recommends concurrence in Resolution No. 172, and further recommends that Resolutions Nos. 7 and 109 be filed, since they are more adequately covered in Resolution No. 172 and Statement of Policy XIV, Civil Rights."

The committee's recommendation was adopted.

Resolution No. 34-"Amend Government

Code Regarding Working Hours of Fire Fighters."

The committee report:

"The sponsors of this resolution appeared before your committee and requested that the first Resolved be amended by inserting after the word 'shifts' in the next to the last line of the first Resolved, the words 'or 192 hours'.

"Your committee concurs in such request and recommends concurrence in the resolution as so amended."

The committee's recommendation was adopted.

Resolution No. 36 — "Service-Connected Injuries."

The committee report:

"The sponsors of this resolution appeared before your committee and recommended that the last Resolved be amended by inserting at the end thereof and prior to the period, the words 'in the Fire Department'.

"Your committee concurs with this request and recommends concurrence in the resolution as amended."

The committee's recommendation was adopted.

Resolution No. 43—"Holidays for Fire Fighters."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 38—"Political Subdivisions Prohibiting Fire Fighters from Joining Labor Unions."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 77—"Housing for the Aged."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 78—"Permanent Housing for Migratory Agricultural Families."

The committee report:

"The proponents of this resolution appeared before your committee and requested that the Resolved be amended by striking in line 5 thereof the word 'requisition' and inserting the word 'acquisition'.

"As explained to your committee, the purpose of this resolution is to establish

housing facilities similar to those established approximately eight years ago.

"As so construed, your committee recommends concurrence in the resolution as amended."

The committee's recommendation was adopted.

Resolution No. 86—"50-Year Age Retirement for State Employees"; Resolution No. 87—"25-Year Service Retirement for State Employees."

The committee report:

"The subject matter of these resolutions is similar: namely, the retirement of state employees.

"Because of the belief of your committee that these resolutions were inconsistent on their face and required extended explanation, your committee requested the sponsors to appear before your committee, but the sponsors failed to do so.

"In spite of the failure of the sponsors to appear, your committee again fully reviewed the content of the resolutions, but is of the opinion that there are inherent conflicts, and accordingly recommends non-concurrence in each of these resolutions."

The committee's recommendation was adopted.

Resolution No. 72—"State Health and Welfare Plan."

The committee report:

"Your committee construes Resolution No. 72 to provide the requirement that a health and welfare program be established for all employees of the State of California presently without health and welfare protection, and that the cost of such protection be paid entirely by the state.

"As so construed, your committee concurs in the resolution."

The committee's recommendation was adopted.

Resolution No. 83—"Establish 13 Equal Pay Periods for State Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 84—"Remove 'Presumption of Guilt' from Civil Service Code."

The committee recommended concurrence

The committee's recommendation was adopted.

Resolution No. 85—"Saturday Holidays to be Celebrated on Mondays."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 88—"Dues Deduction for State Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 89—"Time and One-Half for State Employees' Overtime."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 49—"Agency Fees to be Paid by Employers."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 61—"Legislation to Prevent Trichinosis."

The committee report:

"Your committee notes that reference is made to a resolution adopted by another organization, no copy of which nor portion thereof is incorporated in the resolution.

"While your committee reaffirms its position in favor of any steps desirable to prevent Trichinosis, your committee recommends that this resolution be filed, for reasons already noted."

The committee's recommendation was adopted.

Resolution No. 62—"Safety Line in Public Transportation Vehicles."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No.82—"Transportation Problem in Alameda and Contra Costa Counties."

The committee report:

"The subject matter of this resolution is local in nature, and in keeping with past policy of the Federation convention, your committee believes that action should not be taken by the convention when the resolution is not presented by all of the respective councils in the area.

"Your committee accordingly recommends that this resolution be filed, since

only certain of the councils in the area are sponsors of it."

The committee's recommendation was adopted.

Resolution No. 132 — "Recreation Program."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 174—"Procedure for Bidding on State Jobs."

The committee report:

"The sponsors of this resolution appeared before your committee and requested that the Resolved be amended to read as follows:

'Resolved, That the 52d convention of the California State Federation of Labor instruct its legislative representative to present a bill to the next session of the legislature which would prevent state architects from referring to specific manufacturers' catalogues as specification standards or workmanship and/or types of construction unless permitting use of comparable items, provided they are approved equals.'

"Your committee concurs in the request of the sponsors and recommends concurrence in the resolution as amended."

The committee's recommendation was adopted.

Chairman Bassett then stated: "This completes the report of the committee.

"The chairman desires to express his sincere thanks for the hard work performed by the members of his committee on the many resolutions presented to them for their consideration.

"Your chairman also desires to extend on behalf of himself and the members of his committee sincere thanks to the staff of the Federation and the delegates for their cooperation.

"W. J. Bassett, Chairman

"C. W. Chapman

"Jack Kopke

"Hazel O'Brien

"Robert Callaghan

"E. Vernon

"James Waugh

"Harry Metz

"Ralph A. McMullen

"Mike Elorduy

"Harry Finks."

On motion by Chairman Bassett, the convention adopted the committee's report

as a whole, and President Pitts discharged the committee with thanks.

Letter from Congressman John F. Shelley

Secretary Haggerty read the following letter from Congressman John F. Shelley, former president of the Federation:

"Dear Neil:

"To say that I am sorry that I can't be with you and all of the other delegates to the State Fed convention this year is putting it mildly, since this is the first convention I will have missed in a good many years. But, as you know, my duties as the proud father of a 12-day-old Kathleen Patricia force me to give up the pleasure of being with you all in Santa Barbara this year, so this letter must take my place. I will appreciate it, Neil, if you will read it to the assembled delegates because I do feel that the members of the California State Federation of Labor should be informed of some of the major developments in the session of Congress just past, and of just what those developments mean to the labor movement and to the working people of California.

"Before discussing Congress' work this year, however, I want to send my warmest fraternal greetings to all of the delegates and others present at the convention, and to say that I sincerely regret that I cannot be talking to you directly from the platform and saying hello to all of my old friends. I promise that I'll do my best to be with you again next year and make up for what I am missing now.

"This second session of the 83rd Congress was a great success—a success for the bankers and the investment houses, for the corporation stockholders, for the National Association of Manufacturers, and for big business in general—but it was certainly not a success from my point of view or from yours. The present atmosphere in Washington made that kind of a result a foregone conclusion. The government is now in the hands of businessmen, and labor is getting the business.

"The present leadership in Congress is all too willing to go along with the big business minded policies laid down by the top advisers in the Administration, and the sad results of their willingness are clearly seen in the major legislation which was enacted this year.

"The new tax bill is probably the prime example of the way in which labor took a beating from the 83rd Congress. A lot

of people are just waking up to the fact that while the bill threw a few sops to working people in the way of exemptions for child care expenses and retirement income, it slices big chunks from the income taxes of corporations and their stockholders. The passage of the bill was hailed as a great victory, and it certainly was all of that for the businessmen and the stockholders of this country. I can't analyze the bill in detail in this letter, but a few figures will show you what I mean. The estimates are that the new law will cut taxes in the coming year by about \$1,380,000,000. Out of that cut, corporations and their stockholders get the benefit of \$940,000,000 in tax savings. while individual working people, farmers, and retired wage-earners will get about \$440,000,000. The score is better than 2 to 1 in favor of business—and that pretty well indicates the picture all the way down the legislative line this year.

"The new Housing Act is another instance where legislation originally conceived to make decent housing available to low income families has now been rewritten to give the investment interests a good thing, while knocking out the provisions which were of greatest benefit to the little man. The great crime in the bill is the way in which the construction of new public housing units is ended for all practical purposes. The people who need housing the most now stand the least chance of getting any benefit from our government-supported housing programs-and again that is typical of the present attitude among the people now making our policies. Legislation which boosts business gets the green light, while legislation to help the ordinary guy gets the boot.

"Where legislation directly affecting labor is concerned, we find the same story. We passed a bill this year which has been advertised as providing a great expansion of the federal unemployment insurance system. It's true that the Act which was finally pushed through does extend unemployment insurance coverage to certain workers not now covered, but the real fight over the legislation was centered on attempts led by Congressman Forand of Rhode Island, myself, and other liberal members of Congress, to put some real meat in the bill by forcing the states to pay at least a decent minimum standard of weekly benefits over a reasonable period of time. Although California's unemployment compensation system is fairly liberal in this respect, you all know that a great many backward states don't do any more than they have to and there is nothing in the present federal law to make them do a decent job for their unemployed. In spite of the crying need for a set of minimum standards in federal law, the Forand amendments to the bill were beaten down by a solid majority of reactionary Congressmen—and if the working people of this country, and particularly California, don't do something in November to send those boys back home, we'll never have a better unemployment insurance program.

"The brothers and sisters who are members of the various Post Office and Government Employees' unions had a real taste of what the present big business policies mean to the ordinary working guy. You are all aware that the President has just vetoed a pay raise bill for government employees—a bill which was forced through Congress in spite of every trick the economy boys could pull in trying to stall it. But maybe you don't know that during the whole fight over the pay raise. Postmaster-General Motors Summerfield operated — and I do mean operated-from an office just off the House floor applying pressure to stop any pay raise unless it was tied in with his pet plan for reclassifying jobs in the Post Office and raising postal rates. It's typical that the rates he wanted to boost were those on ordinary first class and air mail which you and I use, and not the other classes of mail from which business gets a big subsidy from the Post Office. Because Summerfield insisted on trying to tie employee wages to the price of stamps, and persuaded the President to go along, over 2 million government employees now have to get along without even a cost-of-living increase in their wages. You and I, and anybody who knows anything about labor-management relations, know that one of the basic principles in collective bargaining is that when you're negotiating with the boss for a wage raise he doesn't let you set the price of his product at the bargaining table. But that, in effect, is what the Postmaster General wants to do and so far he's made it stick.

"I guess you could say that labor did win a victory or two in this Congress. We did pass a bill which will give us a better social security system. That was one place where the old mossback Republican leadership had to retreat.... They were smart enough to know that public pressure for a broader social security law was so great that it would have

been political suicide to oppose it. But even at that, the meat of the new bill is lifted right from the program which some of us have been working on for several sessions of Congress and which was included in bills introduced in the House last year by myself and a number of other liberal Democrats and in the Senate by Senator Lehman and other Senators who are friends of labor.

"The defeat of Taft-Hartley legislation in the Senate was also a victory of a sort for labor. It's a cinch that if any bill amending Taft-Hartley had gone through, it wouldn't have made the labor movement happy. Such a bill did come out of the Senate Labor Committee, but a solid lineup of every Democrat in the Senate plus Senator Morse and, I believe, one lone Republican forced the bill back to Committee. This killed the bill as far as the 83rd Congress was concerned—but the NAM will be back next year fighting for something worse.

"I could go down a whole list of actions which show how business is helping itself at the expense of the little guy, with the help of this Congress. There's the atomic energy control bill, which will let private utilities profit from the taxpayer's huge investment—and would have been a lot worse if it hadn't been for the great fight put up against it by liberals in the Senate. That was one time when I would have liked to be a Senator, since the tight rules in the House prevented a similar fight on our side. The people's rights in our water power are being given away piecemeal; public lands are threatened; and the whole process goes on right and left wherever there's an opening.

"Neil, I don't want to wear you out in reading this letter, so I'll close with this thought. The sorry picture I have outlined leads me to stress one thing very strongly. Our people in the California labor movement cannot afford to let themselves be carried away by the political division within our ranks over the state governorship to the point of losing sight of their stake in Congressional campaigns. The election of liberal friends of labor to Congress is highly importantperhaps even more important in the long run than the governorship, since the big anti-labor push is centered in Washington. Labor's inability to make any headway against the pro-business forces this year will certainly encourage those forces to embark on an even stronger campaign in the next Congress. The only way that campaign can be licked is for labor to go all out this year to elect its friends and beat its enemies. California is the key state in the coming election. If we don't elect a delegation of Representatives with a strong majority of liberal members, our failure will give a tremendous boost to the anti-labor drive. So, let us forget our other differences and get down to the business of voting into the Senate and the House the kind of Californians who won't forget labor when they cast their votes in Congress.

"With my very warmest regards to all those present at the convention, I am Fraternally yours,

JACK SHELLEY, Member of Congress."

(Loud and sustained applause.)

Los Angeles Times-Mirror

Delegate Peter J. Remmel (Photo Engravers No. 32, Los Angeles), on behalf of the Union Label Committee of the Southern California Conference of Allied Printing Trades Councils and the Southland Almanac, official paper of the Conference, thanked the delegates and their local unions for their contributions to the Union Label Committee to wage the fight against the Los Angeles Times and Mirror.

Merchant Marine Bill

Delegate C. F. May (Masters, Mates and Pilots No. 90, San Francisco) thanked the delegates for their support of his motion on Thursday afternoon in regard to the so-called 50-50 Merchant Marine bill, SB 3233, and announced that the President had signed the bill.

Pacific Coast MFOW and W

President Pitts welcomed the return to the American Federation of Labor and the California State Federation of Labor of the Pacific Coast Marine Firemen, Oilers, Watertenders and Wipers after a lapse of many years.

Report of Committee on Constitution

Chairman C. T. McDonough of the Committee on Constitution reported for the committee, as follows:

Resolution No. 1—"Federation to Hold Biennial Conventions."

The committee report:

"The committee feels the adoption of this resolution would cause definite loss of touch with the rank and file membership who are delegated to attend this great Federation convention. "The committee is of the opinion that militant work carried forward by the Federation at the instructions of the delegates attending would be hampered and our statewide programs would lose much of their effectiveness.

"The committee feels that the policy and program set forth at the annual conventions give the Executive Council proper authority to carry on the work of the California State Federation of Labor in such a manner that grievances and complaints can be handled with more efficiency and dispatch upon instructions from the delegates who are sent to the conventions for this purpose.

"The committee feels that it is absolutely necessary that the rank and file membership of our unions be permitted to exercise their part in carrying on the work laid down by the delegates.

"However, the committee agrees with the last Resolved in the resolution and recommends that the incoming officers of the Federation continue the educational conferences for its member unions and their delegates, which has been their policy in the past.

"Therefore, the committee recommends this resolution be filed."

After a brief discussion, the committee's recommendation was adopted.

Resolution No. 128 — "Nomination of Federation Vice Presidents."

The committee report:

"This resolution, in effect, would place in the hands of councils part of the election machinery of the Federation, which is the property of the Federation itself, and the election machinery should properly be left in the hands of the delegates to the conventions.

"In the opinion of the committee, this resolution would take from delegates who come here representing their unions the prerogative of selecting administrative officers who are duty bound to work under the constitution of the Federation for policies and procedures laid down by delegates from the entire state of California.

"The committee also feels that by this resolution the central labor councils and building trades councils in the respective districts would be confronted with problems of selection of candidates that are now handled by the convention, and that in carrying out the intent of this resolution a great deal of confusion and dissension would be caused in councils and between councils that would disrupt the har-

mony and cooperation that we have in the respective districts at the present time.

"The committee also notices that the metal trades councils have been eliminated from this resolution.

"Therefore, the committee recommends the resolution be filed."

The committee's recommendation was adopted.

Chairman McDonough stated: concludes the report of the Committee on Constitution.

"C. T. McDonough, Chairman

"Mark Whiting

"John Quimby

"Lowell Nelson

"George W. Johns

"Joseph DeSilva

"Joseph Cambiano."

On motion by Chairman McDonough, the convention adopted the committee's report as a whole, and President Pitts discharged the committee with thanks.

Report of Committee on Union Label Investigation

Anthony Agrillo, Acting Chairman of the Committee on Union Label Investigation, reported for the committee, as follows:

"After a thorough investigation and examination of the delegates' credentials, we find that the delegates have cooperated wonderfully. We know that they have done their utmost to secure all Union Label wearing apparel that was possible to be had under the present conditions where union-labeled wearing apparel is hard to find. This committee extends its appreciation to the delegates for their wonderful cooperation.

"One of the problems which confronts us on wearing apparel not bearing the Union Label, and which does hinder the Union Label Councils, is that many firms operating under 100 per cent union conditions refuse to put the Union Label on unionmade products.

"We feel that the responsibility for the practice rests upon the shoulders of the union organizations who have working agreements with said manufacturers, as they should furnish the Union Labels and insist upon the Union Label being placed upon all wearing apparel manufactured under union conditions.

"Without the Union Label, how are our people going to distinguish whether the wearing apparel they purchase is made under union conditions? How are we going to protect our people from purchasing antilabor products, where in most cases they are informed by the merchants that the product is 100 per cent union-made, but the manufacturer refuses to put the Union Label upon them?

"We feel that the local unions through their respective internationals should find ways and means to supply the Union Label at no cost to the union manufacturer and make it compulsory to place the Union Label on all union-made products.

"Again we thank the delegates for their cooperation.

"This concludes the report of the Committee on Union Label Investigation.

"James Symes, Chairman

"Henry Clemens

"John Ulene

"Anthony Agrillo

"Fred Schoonmaker

"William Leshe

"Henry Wadsworth."

On motion of Acting Chairman Agrillo, the convention adopted the committee's report, and President Pitts discharged the committee with thanks.

Report of Committee on Grievances

Chairman Earl Wilson of the Committee on Grievances reported for the committee, as follows:

"Another convention of this State Federation is about to go down in history. The delegates came here. They had their differences of opinion, and they had their discussions, but the Committee on Grievances is proud to announce that no grievances were referred to the committeewhich shows the harmonious relationship that prevailed here with the delegates of this convention.

"I want to thank the committee for standing by just in case that there was a grievance.

"Earl Wilson, Chairman

"Pat Somerset

"George Deck

"Henry Hansen "Harry Love

"John F. Quinn

"Hugh Caudel."

On motion by Chairman Wilson, the convention adopted the committee's report, and President Pitts discharged the committee with thanks.

Installation of Officers

Carl Fletcher, past vice president of the California State Federation of Labor, as installing officer, administered the oath of

office to the following newly elected officers of the Federation:

President

Thomas L. Pitts

Secretary-Treasurer

C. J. Haggerty

Vice-Presidents

District No. 1—Max J. Osslo. District No. 2—Jack T. Arnold.

District No. 3—Elmer J. Doran, Harvey Lundschen, C. T. Lehmann,

Pat Somerset, William C. Carroll, John T. Gardner.

District No. 4—O. T. Satre.

District No. 5-William A. Dean.

District No. 6—Paul L. Reeves.

District No. 7-C. A. Green.

District No. 8-Thomas A. Small.

District No. 9—Arthur F. Dougherty, George Kelly, Harry Lunde-

berg, Victor S. Swanson.

District No. 10—Robert S. Ash, Paul Jones.

District No. 11—Howard Reed.

District No. 12—Lowell Nelson. District No. 13—Harry Finks.

District No. 14—Albin J. Gruhn.

District No. 14—Albin J. Grunn. District No. 15—Robert Giesick.

President Pitts

President Pitts spoke briefly to the delegates, as follows:

"Delegates, you know by the action just taken that we are drawing to the closing minutes of the 52d convention of this great Federation of Labor.

"It is to me indeed a deep pleasure and a great honor and a great privilege to again find myself in the office of President of this Federation. No greater honor can be extended by all the delegates to this convention, representing the 1,300,000 American Federation of Labor members in the state of California than that which I now enjoy.

"I say to you very sincerely that as I see the duties of the office of President, I will carry in my mind at every minute the obligations and the responsibilities that belong to me as President of this Federation, to all of our people in this Federation and in society as a whole.

"In the closing few minutes of our convention, I appeal to all of our delegates that, although we may have had differences on this convention floor, such is the

purpose of a convention, where we have the opportunity to express our differences and our ideas and bring forth what we believe to be the best for the people whom we represent. So I appeal to each and every delegate of this Federation to return to your homes and carry out the message of all the work done by this convention and the program of this convention which you have brought here; carry it to your rank and file membership and inspire them with the same spirit and the same high degree of ambition that has prevailed in this convention, to carry on their work as individual members of the American Federation of Labor in this great state.

"Now, delegates, I want to express my appreciation to the able secretary-treasurer of this Federation. There is no more kindly, tolerant man to work with in all of this world. He has been a splendid person to work with. The same is true of all of the vice presidents of this Federation, the people who try to perform throughout the year. The ones with whom I have had the great pleasure to work have been more closely attached to my heart as each and every day of the year goes by. They are wonderful people, just as each and every delegate in this convention has been wonderful through all of its sessions.

"I appreciate the attention and the cooperation that you have given to the proceedings. I have seen many conventions function and perform, and I have seen many which are not as large as ours which did not conduct themselves in the fashion that you delegates have at this convention. So there is a sincere appreciation in the heart of your chairman for your cooperation.

"Delegates, if there is no further work to come before this convention, the Chair now declares this convention adjourned sine die.

"By motion of the convention, the delegates will stand in silence for our brothers Abe Muir, Harry Sherman, Joseph Marshall, and the other brothers and sisters of the American Federation of Labor who have departed since our last convention."

The convention rose and stood in silence in memory of the departed brothers.

Adjournment

Thereupon, at 11:05 a.m., Friday, August 27, 1954, the 52d convention of the California State Federation of Labor was concluded.

STATEMENTS OF POLICY AND RESOLUTIONS

STATEMENTS OF POLICY

Submitted by the Executive Council of the California State Federation of Labor

Statements and justification of policy are required of any organization that would shape society according to standards it believes best for mankind.

Within its province, labor holds to certain definite concepts of progress. These concepts are here submitted and argued as viewed by the Executive Council of the California State Federation of Labor.

The advance of our movement demands an informed membership. To the end of achieving such a goal, the Executive Council presents these statements to the 1954 convention.

DIGEST

1. INTERNATIONAL AFFAIRS

- a. Soviet imperialism continues to be the Number One menace to world peace.
- b. The Federation is opposed to the admission of Communist China to the United Nations, but rejects the counsel of those who would have the United States withdraw from the U.N. should the Peiping regime be admitted.
- c. The democracies must give full support to the aspirations of the peoples of the underdeveloped areas of the world for independence, equality and a better life, if we are to preserve those areas from the menace of Communist imperialism.
- d. Organized labor will continue to support mutual security aid and related programs such as "Point Four" technical assistance to underdeveloped countries.
- e. Increased world trade is essential to continued American and free world prosperity.
- f. American labor will continue to support the International Confederation of Free Trade Unions.
- g. The American Federation of Labor's Free Trade Union Committee is militantly advancing the program of free trade unionism throughout the world in its fight against totalitarianism of the right and left.
- h. The AFL will continue to champion the International Labor Organization as an instrument for raising living standards throughout the world and the elimination of sub-standard working conditions which provide a competitive advantage to other countries in the world's markets.

Referred to Committee on Resolutions. Adopted, p. 179.

2. FULL EMPLOYMENT AND THE ECONOMY

Organized labor is unable to share the optimism of the Eisenhower Administration regarding the economic outlook of the nation, and therefore reaffirms its previous position taken at last year's convention in support of an immediate conference of representatives of labor, business, farmers, and the government to study the nature of the present crisis and to develop a program for action.

Referred to Committee on Resolutions. Adopted, p. 180.

3. TAXATION

a. Organized labor rejects the "trickle-down" approach to tax legislation by the Eisenhower Administration and the 83rd Congress, and pledges to renew its efforts to seek tax reductions which will restore to full operation the progressive nature of the federal tax structure and at the same time provide a needed stimulus to purchasing power.

b. Organized labor is fully aware of the impending state financial crisis and recognizes the need for increased revenues, but at the same time is determined that no increases shall be obtained by the imposition of additional consumer taxes on workers already carrying a disproportionately large share of the tax burden as a result of the regressive sales tax.

Referred to Committee on Resolutions. Adopted, p. 181.

4. TAFT-HARTLEY ACT AND LABOR RELATIONS

- a. Organized labor is deeply disturbed over the President's total failure to carry out his solemn pledges to correct the abuses of the Taft-Hartley Act, and renews its demand for far-reaching modifications of the Act to remove its numerous anti-labor provisions and to enact a more just and workable labor-management law.
- b. Organized labor is firmly opposed to any dilution of the principle of federal supremacy over state legislation in labor relations matters affected by interstate commerce.
- c. The present 75-cent minimum wage on both the state and federal level is inadequate by any standard of measurement and should be increased to \$1.25 for both men and women, and coverage extended to all workers.
- d. The preservation and improvement of existing working conditions are dependent upon labor's continued efforts to organize the unorganized.

Referred to Committee on Resolutions. Adopted, p. 181.

5. UNEMPLOYMENT INSURANCE

- a. The general indifference to President Eisenhower's plea to individual states that they strengthen the effectiveness of their unemployment insurance systems demonstrates again the necessity of developing federal standards that will adequately protect all workers, regardless of their state of residence, from the hazards of unemployment.
- b. Irrespective of the need for improved federal standards, the state legislature should take immediate action to correct major deficiencies in the California law through the enactment of legislation which would:
 - 1. Extend full coverage to agricultural and domestic workers, and employees of non-profit organizations, and city, county, and state government.
 - 2. Increase the maximum weekly benefit amount to \$50.
 - 3. Provide dependency benefits of \$5.00 per week for the first dependent and \$2.50 for each additional dependent.
 - 4. Provide benefits during the first week of unemployment for those workers who are unemployed more than one week.
 - 5. Abolish the California merit rating system.

Referred to Committee on Resolutions. Adopted, p. 183.

6. UNEMPLOYMENT DISABILITY INSURANCE

- a. Maximum unemployment disability insurance benefits should be increased to \$50 a week.
- b. Disability benefits should be provided during pregnancy.
- c. The waiting period for all disability spells lasting more than one week should be compensated.
- d. Full coverage should be extended to agricultural and domestic workers and employees of non-profit organizations and of city county, and state government. Referred to Committee on Resolutions. Adopted, p. 185.

7. WORKMEN'S COMPENSATION

a. The maximum benefit amount for both temporary and permanent disability should be increased to \$50 a week.

- b. Dependency benefits of \$5.00 per week for the first dependent and \$2.50 for each additional dependent should be added to the basic weekly benefit.
- c. The waiting period should be compensated in all cases lasting more than one week.
- d. Coverage should be made mandatory in agriculture and domestic service.
- e. The death benefit provision should be amended to continue payments to dependent spouse until death or remarriage, with additional benefits for dependents.
- f. The law should be amended to provide rehabilitation benefits, with provision for payment of full disability benefits during period of rehabilitation training, in addition to all other benefits now provided under the law.

Referred to Committee on Resolutions. Adopted, p. 186.

8. HEALTH INSURANCE

- a. The Federation will continue to press for a comprehensive program of health insurance on a national or state level in order to provide qualitative medical care for all, regardless of income.
- b. President Eisenhower's "reinsurance" program is inadequate on its face, and based on a principle ill-suited to meet the staggering problem of financing the nation's medical bill.

Referred to Committee on Resolutions. Adopted, p. 186.

9. SOCIAL SECURITY AND WELFARE

- a. The Eisenhower Administration's progressive program for the liberalization of the Old Age and Survivors' Insurance system, although it does not go as far as the American Federation of Labor believes that it is practical and desirable to go, is received warmly by organized labor as a long step forward in preserving, improving, and extending the American social security system.
- b. A state program of aid to the permanently and totally disabled should be enacted in accordance with provisions of the federal Social Security Act.
- c. The state programs for the aged, the blind, and dependent children should be state-financed and administered, and benefits increased.
- d. The state relatives' responsibility clauses in the aid to the aged and blind programs should be repealed.
- e. The State Relief Law of 1945, which provides for state financial assistance to counties in administering general relief to the needy during periods of economic emergencies, should be invoked whenever unemployment warrants.

Referred to Committee on Resolutions. Adopted, p. 187.

10. HOUSING

- a. The Administration's "omnibus" housing program, as enacted by Congress this year, falls miserably short of meeting the requirement for the construction of 2 million residential units a year for the next 20 years, which must be built if the nation is to catch up with its tremendous backlog of needed homes and keep pace with rising demand.
- b. Organized labor condemns the actions of the 83rd Congress in its refusal to enact the President's pitifully inadequate public housing program of 140,000 new units over a period of 4 years, and reaffirms its demand for the construction of a minimum of 200,000 units per year.
- c. The Federation will continue to press for the development of a long-term, low-interest housing program to meet the needs of middle-income families, with priority for genuine cooperative and non-profit housing.
- d. The Federation calls upon Congress to adopt a comprehensive set of safeguards for the prevention of future FHA frauds and the protection of the home buyers or consumers, as recommended by the national AFL.

Referred to Committee on Resolutions. Sections a, b, and c adopted, Section d adopted as amended, p. 196.

11. EDUCATION

- a. An expanded school construction program is essential to meet the needs of California's growing school population.
- b. The salaries and working conditions of teachers will not be raised to a level which will attract an adequate supply of teachers until they are organized into bona fide unions.
- c. The Federation urges the establishment of a \$1 billion federal fund for loans and grants to the states in urgent need of help to modernize and democratize their school systems.
- d. Organized labor urges local labor councils to assume a greater responsibility in the day-to-day operation of our public school system to prevent big business domination and to assure adequate and unbiased treatment of organized labor's role in modern society.
- e. The Federation should sponsor an eighth annual labor institute in 1955.
- f. The Federation should continue its quarterly weekend education conferences instituted this year.
- g. The Federation's annual labor press institute provides an effective forum for discussion of labor press problems and should be continued.
- h. The Federation should conduct its fifth annual scholarship program in 1955, granting three \$500 awards to competing high school seniors in California and Hawaii. Referred to Committee on Resolutions.

12. WATER AND POWER

Adopted, p. 196.

- a. Organized labor pledges continued support of integrated development of California's Central Valley under terms of our great reclamation law, and denounces the emerging "new look" in water and power resources development as a program of river-basin dismemberment, and a subterfuge for avoidance of the excess lands and preference power provisions of reclamation law.
- b. State acquisition of the Central Valley Project is neither financially sound nor economically justified, and therefore should be rejected.

Referred to Committee on Resolutions. Adopted, p. 198.

13. AGRICULTURAL LABOR

- a. The benefits of social legislation enacted during the past 20 years should be extended to the nation's agricultural workers, and special attention given to the problems of migratory workers.
- b. The "wetback" invasion has become a recognized nationwide problem requiring the enactment of remedial legislation which strikes at the root of the problem.
- c. Organized labor rejects the Administration's program for border recruitment of contract nationals from Mexico and insists upon adequate safeguards to protect both foreign and domestic workers as a prerequisite to importation.

Referred to Committee on Resolutions. Adopted, p. 199.

14. CIVIL RIGHTS

- a. Organized labor, while hailing the recent anti-discrimination decisions of the U.S. Supreme Court, pledges to continue its unremitting fight against racial and religious intolerance and discrimination until this blight is completely lifted from the life of the nation.
- b. The Federation will continue to urge fair employment practices with enforcement powers established by Presidential executive order, by federal and state legislation, and by local ordinance.
- c. An effective and workable program to eliminate job discrimination by companies holding government contracts should be established, as recommended by the national AFL.

d. The Federation reaffirms its opposition to vaguely worded anti-subversive laws and oaths which chip away at the very rights which we seek to preserve from the totalitarian menace of the right and left.

Referred to Committee on Resolutions. Adopted, p. 199.

15. BALLOT PROPOSITIONS

Proposition 1—\$175 Million State Veterans' Bond Issue. Recommendation: Vote YES.

Proposition 2-\$100 Million State School Bond Issue. Recommendation: Vote YES.

Proposition 3—Alcoholic Beverage Control. No recommendation.

Proposition 4—Aid to the Needy Aged. Recommendation: Vote YES.

Proposition 5—Taxation: Exemption of Vessels. Recommendation: Vote YES.

Proposition 6—Pay of Legislators, Recommendation: Vote YES.

Proposition 7-Torrens Land Title Act. No recommendation.

Proposition 8—Tax Exemption of Commercial and Fishing Vessels. No recommendation.

Proposition 9—Church Exemption: Property Under Construction. Recommendation: Vote YES.

Proposition 10-Terms of State Officers. Recommendation: Vote NO.

Proposition 11—Taxation: Exemption for Disabled Veterans. Recommendation: Vote YES.

Proposition 12—Voting Eligibility. Recommendation: Vote YES.

Proposition 13-Vernon City Charter. Recommendation: Vote NO.

Proposition 14—College Exemption: Property Under Construction. Recommendation: Vote YES.

Proposition 15—Welfare Exemption: Property Under Construction. Recommendation: Vote YES.

Proposition 16—Water Rights of Government Agencies. Recommendation: Vote NO.

Proposition 17—Use of Gas Taxes. Recommendation: Vote NO.

Proposition 18—Resident Noncitizens: Property Ownership. Recommendation: Vote YES.

Proposition 19—Qualifications of Inferior Court Judges. No recommendation.

Proposition 20—Framing County Charters. No recommendation.

Referred to Committee on Resolutions. Propositions 1-2, 4-15 adopted. Proposition 3 adopted as amended, p. 206.

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INTERNATIONAL AFFAIRS

(a) Soviet imperialism continues to be the Number One menace to world peace.

All plans for a peaceful international order require Soviet Russia's abandonment of its historic ambition for world conquest. Nothing in recent history indicates that the Kremlin has in any way modified its plan to enslave the world. The death of Stalin has not brought about a change of direction or tactics. The leaders of free nations must accept this grim political fact: Moscow wants the world. Soviet imperialism is still the Number One menace to world peace.

(b) The Federation is opposed to the admission of Communist China

to the United Nations, but rejects the counsel of those who would have the United States withdraw from the U.N. should the Peiping regime be admitted.

Opposition to the admission of Communist China to the United Nations was stated clearly at the 1953 AFL convention in St. Louis last September:

"Recognition of the Tse-tung regime by any democratic government or the admission of Peiping into the U. N. should be rejected by every peaceful and liberty-loving nation. Granted that, in the present condition of civilization, such recognition cannot be limited to states with high moral standards. By the same token, such recognition and admission must not necessarily be awarded to antimoral states merely because they had callously, flagrantly, and with some de-

gree of success, flouted the decisions of the U. N. and waged war against the U. N.

"The question of the recognition and admission of Communist China should be faced in the light of the new world situation at hand and not in relation to political conditions and diplomatic practices which prevailed in the eighteenth and nineteenth centuries. The new, very important, factor in the world situation is the following: Astride Asia and Europe, there is a giant power dedicated to the destruction of the non-Communist governments with which it has diplomatic and ostensibly friendly relations. At the very moment that Russia had full diplomatic relations with Nationalist China, Moscow was providing arms and military direction to its Communist quislings for overthrowing and replacing the government with which it had just signed a special treaty of friendship.

"Nothing has happened in the last two decades to warrant a change in or break with the sound doctrine laid down by Henry Stimson (1932) that recognition should be denied to any government forcibly imposed on any people with the aid of a foreign power. Nor is there any proof at hand that Mao Tse-tung is administering in China a government 'with the assent of the people thereof,' as postulated by Cordell Hull (1936).

"For several years, the Mao Tse-tung dictatorship has had absolute and despotic control of every avenue of life and institution on the Chinese mainland. It has physically exterminated all political opposition and suppressed the free trade union movement on the mainland. Yet, it has not dared to call even a sham election of the phony plebiscite type used in Romania and first tried in totalitarian Russia. This foreign-imposed regime does not dare put even the slightest trust in the Chinese people.

"For the free nations to recognize such a foreign-imposed regime and admit it to the U. N. would be tantamount to encouraging Moscow and its international fifth column to do in other countries what they have done in China."

In supporting the position taken by the national AFL on this important issue, however, the Federation cautions against the interpretation that withholding of recognition of Communist China should condition the United States' continued support and participation in the United Nations. The contrary is true. We flatly reject the counsel of those who would use

the strength and position of the United States as the uncontested leader of the free world to force our views upon our allies by threatening to withdraw from the organization which stands before the world as the most powerful deterrent of Russian aggression.

Support of the U. N. is a cornerstone of United States foreign policy. The goals of the U. N.—(1) to maintain international peace and security, and to that end: to take effective collective measures for the prevention and removal of threats to the peace, and for the suppression of acts of aggression or other breaches of the peace, and to bring about, by peaceful means, and in conformity with the principles of justice and international law, adjustment or settlement of international disputes or situations which might lead to a breach of the peace; (2) to develop friendly relations among nations based on respect for the principle of equal rights and self-determination of peoples, and to take other appropriate measures to strengthen universal peace; (3) to achieve international cooperation in solving international problems of an economic, social, cultural, or humanitarian character, and in promoting and encouraging respect for human rights and for fundamental freedoms for all without distinction as to race, sex, language, or religion; and (4) to be a center for harmonizing the actions of nations in the attainment of these common ends"—are also the ideals of the American people. Where the United Nations falls short of these aims, it is the obligation of the United States, as leader of the free world, to help build the United Nations into a more powerful force for preserving peace and promoting human well-being. To do otherwise, to withdraw, would be to destroy the United Nations, and shatter man's best hope for world peace.

(c) The democracies must give full support to the aspirations of the peoples of the underdeveloped areas of the world for independence, equality and a better life, if we are to preserve those areas from the menace of Communist imperialism.

In the statement of policy adopted at the 1952 convention of the Federation (Proceedings pp. 251-2), we enumerated the three primary conditions underlying the unrest in Asia and Africa:

1. In the countries of Africa and Asia the national income has no broad base of distribution. The people live in a state of feudalism in which the few who own all the land live in luxury from rents while the rest work on miserable shares for a bare subsistence.

- 2. Most of the countries in this area are being swept by a powerful sense of nationalism and a passion for independence from foreign domination. The people of these nations are driving forward with the spirit of true crusaders.
- 3. A compelling force preceding revolution in the Middle East and Asia is the desire for equal status. It is primarily a demand by the colored peoples to be recognized as equals with the rest of the people of the world. This color consciousness permeates every aspect of life in Asia and serves as the dominant social and political force making for revolution.

That these grievances are being literally used by Communist forces to further their own brand of colonialism and imperialism is not an academic question; it is a living truth witnessed by the free world in the tragedy of Indo-China. Indo-China is more than a story of Chinese Communist aggression; it is also a story of French colonialism, a denial of equality, of supression of basic freedoms to maintain colonialism, and finally, of support of a puppet regime under the leadership of a man, Bao Dai, who represents the epitome of inequality in the distribution of wealth among the people of Indo-China.

The Federation repeats the appeal of the national AFL: "We appeal to our government to impress strongly upon France and Britain the urgency of learning from the costly experience in Indo-China. Let our allies act now to break with their colonialist policies and practices—especially in Egypt, Morocco, and Tunisia-before the Communist agents of Soviet imperialism come into those crucial areas in full force to distort and destroy the national and democratic aspirations of these peoples. Once these peoples have gained their full national independence, equality, and democracy, they will have something really worth while to fight for and will become our loyal allies in preventing another world war, preserving peace, and promoting freedom and social and economic progress."

(d) Organized labor will continue to support mutual security aid and related programs such as "Point Four" technical assistance to underdeveloped countries.

The Federation's position in this respect is a matter of record. (See, for example, Proceedings, 1952 and 1953, pp. 252-3 and

255-6 respectively). In reaffirming previous positions of policy, we warn again against accepting the counsel of those who seek the discontinuance of all aid with the exception of direct military assistance. Although military strength to safeguard the independence of nations in the face of Soviet aggression is essential, we must also recognize that the Communist menace cannot be eliminated until the social and economic conditions in which the germs of communism breed have also been removed.

Two-thirds of the people of the world live in underdeveloped and poverty-stricken areas, under appalling conditions of life and labor. The people and nations of these areas, moreover, are crucial to the struggle for freedom and against the inroads of communism. Victory or defeat in this struggle may well depend upon the willingness and ability of the free world, under the leadership of the United States, to take the initiative in helping these peoples rescue themselves from poverty and misery.

This can only be accomplished through the modernization of agriculture, the development of efficient industry, and the improvement of educational, health and housing facilities. Though many of these backward nations have rich natural resources, they lack the capital and technical knowledge required for their full and efficient development. Substantial assistance from the outside is therefore essential, and only the more advanced nations can provide it.

Although the Point Four Program of technical assistance was developed to meet this challenge, we have treated this program more as a frill to be slashed in the interests of false economy rather than as an essential long-range program necessary to securing the peace of the world. Organized labor deplores the inadequacy of the funds made available to date for aid to underdeveloped countries, and urges that both the United States Point Four Program and U. S. contributions to the multilateral United Nations Technical Assistance Program be greatly expanded.

In connection with the administration of technical assistance, we also urge the adoption of a policy which would encourage the development of free trade unions as the most effective instruments of raising living standards and promoting democratic rights and institutions.

With regard to mutual secuity aid, both economic and military, we recognize that its continuance should be more and more in the form of indirect assistance, instead of outright grants as in the early period of development of this program. Such assist-

ance should be increasingly given on the basis that the country thus benefited will reciprocate with assistance to the United States or to NATO through services, supplies, various offshore projects or mutual security arrangements.

In rendering such aid to specific projects rather than to general economic revival or expansion, moreover, the Administration should secure in advance an agreement with the nations concerned that this American help will be so utilized as to assure that the broadest sections of the people, rather than small privileged groups, will be the principal beneficiaries.

In this respect again, the participation of labor is vital. Free labor is at the heart of the defense effort against Communist aggression. In the final count, it is the will of the workers in the nations standing with us in the cause of freedom that will prove decisive in making the defense of the free world effective. It is for this reason that the AFL has insisted in the past and continues at present to insist upon being accorded full participation in the administration of mutual security assistance and Point Four aid.

(e) Increased world trade is essential to continued American and free world prosperity.

As the national AFL pointed out before the President's Commission on Foreign Economic Policy in October, last year, the United States is beginning a new phase in its economic relations with the rest of the world. This new phase is marked by the cut-back in the volume of investment abroad financed by public funds and the dwindling of publicly financed exports to foreign countries, which must be replaced by a greatly invigorated flow of private investment and trade from this country. The alternative is a world-wide crisis which would play into the hands of the Soviet time table of world revolution and conquest.

Further, we must recognize that an increased flow of goods is essential to American prosperity, for America cannot prosper alone. The fact is that our prosperity is becoming increasingly dependent on exports of farm commodities and industrial products abroad, while our ability to produce is becoming increasingly dependent on the supply of raw materials. Foreign trade, in effect, has become the "balance wheel" which keeps the nation's economic machine moving steadily forward.

To the end that the flow of goods between nations may be increased and the prosperity of all nations secured, we give full support to the following forward-looking program submitted by the AFL:

- 1. The European Payments Union, which has done much to free the flow of payments through the European countries, should be extended to include the Western Hemisphere, as the first step toward breaking the exchange barriers which the flow of international trade cannot surmount.
- 2. An increased flow of private investments should be encouraged to assure convertibility of investment funds and to safeguard the safety of investment.
- 3. World prices of key raw materials should be stabilized.
- 4. Special problems in balancing production and distribution of particular commodities should be studied.
- 5. Oppressive labor standards should be eliminated where these are the basis of competition in international trade. (See also section (h) below.)
- 6. Artificial restrictions on exchange of goods and services through quota and licensing requirements, etc., should be removed.
- 7. A gradual and carefully administered program of tariff revision with proper safeguards against injury of the national interest should be initiated. It is important, however, that such a program be made a part of a larger program and be designed to meet the broader objective. Tariff reductions, while an important part of the larger effort, cannot alone achieve the measure of economic expansion often claimed for them.

In this respect, however, it is necessary to dispel once and for all the fear that some four or five million American workers would be in danger of losing their jobs as a result of competitive imports should tariff protection be removed. To have this effect, imports would have to be increased by about \$25 billion a year, to the equivalent of about a third of all world exports to all countries. Such an increase is inconceivable. As far as can be accurately estimated, the AFL maintains, 45,000 workers at most would be displaced if tariffs and other trade restrictions were removed, with the possibility of avoiding even this amount of displacement if the reduction in the tarriff schedule is gradual rather than sudden, and if full opportunity for necessary adjustments in the limited areas to be affected is afforded. It is also the AFL's position that where adjustments

are clearly unavoidable and are in the national interest, they should be accompanied by special measures to assist both the enterprises concerned and the workers affected.

(f) American labor will continue to support the International Confederation of Free Trade Unions.

As the most all-inclusive organization of free labor ever established, the ICFTU can render signal service to mankind in defending and expanding human freedom and social justice, and in preserving world peace.

Free trade unionism is the most effective bulwark against the spread of communism among the working people throughout the world. History has proven that wherever there is a strong and free trade union movement, Soviet Russia has failed miserably in its efforts to extend its domain of terror and internal revolution.

The Federation, therefore, gives full support to the ICFTU in its pledge to carry on the fight for the following:

- 1. Ever-rising standards of living everywhere, for special aid to the economically underdeveloped, against the growing menace of unemployment and for a fairer distribution of the world's actual and potential wealth between classes and nations;
- 2. Peace, with freedom and justice and without capitulation before aggressive dictators or the abandonment of enslaved people;
- 3. Freedom for those who have come under the heel of the new Red imperialism; for an end to all dictatorships, whatever their political complexion; for the development of democratic self-government for all peoples; for the full and free exercise of trade union rights, including the right of workers to a voice in the planning and execution of economic policy.

These goals were enumerated in the May Day manifesto of the ICFTU this year.

(g) The American Federation of Labor's Free Trade Union Committee is militantly advancing the program of free trade unionism throughout the world in its fight against totalitarianism of the right and left.

The Free Trade Union Committee is actively carrying out the policies of the AFL in the international field. Since its

inception there has been a noted increase in the interest of the AFL membership in the foreign policy of the nation, in international affairs, and in the world labor movement and its problems.

In the furtherance of democratic free trade unionism and in the interest of defeating every brand of totalitarianism, the FTUC has worked in closest cooperation with the democratic forces of the smaller nations represented in the United States. Through its "shirt sleeve" diplomats stationed in the troubled parts of the world, it has been able to provide on-the-spot counsel and direction to incipient unions in their never-ending struggle to remain free of Communist domination. And in countries where the Communists have gained control of large segments of the trade union movement, as in Guatemala, Italy, and France, the FTUC is actively assisting the leaders of free labor in their efforts to throw off the shackles of Moscow domination.

The FTUC, working in close cooperation with the ICFTU, has also assumed the cause of the colonial peoples of the world in their fight against imperialism. Active assistance has been rendered to the democratic labor and national freedom movements of Tunisia and Morocco, for example. Struggling free unions in various parts of the Carribean and in Africa have also been aided by the FTUC in their drive to consolidate and go forward.

At the same time, the FTUC, through its columns in the International Free Trade Union News, is helping to eliminate some of the ignorance, prejudice, and slander which have hurt the prestige of American labor and the American people abroad. The IFTUN is now being printed in English, French, German and Italian and is getting ever-widening overseas circulation. The foreign press has been reprinting articles from this monthly publication with increasing frequency.

(h) The AFL will continue to champion the International Labor Organization as an instrument for raising living standards throughout the world and the elimination of sub-standard working conditions which provide a competitive advantage to other countries in the world's markets.

The International Labor Organization, which brings together labor, employer, and government representatives for the declared purpose of improving the conditions of life and labor throughout the world,

holds the record of endurance and practical service among the major forums of today's world.

In its three major spheres of activity—the collection and dissemination of information relative to labor, the development of international minimum labor standards, and the provision of technical aid on labor problems to governments requesting such assistance—the ILO is making steady progress toward the elimination of working conditions which give rise to internal revolt and which threaten world peace. At the same time, the work of the ILO is in the direct dollar and cents interests of the United States.

By helping to eliminate substandard working conditions, the ILO is also helping to eliminate the competitive advantage which other countries tend to have in world markets because of those substandard conditions. To the extent that this margin can be reduced by ILO action, it is of direct advantage to American businessmen and American workers. Labor recognizes the importance of greater trade to the survival of the free world and believes that the ILO offers hope in the removal of one of the greatest barriers to freer trade.

The work of the ILO, furthermore, is being accomplished without any surrender of national sovreignty or legislative prerogatives. The attacks upon the ILO are based on the fear that the U.S. is in danger of being engulfed by social legislation through the ratification of ILO conventions. Such fear is completely groundless. If these critics, whose fears are embodied in the now famous "Bricker amendment," are sincere, then they are actually demonstrating a lack of faith in our government as well as ignorance of our constitution. Furthermore, these fears ignore two basic facts about the ILO-its voluntarism, and the principle of free choice through flexible methods with regard to the implementation of ILO conventions

Conventions for minimum labor standards adopted by the ILO do not become binding upon any nation until they have been voluntarily accepted by that country. Here in the U. S., the President does not ratify a convention unless and until the Senate has given its advice and consent to ratification. The proponents of "states' rights," also have nothing to fear from the ILO. The ILO constitution specifically provides that the governments of participating nations shall themselves decide whether a convention is "appropriate under its constitutional system for federal action" or whether it is "appropriate, in

whole or in part, for action by constituent states." Only when federal action is appropriate is ratification considered by the federal government. Thus, all the safeguards that could possibly be required for protecting the national interest of the United States are incorporated in the ILO procedures.

The ILO today, apart from attacks by reactionary employers' groups and isolationists in the United States, is facing the severest test in history because of the admission of Soviet delegates at the recent Geneva Conference of the ILO over the objections of American labor, management, and government delegates, as well as officials of the International Confederation of Free Trade unions.

The Russians, who rejoined the ILO this year after a 15-year absence, hope to utilize it for their own purposes, to disrupt ILO efforts to end forced labor, and to paralyze and destroy it. The re-affiliation of Russia is in itself evidence of the damaging effect which the ILO is having on the imperialistic ambitions of the Soviet Union

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FULL EMPLOYMENT AND THE ECONOMY

Organized labor is unable to share the optimism of the Eisenhower Administration regarding the economic outlook of the nation, and therefore reaffirms its previous position taken at last year's convention in support of an immediate conference of representatives of labor, business, farmers, and the government to study the nature of the present crisis and to develop a program for action.

Organized labor takes little consolation in the optimistic reports from Washington. that with the leveling off of unemployment in recent months, the bottom of the current economic crisis has been reached, and that we can now look forward to another period of expanding production and a resumption of full employment. The essential fact to labor is that during the twelve months ending in June, 1954, approximately 1,100,000 jobs have disappeared, while during the same period the number of persons in our working force increased by some 700,000. As a consequence, unemployment over the year has increased by 1,700,000 to 3,347,000 in June, according to the estimate of the U.S. Census Bureau.

The gravity of the situation is not fully revealed in the Census Bureau's figures. A more accurate estimate of unemployment, taking into account unemployed workers excluded by the Bureau's narrow definition of unemployment—those temporarily laid off with promises to be rehired, those expecting work, but not working, those unemployed because of bad weather or because of transferring to another job, those partially employed—would raise the Census figures to well over 5,000,000 unemployed, which is the equivalent of about 8 percent of the nation's civilian labor force.

The nation obviously cannot afford stabilization at unemployment levels amounting to 8 percent of the labor force. Nor can we afford to have even 5 percent of our labor force unemployed, which is the official Census Bureau figure for June.

The Administration's optimism that economic activity will soon rise to full employment levels, furthermore, does not square with the essential facts clouding the employment outlook.

Basically, the level of employment is determined by how much three sectors of the economy buy: (1) the consumer; (2) business (mainly for equipment and increase in inventories); and (3) federal, state and local governments. Economists are agreed that if one of these three buys less, there must be a compensating shift in buying in the other sectors if a serious increase in unemployment is to be prevented. The present employment crisis stems from the leveling off and decline in defense expenditures by the government without offsetting shifts in the other sectors, and an apparent refusal of the Administration to recognize that as military spending slackens, inevitably the country must look to consumers to step in and buy the ever increasing product of American industry if the nation is to be prosperous.

That consumer buying power must become the driving force in the economy as the stimulus of military spending levels off, is clearly seen by a brief comparison of spending patterns and total production in 1953 with the average for the pre-Korean War years 1946-49, when the nation was not under the heavy influence of rearmament.

In the period 1946-1949, personal consumption expenditures accounted for about 69 percent of total production. In other words, consumers were buying approximately \$7 out of every \$10 dollars worth of goods produced. During the same period, government purchases and private

investment spending each accounted for little over 15 percent of total production. In 1953, on the other hand, when federal defense spending reached its peak, about 23 percent of all goods were being produced for government use, while the percentage of total production accounted for by personal consumption expenditures dropped from 69 percent in 1946-49 to less than 63 percent in 1953. Private investment spending continued to absorb about 15 percent of production in 1953.

The drop in consumer purchases as a percentage of total production during the period of heavy defense build-up was the result of deliberate repression, accomplished through higher taxes, economic controls, and restrictions on civilian output.

Completion of the major phases of the defense build-up have now made it possible for the size of the government bite out of production to be reduced and for consumer spending to assume its more normal role in the economy. Already, national security expenditures have dropped from a peak of \$53.6 billion (seasonally adjusted annual rate) in the second guarter of 1953 to an annual rate of \$45.5 billion as of the second quarter which ended in June this year. During the current fiscal year, furthermore, total federal expenditures, including defense spending, will drop another \$5 billion, according to the estimates of the Treasury Department. While increases in state and local government spending will rise somewhat to offset this decline, it is doubtful if these increases will offset more than half of the federal drop.

Organized labor, moreover, does not have as much faith as the present Administration does in the ability of business to take up the slack in government spending by increases in plant and equipment expenditures. The Administration's reliance on this weakening sector of the economy, in view of the existence of great over-capacity in such basic industries as steel and auto, is indeed difficult to understand. The Administration is apparently oblivious to the fact that in the absence of a strong defense build-up stimulus, business will not increase investment expenditures if consumers lack the purchasing power to buy the products of industry, irrespective of the special tax and other incentives which the Administration may seek to provide business.

Although business spending for new plant and equipment has been continuing at a high rate, it has failed thus far to offset the decline in government expenditures that has already taken place. Fur-

ther, there does not appear to be any prospect for increases in this part of the economy to offset additional decreases in government expenditures during the year ahead. Business expenditures, which held fairly steady at an annual rate of \$28 billion in 1953, have actually declined a little to a seasonally adjusted annual rate of about \$27 billion during the first half of this year, according to estimates of the Department of Commerce. The latest survey of the Department (dated June 8, 1954), furthermore, shows that the decline will continue during the third quarter of this year, thus corroborating an earlier survey by the U.S. Securities and Exchange Commission which placed the decline in business expenditures on capital equipment for 1954 at 4 percent below the 1953 level. Moreover, these are only expectations of businessmen as of now; if unemployment should grow further, these capital expenditures are going to be revised downward. By contrast, business expenditures from the end of World War II to 1953 increased on the average by about 10 percent per year.

Residential construction, which is the one bright spot in the economy, is also part of the investment spending stream. The Departments of Commerce and Labor jointly forecast that construction of residential units will at least equal and perhaps exceed by a slight amount the number of units begun last year. An increase in expenditures in this sector of private investment, however, would at best merely offset the decline in business plans to reduce capital expenditures, without in any way improving the outlook for increases in total private investment expenditures sufficient to offset the decline in government expenditures, actual and projected.

It is thus clear that the economy must look to private consumer spending as the source of economic recovery, growth and expansion. Unless consumer spending increases enough to play the role it did in our pre-Korean economy ,there can be little hope for full employment.

Again, the prospect here is not encouraging, to say the least. The amount of consumer spending, obviously, is dependent upon the economic position of the wage and salary earners who make up the great bulk of American consumers, inasmuch as wages and salaries constitute over two-thirds of total personal income. Since August, last year, income of wage and salaried workers has been declining at the rate of \$1 billion a month. In terms of seasonally adjusted annual rates, labor in-

come has fallen from \$202.2 billion in August 1953 to \$193.4 billion in April this year. It is significant, moreover, that the downturn in business activity and the rise in unemployment last year coincided with decline in the flow of wage and salary income. The failure of consumer spending to take up the gap as national security expenditures began dropping, made it inevitable that an economic downturn would occur, with a concomitant increase in unemployment,

The weakness of the flow of wage and salary income is also having its effect on buying plans of consumers, which holds little comfort for an economic upturn. According to the survey of consumer finances undertaken by the Federal Reserve Board earlier this year, about 15 percent fewer consumers are planning to purchase new cars this year, while a general drop of more than 10 percent is expected in the number of families planning to buy new furniture and major household appliances.

The uneasiness of the present labor income situation, of course, is a reflection of the loss of 1.1 million jobs during the past year, but it also reflects the 1.1 hours drop in the length of the work week and the increase in the number of part-time workers during the year, both of which are taking a heavy toll in purchasing power. But perhaps the most disturbing and most important weakening force in the labor income picture has been the failure of wages to keep abreast with rising output per man hour (productivity) and the ever increasing potential of the American economy. Since 1949, continuing through to the present, productivity has been increasing at a rate twice as fast as "real" wages. This is a most ominious disparity.

Because this disparity first began manifesting itself in the spring of 1953 in the large accumulation of inventories in manufacturing warehouses, the Administration and business economists were quick to term the downturn that followed a mere "inventory adjustment." Most disturbing, however, is the fact that the Administration has attempted to interpret the very nature of current recession as an "inventory adjustment" which will correct itself with a little artificial respiration here and there in the form of special aid to business.

Organized labor cannot accept this interpretation. It flies in the face of the essential fact underlying the present crisis; namely, that the ability of the economy to produce is outstripping the power of the

consumers to purchase the product of our economy.

The State Federation, therefore, repeats the recommendation first made by the national AFL in April, 1953, and supported by the 1953 convention of the State Federation (Proceedings, 1953, pp. 257-8), that a special conference of representatives of labor, business, farmers, and the government be called immediately by the President to study the present economic crisis and to develop a program for action.

It is the firm belief of the Federation that the serious nature of the present economic crisis, as outlined above, fully warrants such a conference.

To this we add the obvious: the nation's economy cannot afford to stand still; to remain static is to contract and lose ground. Every year, in order to absorb annual increases in our labor force and to make room for those workers replaced by more efficient machines, it is necessary to increase output by about \$10 to \$12 billion.

Although labors' stake in an expanding prosperous economy is high, the ability of the present economy to regain prosperity cannot be the concern of labor alone. The truth holds fast that no sector of the economy can long prosper at the expense of the others.

The ability of the nation to regain full employment and prosperity is also crucial to the future of the free world. It is in the months that lie immediately ahead that America must prove the ability of its system of enterprise to maintain full economic prosperity in peacetime.

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TAXATION

(a) Organized labor rejects the "trickle-down" approach to tax legislation by the Eisenhower Administration and the 83rd Congress, and pledges to renew its efforts to seek tax reductions which will restore to full operation the progressive nature of the federal tax structure and at the same time provide a needed stimulus to purchasing power.

The nature of the present economic crisis leaves little doubt as to the type of tax policy which should be adopted if the economic growth of the nation is to be stimulated. As detailed in Statement of Policy No. II, Full Employment and the Economy, the current recession stems

from a cutback in spending in the public sector (government) of the economy, without compensating increases in spending in the private sector for capital investment and personal consumption, and the inability of consumers to buy the ever expanding product of the American econonly. A counter-recession tax policy which contemplates the use of tax reductions to buttress the sagging private sector of the economy can be effective only to the extent that the funds made available through tax reduction are channeled into private streams that will actually increase the flow of private spending. To the extent that tax reductions fail to increase private spending, it would be better for the government to forego tax cuts and to apply the funds available for tax reduction - whether such funds are actually available or whether they are deemed to be available as a result of deficit-financing policies—to the huge backlog of badly needed public works so as to assure their entrance into the total spending stream of the economy.

The tax reduction policies of the Administration, adopted almost without exception by Congress this year, give little assurance that private spending will increase by the amount of tax reductions. On the contrary, the Administration and Congress have pursued a deliberate policy of concentrating tax relief in the hands of the corporations and upper income groups where it is least likely to get back in the private spending stream, while giving a minimum of relief to millions of wage earners whose purchasing power must provide the economy's major incentive for economic expansion. The great bulk of the approximately \$8 billion in tax reductions enacted this year will accrue not to the many millions of private citizens who are eager to spend, but to the corporations which base their expenditures for plant and equipment upon the ability of the consuming public to purchase the products of industry, and to the wealthy individuals whose augmented savings neither flow automatically into the investment stream, nor stimulate the demands for goods.

At the same time, the tax reductions enacted this year have widened the loopholes which make it possible for the upper-income families and business firms to legally avoid the burden of the full tax rate which would otherwise apply to their income levels.

Expiration of the Excess Profits Tax

The expiration of the excess profits tax at the beginning of this year lays bare the hypocrisy of the "trickle-down" theory

that Congress and the Administration have adopted. This \$21/2 billion bonanza to big business (and \$21/2 billion loss to the government) has not increased business outlays for plant and equipment as proponents of excess profits repeal claimed it would do. Expenditures for plant and equipment since the first of the year have actually fallen off at the rate of \$1 billion per year. Surveys conducted by the U.S. Securities and Exchange Commission and the Department of Commerce show, furthermore, that business this year plans to invest about 4 percent less than last year when the excess profits tax was still in operation.

The real effect of removal of the excess profits tax is revealed in this year's first quarter returns on corporate profits. As commented upon in the magazine Business Week, the expiration of the excess profits tax has enabled a significant number of corporations "to report better profits in this year's first quarter than last year's, in the face of falling sales and falling before-tax profits." In other words, rather than providing a stimulus to new investment and higher business activity, removal of the tax has provided the larger corporations with a cushion against failing profits in a period of economic decline.

The essential fact is that business investment in new plant and equipment is stimulated much more by the demand for goods produced than by tax rates or tax concessions. No amount of special concessions to business or the wealthy can materially affect the rate of investment at a time when the products that existing plants and equipment can produce are not being bought by consumers.

General Income Tax Cut

The \$3 billion bite out of tax revenues taken by the general 10 percent decrease in personal income taxes in January, 1954, likewise has failed to give the right people purchasing power. Although every taxpayer benefited by the cut, the benefits were disproportionately distributed. The average working man, with a wife and two children, who earned \$80 a week realized a tax saving of 69 cents a week, while the individual with the same size family who made \$100,000 a year received a tax cut of \$80 a week.

Opposition to the above general cut was clearly stated by the 1953 convention of the Federation, at which time it was pointed out that if mistakes of the past ten years were to be corrected, it was necessary for Congress to avoid making any general tax reduction that would

freeze or exaggerate the impact of existing inequities in the income tax structure. (Proceedings, 1953, pp. 264-5.) The existence of numerous loopholes for tax escape for the upper income groups, together with the need for increasing purchasing power, argued strongly in favor of the concentration of income relief on the lower income brackets.

The injustice in Congress' failure to respond is revealed in a comparison of rates paid by taxpayers with incomes below \$5,000 and above \$5,000 as a percentage of the rates which both groups paid during the high tax year of 1945. Today, apart from the new loopholes for business and the wealthy added by the so-called tax revision bill covered below, those with incomes of less than \$5,000 a year have received much less tax relief than those in the higher income tax bracket. Taxpayers in the less than \$5,000 a year bracket are still paying 87 percent of the 1945 tax rate, while those earning more than \$5,000 a year are paying only 65 percent of the rate for the same hightax year.

Excise Taxes

The Federation in 1953 called for farreaching cuts in excise (sales) taxes which bear most heavily on the lowerincome groups and which at the same time stifle purchasing power.

In this light, the approximate \$1 billion cut in the federal excise taxes made this year must bear close scrutiny. The cut, as far as it went, received the full approval of organized labor, but it was a small drop from the \$10.9 billion in this general class of taxes collected in 1953. Further, this small cut in excise taxes was completely offset by the extension for at least another year of the \$1 billion increase in such taxes, enacted in 1951 as a result of the Korean war, which was scheduled to expire on April 1, 1954. This scheduled cut would have lowered excise taxes on automobiles, gasoline, cigarettes, liquor and beer, and would have contributed directly to increasing purchasing power. It is difficult indeed to understand why the expiration of the excess profits tax, for example, should have had precedence over cuts in these and other excises, which are cutting the sales of items piling up in warehouses.

Income Tax Revision Bill

The so-called tax revision bill passed within the month represents the epitome of the "trickle-down" approach to taxation which has come to mark the present

Administration and the 83d Congress. Under the guise of technical amendments and the correction of "inequities" in the tax structure, the new measure creates entirely new areas of tax escape for the wealthy and business, without removing so much as one of the pre-existing loopholes which have been benefiting the corporations and the upper income groups, and which have been costing the federal government from \$5 to \$7 billion annually in lost revenue. Of the approximate \$1,360,000,000 cut in taxes under the bill during its first full calendar year of operation (the tax cut will mount to about \$3 billion in future years), only about 10 percent will accrue to the lower income group in the form of child-care deductions, liberalized retirement income credits, and a few other minor tax concessions which will benefit workers and add to purchasing power.

The remaining 90 percent will go to business and the wealthy under the same old theory that special concessions to these groups will somehow stimulate the economy and increase employment.

Among the concessions to favored groups are two that will account for about \$700 million, or over half of the tax reduction during the first full year of the new measure's operation, and perhaps 75 to about 80 percent of total reductions when the measure becomes fully effective.

The first is a provision giving substantial relief to stockholders from so-called "double taxation" on dividends. Under the compromise version of this provision, stockholders are permitted to exclude from taxable income up to \$50 of their dividend income, and to subtract directly from their tax bill four percent of all dividend income above \$50 received after July 31, 1954. It is estimated that the \$50 exclusion alone will cause a \$46 million revenue loss a year, while the four percent tax credit will cost about \$316 million in annual revenues, thus bringing the total loss to about \$362 million a year. The original Administration proposal approved by the House, but rejected by the Senate, would have allowed an eventual deduction in three years of \$100 and a tax credit of 10 percent on dividend income, with an eventual loss in revenues of close to \$900 million.

The efforts of the Administration to cloak this extreme in class legislation in moral overtones about the inequitable double taxation of dividends are an insult to the intelligence of the working people of America. It is almost impossible to name any form of income or any product that is only taxed once. Multiple taxation

is the rule of the day. The fact is that unless the nation were to adopt a complete single-tax system, such as on land alone, as proposed by Henry George in the 1880's, or on personal income alone, there are bound to be countless examples of multiple taxation.

There can be no denying the fact that the singling out for relief of this special area of double taxation is in fact a direct concession to upper-income families. The mass of data on stock ownership belies the Administration's arguments that the cut in individual taxation will benefit all segments of our population. According to a recent study by the Survey Research Center of the University of Michigan, which conducts the consumer finance surveys for the Federal Reserve Board, only 8 percent of all American families—about 4 million families—own stock; 92 percent of American families own no stock at all. But this is not the whole story. Most of the 4 million families are very small stockholders. Only 300,000, or six-tenths of one percent, of all families have holdings worth \$25,000 or more. Yet these six-tenths of one percent of American families own fully 80 percent of the value of all publicly held stock.

These figures, moreover, only show the ownership of stocks. The distribution of dividends themselves among families with different incomes is also revealing. The latest analysis of income tax returns by the Treasury Department shows the following distribution of dividends:

- (1) Returns with less than \$2,000 income—These constitute 19.8 percent of the total returns with taxable income, but they reported only 1.4 percent of total dividend income.
- (2) Returns with \$2,000 to \$5,000 income—Almost 70 percent of the returns were in this category, but this group included only 12.8 percent of all dividend income.
- (3) Returns showing over \$10,000 income—Less than 4 per cent of the returns were in this category. Yet they included over 75 percent of the total dividend income.

In other words, the new loophole for stockholders will almost completely benefit those individuals and families whose incomes are above \$10,000 a year.

The second major provision in the socalled "revision bill" is one which permits corporations and other businesses to write off two-thirds of the cost of new plant and equipment acquired, constructed or completed after December 31, 1953, over the first half of the useful life of such capital equipment. Prior to the amendment, a business firm was required to deduct the cost of plant and equipment investment for tax payment purposes evenly over their estimated life, except in cases of rapid amortizations authorized under the defense program. It is estimated that this outright and privileged concession to business will cost the Treasury about \$325 million a year during the first full year of its operation, and as much as \$1.5 billion annually when the measure takes its full effect in about three years.

This provision for faster depreciation is nothing more than a device to reduce the taxes on business without directly reducing the tax rate. Had the Administration and Congress openly allowed the corporate tax rate to drop from 52 to 47 percent, as was scheduled on April 1, 1954, the public would have known the meaning of the action taken. The new depreciation provision, however, enabled Congress and the Administration to accomplish a considerable reduction in corporate taxes while giving the appearance of extending the full 52 percent tax on corporations.

The above two major loopholes and others in the Administration's tax "revision bill" were bitterly contested by the American Federation of Labor and by a small but vocal minority in Congress which recognized the nature of the present economic crisis and the need for the concentration of tax cuts to bring relief to the lower-income groups as a matter of justice to the worker as well as to increase purchasing power. As an alternative to the rich man's tax bill, the AFL proposed, first, that the tax rate on the first \$500 of net taxable income be reduced from 20 to 10 percent, and secondly, that the personal income tax exemption be increased from \$600 to \$700. Such action, the AFL pointed out, would help those who need help most, as well as assure the entrance of every tax-reduction dollar into the private spending stream for the purchase of over-stocked goods. On the basis of the AFL proposal, a single person with an annual income of \$1,600 would have received a cut in taxes from \$168 to \$98, while a married couple earning \$3,000 a year would have realized a cut from \$300 to \$160.

The AFL's recommendations were ignominiously rejected by a Congress and Administration bent upon following the dictates of big business and the wealthy few. Likewise rejected were numerous attempts on the floor of both houses of Congress to amend the "revision bill" by

deleting the unjust dividend relief provision and inserting a small increase in the personal income tax exemption.

The failure of those efforts, and the passage of the bill with all its glaring inequities on top of the one-sided tax reductions enacted earlier in the year, mark one of the most flagrant infractions of the general welfare of the nation in the history of tax legislation. Labor's only recourse is to work for the election of a new Congress which will remove the loopholes and special concessions to big business and the wealthy made by the 83rd and previous Congresses, and use the revenues thus derived to make cuts which will restore to full operation the progressive nature of the federal tax structure and at the same time provide a needed stimulus to economy by increasing consumer purchasing power as previously recommended by organized labor.

Toward this end, we renew our efforts.

(b) Organized labor is fully aware of the impending state financial crisis and recognizes the need for increased revenues, but at the same time is determined that no increases shall be obtained by the imposition of additional consumer taxes on workers already carrying a disproportionately large share of the tax burden as a result of the regressive sales tax.

A growing state financial crisis looms larger and larger as the result of the legislature again this year side-stepping the taxation problem. Although the budget for the current fiscal year ending June 30, 1955, was approved at the 1954 budget session without increasing taxes, it is estimated, nevertheless, that general fund expenditures for the fiscal year will exceed revenues by \$82.7 million, despite the exceptionally "tight" budget submitted by the Governor and approved by the legislature with only a few minor added expenditures.

The balancing of receipts and expenditures in the general fund is the determining factor as to whether the state is operating on a sound fiscal basis or going into the red. The state special funds, raised and spent for specific purposes, are automatically in balance.

For the past few years, the legislature has been able to meet smaller general fund deficits out of carry-over surpluses from one fiscal year to another in the general fund itself. This year, however, the legislature was faced with a general

fund carry-over surplus of only \$49 million going into the current fiscal year. Applying the full amount against the estimated \$82.7 million deficit in the general fund balance for the current fiscal year, still left a deficit of \$38.7 million. Rather than considering sources of additional revenue to balance the budget, the legislature tapped some \$160 million in earmarked reserve funds to the tune of \$33.8 million, including \$27.3 million from the school bond retirement fund, and \$1.5 million from the contingent fund of the state Department of Employment. The other \$5 million was diverted from the so-called Central Valley Project acquisition fund, which was established in 1951 at the behest of the private utilities and the excess landholders who look upon state acquisition as a means of escaping reclamation law restrictions. (See Policy Statement No. XII, Water and Power.)

What this course of action, taken to force a balance in the current budget, means in terms of the fiscal problems which the legislature will face in 1955 is only too obvious. Without any carryover surpluses in the general fund to help out, the 1955 legislature will have to deal with a minimum budget deficit of \$83 million, assuming expenditures for the coming fiscal year are held at the rock bottom level approved by the legislature at the budget session this year. This, however, will be virtually impossible. For one thing, capital outlays from the general fund for building construction, which were decreased this year by some \$23 million on the premise that unspent money in the construction pipelines should be cleared so that the state may become more current in construction work, would have to be restored in 1955 to at least their 1953 level. This alone would increase the prospective deficit for the fiscal year starting in June, 1955, to close to \$110 million. If additional funds, moreover, are to be appropriated to finance needed expansion in the field of social welfare and other areas of state growth, the deficit would easily be increased to over \$150 million.

Thus, the magnitude of the fiscal problem which the legislature will face in 1955 is clear. Even if it should refuse to face the tax problem and decide to wipe out all reserve funds, including the \$75 million "rainy day" fund, before increasing taxes, such funds would carry the deficit for only one year, or at the most, two years. Such a policy, at best, would serve as a temporary expedient inasmuch as the impending financial crisis is a long-term one as well as an immediate one. According to estimates by the State Controller,

anticipated growth of our state will require an increase in state expenditure by \$250 million a year for the next five years, even under conservative programing, while, on the other hand, we can expect only a \$100 million per year increase in revenue from existing sources and tax rates for those same five years.

The Federation is fully aware of the tax problems that lie ahead, and recognizes that sooner or later we must grapple with the question of how to increase revenues. As in the past, the Federation will oppose any effort to obtain such revenues through the imposition of additional consumer taxes on the working people of the state, or through any other means which would add to the staggering burden already being carried by the lower-income groups as a result of the sales tax.

The sales tax in California accounts for about 40 percent of all state revenue and close to 60 percent of general fund revenues alone. At the same time, personal income taxes and bank and corporation franchise and income taxes bring in less than 10 and 8 percent, respectively. In view of this inequity, it is little wonder that California has one of the most regressive tax structures in the nation.

By the same token, this inequity argues strongly in favor of thorough study and revision of the tax structure to provide needed increases in revenues, in keeping with the progressive principle of ability to pay. It is the long standing position of the Federation that the sales tax should be either removed or drastically reduced, while personal income and the corporation and bank franchise and income taxes should be substantially increased for incomes above \$5,000 a year. And as an additional source of revenue, consideration should be given to the yet almost completely untapped field in inheritance, gift and estate taxes.

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IV

TAFT-HARTLEY ACT AND LABOR RELATIONS

(a) Organized labor is deeply disturbed over the President's total failure to carry out his solemn pledges to correct the abuses of the Taft-Hartley Act, and renews its demand for far-reaching modifications of the Act to remove its numerous anti-labor provisions and to enact a more just and workable labor-management law.

In addressing himself to the evils of the Taft-Hartley Act, President Eisenhower, then "Candidate" Eisenhower, stated before the AFL convention in 1952:

"I know the law might be used to break unions. That must be changed. America wants no law licensing union-busting. And neither do I..." Further, to emphasize the sincerity of his pledge to eliminate the law's "union-busting" and anti-labor features, he promised: "It will not be one of those empty theatrical gestures so often made in recent years."

Although almost two years have elapsed since those words were uttered, the law remains on our statute books as repugnant to labor as ever before. Those intervening two years have proven, not only that the President's pledges were "empty theatrical gestures," but also that the current Administration is a captive of the extreme anti-labor forces within industry and its own party, and therefore incapable of dealing objectively with the problem of revision of the Taft-Hartley Act.

The failure of the President to submit to Congress the now famous nineteen Durkin-Eisenhower amendments was the turning point which marked the degeneration of the Administration's objective pretentions into a big business crusade to add to the evils of Taft-Hartley.

The story of those nineteen amendments is now unmistakably clear. They were developed during numerous meetings and long deliberations between representatives of the President and the Department of Labor under former Secretary Martin P. Durkin, with full support of the President, and drafted into a presidential message for delivery to Congress on the Friday before the first session of the 83d Congress adjourned. The ensuing delay occasioned by the death of Senator Taft on that very day, and the simultaneous leakage of the contents of the message to the press, gave rise to a virtual invasion of the White House by big business spokesmen bent upon preventing any compromise within the Administration as long as "their man" was in the White House. The pressures of big business were too great for the President to withstand, and forced him to change his mind. The point was made clear by Vice President Nixon when he admitted to the press that it was he who finally convinced the President to back out of his agreement because of "unfortunate repercussions" which the amendments would have caused among such important groups of the President's supporters as big business and "states' rights" advocates.

The entire affair was summed up accurately on September 14, 1953, by the Wall Street Journal: "Mr. Durkin understood that the bill had been approved by the White House, and the circumstances strongly suggest he was right. That approval withdrawn, he had no choice but to resign."

With regard to the nineteen amendments themselves, it must be emphasized that at no time did they receive the official support of the American Federation of Labor. Whatever their origin, their substance was regarded only as a first step in the right direction, but by no means the attainment of the needed revision recommended by the American Federation of Labor, and summarized in the Taft-Hartley statement of policy adopted at the 1953 convention of the California State Federation of Labor. (Proceedings, 1953, pp. 260-2.)

Twelve of the nineteen amendments were merely a re-hash of those previously introduced by the late Senator Taft himself. Of the others, the only major innovation favorable to labor and in keeping with the principle of a nationwide program of industrial relations was an amendment which would have established the supremacy of federal labor laws over state laws in matters affecting union security, thereby reversing the present Taft-Hartley invitation to states to enact compulsory open shop legislation.

Employer opposition to this amendment, perhaps more than any other, caused the Administration to withdraw support of the controversial nineteen amendments. But if this reversal served to warn labor of the inability of the Administration to cope with the problem of Taft-Hartley revision, it was not until the President submitted his official revision message earlier this year that labor became painfully aware of the fact that in that reversal, the Administration had in effect joined the anti-labor crusade of the National Association of Manufacturers and the Chamber of Commerce.

As incorporated in the Smith Bill (S 2650), reported to the Senate floor in May, the recommendation of the President amounted to a final repudiation of his campaign pledges. Of the forty Taft-Hartley amendments suggested to Congress by the American Federation of Labor in 1953, only six were even touched upon by the Administration's bill, and then in such a manner as to render the changes made of no great consequence.

In three major fields of Taft-Hartley oppression—union security, secondary boycott and injunction—the measure, as a

practical matter, afforded only very limited relief.

Far outweighing these limited improvements, on the other hand, were several new provisions, not presently contained in Taft-Hartley, which possessed potentialities extremely harmful to organized labor. The most serious of these were two viciously anti-labor proposals, covered in detail in section (b) of this statement, which would have extended state jurisdiction over labor matters affected by interstate commerce to permit enactment of state laws depriving labor of its right to strike and picket.

Acceptance by the President of this "states' rights" position of the extreme anti-labor forces within four months after he had recognized the soundness of federal supremacy over state laws in matters affecting union security, demonstrates beyond doubt the degree to which the present Administration has departed from its purported neutral position with regard to labor legislation.

Further evidence of the anti-labor philosophy which has come to dominate the Administration's labor program is found in the presidential recommendation written into the Smith Bill which called for government-conducted employee elections to authorize strikes.

The proposal itself is based on the misconception always harbored by anti-union employers that unions act contrary to the will of their members rather than in response to that will. It was this same misconception that prompted the strike vote section of the Smith-Connally Act which Congress abandoned as a demonstrated failure at the end of World War II. Under Smith-Connally, 2,168 strike polls were taken by the government at great expense. In these polls, only 332,874 workers voted against striking, while 1,593,937 voted to strike.

This experience, together with the fact that unions almost invariably seek and obtain authorization from their members for strike action in accordance with the democratic processes of their respective constitutions, proves the highly dangerous and unnecessary nature of the President's proposal. Its incorporation into the Smith Bill to require balloting after a strike is in progress, merely reduced the proposal to its lowest terms—a naked strike-breaking device.

The defeat of the strike ballot in Senate Committee was a significant rejection of one of the most important Eisenhower antilabor proposals. The remaining proposals, heavily weighted in favor of management, were nevertheless reported intact to the floor of the Senate. The 50 to 42 decision on May 7 to recommit the Administration bill, therefore, was a victory for organized labor, although a defensive one which at the same time killed all hopes of remedial legislation during the remainder of the 83rd Congress.

The significant fact remains, however, that had the Senate, with its present makeup, thrashed out each amendment one at a time, there is little doubt that the good provisions would have been dropped and only the bad ones left in the final bill.

The same applies to the House of Representatives. Rejection of the Administration program by the Senate also precluded consideration by the House of a series of Committee - approved anti - labor amendments which, among other things, would have: (1) authorized the issuance of permanent injunctions in strikes deemed to affect the health and safety of the country; (2) limited jurisdiction of the NLRB to representation cases, while placing all unfair labor practices cases in the hands of the federal courts; (3) validated the "captive audience" decision of the NLRB under the guise of free-speech; and (4) required a government-conducted prestrike vote to be decided by a majority of all workers in a bargaining unit, including non-union workers.

There is little comfort, however, in victories which merely prevent further decay of our national labor relations law. In reaffirming organized labor's demand for far-reaching modification of Taft-Hartley to remove its numerous anti-labor provisions which permeate the law and to enact a more just and workable law, we must recognize that the only means of accomplishing this purpose is through the ballot box.

(b) Organized labor is firmly opposed to any dilution of the principle of federal supremacy over state legislation in labor relations matters affected by interstate commerce.

The current campaign of the National Association of Manufacturers, the Chamber of Commerce, and other similar organizations to amend the Taft-Hartley Act so as to give individual states priority over the federal government in labor relations legislation is nothing more than a camouflage for the extension of restrictions on trade union activity through the enactment of hostile legislation on the state and local level, where, at the moment, the

chances of passing such legislation are deemed more propitious.

The hypocrisy of evoking the question of "states' rights" is found in the fact that under no circumstances do these anti-labor forces comprehend the right of a state to enact controlling legislation that is more liberal than Taft-Hartley. The aim, rather, is to extend the present double standard in Taft-Hartley as it applies to union security.

Section 10 (a) of the Taft-Hartley Act specifically denies the NLRB the power to cede jurisdiction in cases affecting interstate commerce unless the state law in question is in conformity with the act. But the significance of this provision lies in a comparison of what the authors of Taft-Hartley attempted to accomplish in Section 10 (a), with the result they sought to accomplish in Section 14 (b), which makes state laws more restrictive on union security paramount over the federal law. Read together, these two sections demonstrate the double standard which the anti-labor forces, with the support of the present national Administration, wish to extend under the guise of "states' rights"; namely, that if states enact laws worse than Taft-Hartley, or at least its equal, those laws shall prevail. But if they provide treatment more favorable to unions than is provided by Taft-Hartley, then state law shall have no effect and the federal occupancy of the field is absolute.

Union security is the only provision in Taft-Hartley made subject to overriding by state law. As a result, 17 states have been able to flout national policy through the enactment of so-called "right to work" laws which ban the union shop and all other forms of union security which make union membership a condition of employment.

There is no logical reason why the union security issue, or any other area of controversy in labor management relations. should be singled out as a subject on which state law is to override federal law, unless it is to give the anti-labor forces in this country the opportunity to accomplish through state and local legislation what they have not been able to accomplish on the national level. Indeed, it is in this light that we must interpret the present drive of the NAM and the Chamber of Commerce to give state laws regulating strikes and picketing precedence over federal regulation in cases falling within the jurisdiction of the National Labor Relations Act.

In both of these areas, the Supreme Court of the United States has upheld the exclusive jurisdiction of federal law in matters affecting interstate commerce.

In 1951, in a case overturning the Wisconsin Public Utility Anti-Strike Law as applied to employees of a local transit company and a local gas company whose activities affected interstate commerce, the Supreme Court declared that state laws regulating strikes in public utilities were invalid when in conflict with Taft-Hartley.

In a more recent picketing decision, the Supreme Court has ruled that federal authority within the province assigned to the NLRB is exclusive and supreme. Upholding a Pennsylvania Supreme Court decision, the Court declared that where picketing violates both state and federal law, state courts are without authority to act. But the decision went much further. Noting the fact that, by outlawing certain types of picketing, it was the purpose of our national labor relations law that other types should be left free from restraint from other sources, the Supreme Court further declared that picketing, which is not unlawful under federal law, also may not be enjoined by a state court, even though it may violate state law. "For a state to impinge on the area of labor combat designed to be free," the Court stated, "is quite as much an obstruction of federal policy as if the state were to declare picketing free for purpose or by methods which the federal act prohibits." Although modified somewhat by a subsequent ruling that permits state courts to grant a company redress under common law for injuries suffered as a result of conduct which is covered under our national labor relations law, the soundness of the decision stands as a landmark in labor law.

The two Eisenhower recommendations mentioned in Section (a) of this statement, which would have extended state jurisdiction over labor matters affected by interstate commerce, were aimed at undoing the above decisions. As such, they were the most critical of the Eisenhower recommendations, stemming directly from the anti-labor drive of the NAM and the Chamber of Commerce.

Specifically, as written into the Administration's bill, the Eisenhower proposals would have (1) permitted any state agency and state court to interfere and assert jurisdiction in any labor dispute where the NLRB declines to exercise its jurisdiction, and (2) authorized the enactment and enforcement by states of laws designed to regulate so-called emergency labor disputes which are deemed to constitute a "clear and present danger" to the health and safety of the people of the state.

Both of the President's recommendations, if enacted, would have made a mockery of the concept of a national labor relations law by returning labor relations to the "laws of the jungle."

The first proposal giving the Board complete discretion to decline jurisdiction over any case, would have made it virtually impossible to know from day to day, or even from case to case, just when federal jurisdiction may end and state jurisdiction begin. The only possible result of such a provision would have been to create endless confusion, chaos and uncertainty, what with 48 states and thousands of municipalities making their own determination respecting what constitutes legal labor activity in interstate commerce fields.

Even more dangerous was the second provision, which would have allowed hostile state courts and even police authorities to exercise jurisdiction over labor disputes in commerce, as long as an "emergency" could be found. But what constituted an emergency was left so vague and indecisive that the term could have been readily seized upon by state courts as authority to enjoin any strike in a public utility or transportation field, as well as in any other field where a serious strike was in progress. It is thus apparent that such a provision would have gone far toward depriving labor of rights otherwise protected under national law, where state law was more rigorous.

The use of the term "clear and present danger," moreover, would have served to invite state attacks upon the great personal rights of speech and assemblage protected under the First Amendment. The Supreme Court has held that these rights can be disregarded by the states only when a given situation involves a "clear and present danger" to public health and safety. Thus, merely by declaring that such a danger existed, a lower court would have had the authority to enjoin almost any labor activity in a given strike situation, no matter how much merit there might have been in the striking union's position.

In essentially the same language, the purposes of the Eisenhower recommendations were also accomplished in the NAMsponsored "Goldwater Amendment," which proposed giving states clear priority of action over federal law. Under questioning, Senator Barry Goldwater (Rep., Arizona) admitted that his proposal would have permitted states to (1) "pass a law forbidding collective bargaining in manufacturing," (2) require "compulsory arbitration of all disputes as a substitute for

collective bargaining," and (3) require union membership by 95 per cent of the employees eligible for membership in the union, before it would be recognized."

To ask whether the supporters of state priority in labor matters intend that the principle should operate, so to speak, as a two-way street, is a moot question. In California, for example, both the secondary boycott and the full union shop-frequently called the "closed shop"—are legal, and therefore would be permissible in interstate commerce even though outlawed by Taft-Hartley. This, of course, would be advantageous to California labor, but it is fairly obvious, from the nature of the support given both the Eisenhower and Goldwater proposals, that they were intended to operate, not as a two-way street, but but only in instances where state action and laws would be more restrictive on trade union action.

Labor's opposition to the dilution of federal supremacy in labor management relations, therefore, is quite simple. It is based on principle and not on expediency. As pointed out above, it would actually be to California's advantage at this moment to give state laws precedence over federal laws in some respects. Labor recognizes, however, that since the program of industrial relations is national in scope, it should be governed by uniform national requirements, and not subject to infringement by state and local laws. The very purpose of a national labor relations act is to adopt, for all industries in or affecting interstate commerce, measures which will promote industrial peace, avoid strikes, and raise the living standard of the working population by recognizing their right to form unions and bargain collectively. To invite state and local diversity, whether in favor of labor or management, is to invite chaos in the day-to-day relations, and to destroy the basis for peaceful settlement of labor disputes.

The mere creation of a potential for state and federal conflict in itself, regardless of whether or not such conflict should actually become a fact, would be enough to destroy the whole structure of labor-management relations.

Finally, in this vein, we take strenuous exception to the series of far-reaching decisions rendered in recent weeks by the "Administration-packed" National Labor Relations Board, which seriously delimit the Board's jurisdiction over labor matters affected by interstate commerce. As a result of these decisions, millions of workers in retail stores, radio and TV stations,

daily and weekly newspapers, utilities, defense plants, service companies, and in every type of small business, have been subjected to the vagaries of varying state laws and individual judicial judgements of state courts. There is only one interpretation that can be given to these decisions: where the Administration and its antilabor supporters have failed by legislative action to further dilute the principle of federal supremacy, they are attempting to accomplish the same end, with considerable success, by administrative through the decisions of an anti-laborpacked National Labor Relations Board.

(c) The present 75-cent minimum wage on both the state and federal level is inadequate by any standard of measurement and should be increased to \$1.25 for both men and women, and coverage extended to all workers.

The minimum wage at present is 75 cents under both the California and federal minimum wage laws. The federal minimum, which applies to both men and women, was raised from 40 cents to 75 cents on January 1, 1950, by amendment of the Fair Labor Standards Act, while the California minimum, which is limited to women and minors, was raised to the federal level about two and a half years later by order of the Industrial Welfare Commission, after it had held public hearings under provisions of the California law.

Minimum wage laws are predicated on two broad principles: (1) protection of the health of workers by enabling them to secure a subsistence living for themselves and their families, and (2) protection of the general economy by placing a floor on purchasing power. That the present minimum wage level fails to satisfy these two standards is only too obvious.

Seventy-five cents an hour, assuming a forty-four week and year-round employment, amounts to only \$1,560 a year. No person can support himself on such a wage, let alone a family. According to the Bureau of Labor Statistics' City Workmen's Family Budget, as brought up-to-date by the Bureau of National Affairs, the average cost of supporting a family adequately, depending on size, would be as follows: two persons, \$2,885; three persons, \$3,634; four persons, \$4,275; and five persons, \$4,837. A \$1.25 minimum (\$2,600 a year) would begin to approach this level only for a two-person family.

With regard to the economy in general,

the present 75-cent minimum is so low as to make a mockery out of the concept that a minimum wage should help to place a floor on our economy, below which economic activity cannot drop. Yet it is in this respect that the minimum wage is assuming more and more significance, as the possibility of a serious recession looms larger and larger.

In this respect also, the extension of coverage assumes equal importance with raising the level of the minimum wage. As pointed out in the Economic Report of the President submitted to Congress at the beginning of this year, minimum wage laws in the United States now apply to only 28.5 million employees—24 million under the federal Fair Labor Standards Act, and 4.5 million under state laws. This amounts to less than half of the nation's working force.

Included among those without minimum wage protection, moreover, are workers in the lowest paid occupations, such as agriculture and domestic service. Their continued exemption defies all sense of justice and moral responsibility.

With regard to the California law, the distinction between men on the one hand and women and minors on the other, is artificial and without economic justification, and should therefore be removed.

(d) The preservation and improvement of existing working conditions are dependent upon labor's continued efforts to organize the unorganized.

The magnitude of the organizing task that still lies ahead is apparent. Of the nation's 49 million non-agricultural workers, only 17 million, or 35 per cent, are organized. In Caifornia, 1.5 million, or about 40 percent, of the state's 3.8 million non-agricultural workers are in unions. Although most of the yet unorganized are in offices, government employment, schools, and agriculture, there are also substantial groups of the unorganized in other industries where the majority of workers are in unions.

The time-honored slogan "organize the unorganized" expresses a basic economic fact long recognized by every trade unionist, namely, that the only positive way to protect and improve wage standards and working conditions of the organized sector of our economy is to extend those standards and conditions to every worker in the nation through trade union organization. In times of prosperity, tight labor markets and rising wage levels, it is easy

to forget this fact, but as the economy turns downward and the unemployment pool begins to grow, it comes ringing home again. The present period of declining activity in which we have entered is no exception.

It is no coincidence that the rise in unemployment in recent months has been closely paralleled by an alarming increase in anti-labor activity by certain employer groups throughout the state. The first to fall out of employment in any downturn are always the unorganized workers, who willingly or unwillingly become the prey of the unscrupulous—that ever-present, but small group of employers awaiting the propitious moment to strike at the body of the trade union structure.

Organized læbor must be ever vigilant against this impending threat. Whatever and wherever the anti-labor forces strike, we must strike back, not as individual organizations, but as a movement, for our strength lies in unity of action.

In California, a serious handicap in the organizational efforts of labor is the state Jurisdictional Strike Act. Under this law reactionary employers have been able to thwart organization simply by establishing "company unions" during the period of the organizational drive, and going to the courts for an injunction against the bona fide union. Repeal of this law is an absolute necessity.

Referred to Committee on Resolutions. Adopted, p. 181.

V

UNEMPLOYMENT INSURANCE

(a) The general indifference to President Eisenhower's plea to individual states that they strengthen the effectiveness of their unemployment insurance systems demonstrates again the necessity of developing federal standards that will adequately protect all workers, regardless of their state of residence, from the hazards of unemployment.

An adequate, nationwide system of unemployment insurance is one of the essential elements of a sound economic program. It is the nation's first line of defense against recession.

We do not have an adequate defense against recession today primarily because the federal government has failed to enact sufficiently high standards with which state unemployment insurance laws must comply.

Aside from a few general requirements, the various states are entirely free to establish whatever type of unemployment insurance program they wish, insofar as coverage, eligibility conditions, benefit provisions, and financial and other arrangements are concerned. The result has been a wide disparity among state employment plans, and a generally inadequate level of protection.

This wide disparity and general lack of adequate protection was recognized by the present Administration last February. At that time the President called upon Congress to make certain limited extensions in coverage, but the bulk of his program rested on a rather naive and hopeless plea directed to individual states, in the form of a letter to state governors from the Secretary of Labor, urging immediate state action to raise maximum weekly benefits and extend the duration of benefit payments.

With the exception of California, where the Governor initiated and obtained an increase of \$5 in the maximum weekly benefit amount, and two other states (Michigan and Virginia) and the District of Columbia, which also liberalized their unemployment insurance laws somewhat, no state legislature has enacted the improvements requested by the Administration.

This record of failure of states to respond to the President's plea is consistent with their failure over the past decade and a half to provide improvements in unemployment insurance in keeping with rising wage levels and improved standards of living. It demonstrates again the necessity of the federal government establishing adequate minimum standards.

Basic standards should be developed to embrace at least the following:

1. Maximum weekly benefits under state laws should be required to equal an amount not less than two-thirds of the average weekly wage in covered employment within individual states. Subject to this maximum, every qualified person should also receive a benefit equal to at least two-thirds of his own wage. These standards are in keeping with the recommendations of the Federal Advisory Council on Employment Security, of the U. S. Bureau of Employment Security.

Conclusive evidence of the pressing need for upward revision of maximum benefits is found in recent data developed by the Bureau of Employment Security of the Department of Labor. In only four states, according to the Bureau, is the present ratio of maximum benefits to average weekly wages greater than 50 percent, but in no case is the ratio equal to the recommended two-thirds of average weekly wages. Another 29 states have ratios ranging between 40 and 49 percent. And in 19 more, including California, the proportion is from 20 to 39 percent.

2. Maximum duration of benefits should be at least 26 weeks for all states. The inadequacy of unemployment benefits today is compounded by the short duration in which such benefits are payable in most states. The maximum duration in any state at present is 26 weeks, although only 23, or less than half of the states, provide for this amount. In six other states, payments continue for 21 to 25 weeks, while in the remaining 22, the duration is 20 weeks or less, the lowest being 16 weeks

During periods of declining business activity, as at present, the need for benefits of sufficient duration for all unemployed individuals is apparent. In 1953, approximately 21 percent of unemployment insurance claimants exhausted their benefits before finding work. During the last quarter of 1953 when the current recession set in, the number of exhaustions increased materially, rising to a point 15 percent above the number for the same quarter in 1952. In recognition of this increase, the Administration urged in January that duration be uniformly extended by states to all claimants for 26 weeks. The continuation of heavy unemployment since January. and the continued increase in the number of persons exhausting their benefit right to an average of 40,000 per week, demonstrates the urgency of federal action without waiting for the states to respond.

- 3. Coverage should be extended to include the bulk of the 15.6 million workers still without any protection from the hazards of unemployment. A minimum step in this direction would be the enactment of the Administration's recommendations extending coverage to the following: 3.4 million workers in small plants hiring less than eight workers; 2.5 million federal civiian workers; 0.2 million workers engaged in food processing; and another 0.5 million presently disqualified because of the narrow definition of "employee."
- 4. Federal standards governing the reasons which may lead to disqualification under state law should be developed to protect workers from the nationwide trend toward the enactment of unfair disqualification provisions. The general criterion should be the denial of benefits to unemployed workers only in cases where they

are unemployed through fault of their own. In recent years this original basis for disqualification has given way to denial of benefits for many other reasons because of employer pressures heightened by tax savings afforded under merit rating.

5. Merit rating should be prohibited. This system, which allows individual employers to pay a tax of less than 2.7 percent on the basis of their individual employment experience, has been in operation in most states since the inception of unemployment insurance. In addition to encouraging harsh disqualification provisions, as stated in point (3) above, it is both economically unsound and unfair to individual employers. During periods of high employment and wages, merit rating results in lowered tax rates and works against the accumulation of adequate reserves for use in periods when business conditions deteriorate and unemployment increases. Employer contributions in the U. S. as a percentage of taxable wages have averaged about 1.5 during the profitable post World War II years. Last year, contributions fell to 1.3 percent. The result, as recently pointed out by the U.S. Bureau of Employment Security, is a generally inadequate level of reserves in many states, should the current recession develop into a major downturn.

With regard to individual firms, the net effect of merit rating is to charge lower rates to industries which, by their very nature, are quite stable, and higher rates to those industries such as canning, which are traditionally unstable or seasonal. In this light, the current federal requirement that a state wishing to impose a lower tax than 2.7 percent may do so only by instituting a system which rates individual employers on the basis of their own experience, is obviously unsound. If any type of merit rating is to be allowed in states, it should be based upon the experience of all employers in the state, with due provision for adequate reserves, and should be a uniform unit rate applicable to all employers.

6. A federal re-insurance system should be developed to protect states whose accumulated funds for unemployment compensation have reached a precariously low condition. This need arises from the fact that some states are constantly threatened with exhaustion of funds simply because they are states which have a perpetual high rate of unemployment, irrespective of the employment situation for the nation as a whole. It is imperative that financial assistance to such states take the form of re-insurance grants from excesses in the federal unemployment account rather

than repayable loans, because in most instances the borrowing states would find it impossible to pay back federal loans.

In this respect, the Federation takes strenuous exception to the employer-sponsored Administration-supported "repayable loan" bill passed by Congress last month, and calls for its immediate repeal. The measure establishes a \$200 million reserve fund for repayable loans from the initial excesses in amounts received from the 0.3 percent federal unemployment tax over and above the amounts appropriated from this tax by Congress for unemployment compensation administration. Borrowing states which do not repay the loan by the second January after the loan is made, are required to pay higher tax rates through reduction of the 90 percent state offset credit against the full 3 percent federal unemployment tax. In other words, the new loan system will impose higher tax rates on borrowing states which can least afford to apply such rates, and thereby seriously damage their industrial competitive position. This will aggravate existing inequities among states, burdening industry in high-cost states, and handicapping efforts to solve the very problems which led to the depletion of funds in the first place; i.e., chronic high unemployment and declining employment opportunities. At best, this repayable loan system will offer only temporary relief, and its ultimate effect might be self-defeating.

Even more serious, however, is a scheme tied into the new measure designed to undermine the force and effectiveness of the federal role in the unemployment compensation program. After the \$200 million loan fund has been accumulated, all additional excesses, over and above those needed for administrative expenses, will be distributed automatically to the states in the same ratio to the total amount as the taxable payrolls of the state are to the aggregate taxable payrolls of all states. While amounts so distributed are to be credited to state acounts and may be used for payment of benefits, they may also be made available for reduction of employer taxes through experience rating, or for administrative expenses of state employment security agencies, when so appropriated for that purpose by state legislatures.

With regard to their use for administrative expenses, the gimmick is quite clear. Under present law, Congress appropriates funds sufficient for "proper and efficient" administration of unemployment compensation. The automatic distribution of funds available for additional

administrative expenses under the new measure will render the entire Congressional appropriation and executive budgetary review process meaningless, thereby making it exceedingly difficult for the Department of Labor to enforce even the present inadequate federal standards for unemployment insurance. The fact that state legislatures are required to appropriate these additional funds before the state agency can use them for administrative purposes, moreover, is not an adequate check upon the manner in which they are used, since the state legislature does not have the countervailing responsibility of raising the money thus appropriated.

The appropriate method of providing for the problem of necessary expenses that were unforeseen at the time Congress appropriated administrative grants would be the establishment of a contingency fund for deficiencies to be payable to the states upon a showing of need. Automatic distribution of funds to all states on a basis proportionate to taxable payrolls as provided in the new law has no relation whatsoever to the need which any state may face.

Further, there is no incentive in the new law to induce states to use funds received for improvement of benefits; and since many states have demonstrated their unwillingness to raise benefits even when reserves are ample, the measure invites the uneconomic and wasteful use of funds received through automatic distribution. If these funds are not used for "extra" administrative expenses, they will in the majority of cases find their way into the hands of employers, through experience-rating credits derived from the enhancement of state reserve funds.

- (b) Irrespective of the need for improved federal standards, the state legislature should take immediate action to correct major deficiencies in the California law through the enactment of legislation which would:
- 1. Extend full coverage to agricultural and domestic workers, and employees of non-profit organizations, and city, county, and state government.

Unemployment insurance coverage in California, although nearly the highest in the nation, amounts to only 62 percent of civilian employment, according to figures released by the Department of Employment. More significant, however, is the

fact that only about 50 percent of the actual number of jobless receive unemployment compensation, which indicates that uninsured workers in general are more susceptible to the hazards of unemployment than insured workers, and therefore most in need of protection. For corroborating evidence, one only need compare the average number of paid unemployment insurance claims with total unemployment. During the 12-month period ending in April 1954, for example, total unemployment ranged from a high of 305,000 in March to a low of 121,000 in October of last year. On the other hand, paid unemployment insurance claims during the same period averaged about half that amount, ranging from a high of 171,122 in March to a low of 59,952 in October, 1953.

The gravity of this situation is reflected in the general relief rolls of the counties, where funds raised from local property taxes are partially being used to pay unemployment costs that should be borne by employer contributions to the unemployment insurance fund. Fluctuations in county relief cases follow closely the patterns of employment and unemployment, especially in the agricutural areas of our great central valley, where farm workers have no alternative but to seek county relief when they fall out of employment.

Last March when total unemployment increased to 305,000, with only 171,000 receiving unemployment compensation, the number of persons applying for county relief jumped to 45,000. The following month, the number of persons on county relief rolls approached 80,000. In key valley centers such as Stockton and Sacramento, where unemployment reached 12 percent of the labor force, the drain of county relief funds became so serious that emergency conferences were called to cope with the impending exhaustion of funds.

In previous policy statements (see, for example, Proceedings, 1952, p. 277), we have repeatedly pointed out that if the structure of the agricultural sector of our economy is such that it requires a large number of laborers for relatively short periods to work our "factories in the field," then the needs of those workers and their families should be provided for when their services are not in demand. The degree to which California has departed from the "family size" farm is revealed in the fact that close to 60 percent of all persons gainfully employed in agriculture in this state are hired farm laborers, while the average for the U. S. is less than 30 per-

cent. And by the degree which our farms have become industrialized, the alleged administrative problems of extending coverage to agricultural workers have been lessened.

With regard to domestic workers, their coverage under social security demonstrates that there is no longer any reason, administrative or otherwise, why they should not also be afforded the security of unemployment insurance.

The same applies to employees of nonprofit organizations. They are quite as much subject to the hazards of unemployment as workers in private enterprise.

With regard to city, county and state employees, in these days of "tight budgets" and economy-minded legislators, the traditional security of government employment is rapidly becoming a myth. Their coverage under unemployment insurance is essential, and is recommended by the Federal Advisory Council to the U. S. Bureau of Employment Security under the present Administration.

The extension of protection to these four groups would increase unemployment insurance coverage to about 82 percent of the labor force.

2. Increase the maximum weekly benefit amount to \$50.

As a result of action taken by the legislature in March of this year, upon the recommendation of the Governor, the maximum weekly benefit amount has been increased from \$25 to \$30. Despite this long delayed increase, which will bring workers an estimated \$36 million in additional benefits annually, the maximum weekly benefit amount in California remains pitifully indaequate by any standard of measurement,

In 1939, during the early years of unemployment insurance, weekly earnings in covered employment in California averaged about \$30. The maximum benefit of \$18 a week at that time equalled approximately 60 percent of average weekly earnings. Since then, average earnings have increased 263 percent, to an estimated \$79. (The latest figures issued by the Department of Employment for 1952 show average weekly earnings in covered employment at \$75.04, but increases since then, based on the upward movement of manufacturing wages, would raise this amount to at least \$79.) The maximum benefit amount, on the other hand, has increased only 67 percent—from \$18 to \$30. Consequently, the maximum benefit ratio to average weekly wages in covered employment has dropped to 38 percent.

The shocking fact is that California, long considered one of the most progressive states in the nation, ranks thirty-seventh among the 51 states and territories with regard to maximum benefit ratios. Only 14 states have a ratio of benefits to earnings lower than California.

In few states, therefore, is the need for action more pressing. California stands out as a prime example of those states which have failed almost completely during the past decade and a half to keep their unemployment insurance programs abreast of rising wage levels and improved standards of living.

An increase in the maximum benefit ratio to the recommended two-thirds of average weekly earnings, as supported by the Federal Advisory Council on Employment and approved by the Administration itself, would require a drastic upward revision of the California benefits structure. With average weekly earnings in covered employment at \$79, the maximum benefit would have to be increased to \$52.66 per week.

Toward this end, the Federation recommends an increase to \$50.

3. Provide dependency benefits of \$5.00 per week for the first dependent and \$2.50 for each additional dependent.

Although it is essential that unemployment insurance remain a "wage loss" system, the need for providing dependency benefits is fully justified in view of the present, inadequate benefits schedule in the law, and also from the standpoint of support and preservation of the family unit of organization in our society.

The family worker is obviously more seriously affected by unemployment than the single worker. His needs demand special consideration, especially in view of the present low level of benefits.

Precedent for the introduction of dependency benefits is already well established, with California, again, lagging far behind. Ten states and territories, as of December 1953, provide for a differential in benefit payments between single workers and those who have families wholly or mainly dependent upon them. The states and territories in question are: Alaska, Arizona, Connecticut, Maryland, Massachusetts, Michigan, Nevada, North Dakota, Ohio, and Wyoming.

4. Provide benefits during the first week of unemployment for those workers who are unemployed more than one week.

The Federation's position with regard to this recommendation is again clear and simple. Since the provision for a one-week waiting period in the California law is designed to give workers an added incentive to secure regular employment and to retieve the administrative burden of processing small claims, there can be absolutely no justification whatsoever for denying waiting period benefits to those workers who are unemployed longer than one week.

Retroactive payment for the waiting period, furthermore, would not increase the work-load of the Department of Employment, because once a claim is established, it is processed under the terms of the law.

5. Abolish the California merit rating system.

The traditional position of the Federation in opposition to merit rating, as detailed in the statement of policy adopted at our 1952 convention (see Proceedings, pp. 278-80), continues unabated.

Merit rating, rather than providing an effective inducement to the stabilization of employment, has operated as nothing more than a tax-saving device for employers. It has diverted attention from the real purpose of unemployment insurance and centered it upon the tax rate of individual employers.

The history of unemployment insurance in California is conclusive in this respect. It is an unwritten record of employers' subversion of every attempt to modernize the law to their own narrow interest of preserving the indefensibly low and economically unsound contribution rates under the merit rating provision of the law. The latest example of such subversion is the amendment attached to the Governor's \$5 increase in maximum benefits over his strenuous and active opposition.

Under the California merit rating system, there are two alternate unemployment insurance tax rate schedules—one with a tax range of 2.7 percent to 1 percent, and the other with a lower range extending all the way down to zero. Previous to the employer amendment, the lower schedule became applicable only when the balance in the unemployment fund at the beginning of the year equalled 7.5 percent of total taxable wages during the year ending the preceding June 30.

The employer amendment, however, reduces the fund balance requirement to 7.1 percent.

The intent of the employers in lowering the breaking point to 7.1 percent was to assure the continuance in 1955 of the lower tax schedule which has been in effect for the past few years. Should this prove to be the case, 36,113 employers in the state who are presently making no payment into the unemployment fund will continue their privileged status for at least another year, irrespective of the additional drain on the fund that will result from the \$5 increase in maximum benefits. Another 36,386 employers who have merit ratings under the lower schedule, which permits them to make contributions ranging from as little as nine-tenths of 1 percent all the way down to one-tenth of 1 percent, will also continue their special status.

Altogether, a full 42 percent of the state's employers are presently benefiting from the provisions of merit rating under California's unemployment insurance law, while the other 58 per cent must pay the 2.7 percent tax.

The fact that unemployment is not so much a measure of the individual employer's ability to provide steady year around employment, as it is of the general health of the economy and the characteristics of individual industries, raises serious questions as to the fairness of this situation. But even more important at the moment is the question of merit rating's adverse effects on maintaining a truly adequate reserve fund in California.

Despite an almost uninterrupted decade of prosperity, the California reserve fund barely meets minimum standards of adequacy with regard to its ability to withstand a prolonged period of falling employment, such as the one threatening the nation at present. According to the U. S. Bureau of Employment Security, California's reserve position is fifth lowest in the nation, with current reserves sufficient to pay benefits at postwar prosperity levels of unemployment for only 4.1 years.

This, in the face of our prevailing low benefit structure, which in itself is a byproduct of merit rating, demonstrates the complete incompatibility of this system of financing with the development of a sound and adequate system of unemployment insurance. As such, merit ratings should be abolished.

The Federation is cognizant, however, of the fact that merit rating is deeply rooted in our unemployment insurance program without the slightest chance of being abolished in the foreseeable future. In a realistic vein, therefore, we recommend serious consideration of the following alternatives as steps in the right direction:

- (a) Abolition of the zero merit rating, since there is no single employer in the state who does not have at least some potential liability on the fund for which he should currently pay some tax rate.
- (b) Abolition of the individual firm merit rate and consideration of a uniform merit rate, which would vary from year to year in accordance with the experience of all employers, and which would be applicable to all employers.
- (c) Readjustment of the maximum tax rate so as to warrant an amount sufficient to insure solvency of the fund, without the necessity of imposing penalty rates on particular industries least able to bear them.
- (d) Revision of the tax structure for a more equitable disposition by steps, as for example, 1/10 of 1 percent uniform throughout the schedule.
- (e) Overall reconsideration of the program to provide for payments on a counter-cyclical basis, so that maximum payments could be made during so-called good times and minimum payments made during so-called bad times.

Referred to Committee on Resolutions. Adopted, p. 183.

VΙ

UNEMPLOYMENT DISABILITY INSURANCE

(a) Maximum unemployment disability insurance benefits should be increased to \$50 a week.

The reasons for increasing the maximum weekly unemployment insurance benefit to \$50, as proposed in Policy Statement V, apply with equal force with regard to increasing unemployment disability insurance benefits. In a sense, the case for increasing the disability maximum is even stronger, in that the reserves in the disability fund are clearly ample, belong to the workers, and should be paid out to them.

Reserves in the state fund as of April, 1954, amounted to \$129,990,163, exclusive of worker contributions in the amount of \$103,243,115, plus \$17,513,969.89 in interest, held in the unemployment fund and available for disability insurance payments.

This huge piling up of reserves, far in excess of the amount required of an actuarily sound system of disability insurance,

is the direct result of workers having been denied over the years their right to draw benefits commensurate with the contributions they alone make. Department of Employment data shows that during the 8 years in which the disability insurance program has been in operation, workers have been allowed to draw only 55.85 per cent of their contributions in benefits.

The reason for this low ratio of benefits to contributions over the years is fairly apparent. Through the activities of the insurance lobby in Sacramento, liberalization of the benefits structure under the "state plan" has been effectively delayed in order to keep "voluntary plan" benefits down and profits high.

Simple justice to the worker demands immediate action to correct this intolerable situation. The basic disability benefit should be increased to a level proportionate to workers' contributions. Further, if the present 1 per cent tax rate should prove inadequate to sustain an increase in the maximum benefit to the recommended \$50, then the contribution rate should be raised accordingly, once the excess reserves accumulated during the years of low benefits have been worked down to a reasonable level.

The need for increasing the maximum disability benefit is also evident. Despite the \$5 increase in maximum benefits granted at the 1953 general session of the legislature, the current maximum of \$35 still amounts to only 44 per cent of average weekly earnings in covered employment, which at present is approximately \$79. This is obviously an inadequate benefit when well, and certainly cannot cover the additional medical costs of illness.

(b) Disability benefits should be provided during pregnancy.

A serious omission in the California disability insurance law is that it makes no provision for coverage of disabilities caused by or arising in connection with pregnancy.

According to the latest study by the Women's Bureau of the Department of Labor, women are both an integral and necessary part of our labor force. In 1953, there were approximately 19 million working women in the nation, comprising a full 30 per cent of our working force, and over half of these (10.7 million) were married.

The California picture is no different from the rest of the nation. Since their services are needed in the labor force, and since pregnancy is a common and natural cause of disability, it is most inconsistent that pregnancy should continue to be excluded from coverage under provisions of the California disability law.

Another important fact revealed in the above-mentioned study is that the vast majority of married women workers work not for frivolous reasons, but to help meet daily living expenses, and to prevent the family income from falling below a minimum subsistence level. Thus, as in the case of dependency benefits for straight unemployment insurance benefits, pregnancy benefits would help those who need it most.

(c) The waiting period for all disability spells lasting more than one week should be compensated.

The waiting period in cases involving hospitalization was removed by the legislature in 1949, but with regard to non-hospitalized cases, the law still requires a waiting period of seven consecutive days of disability for each continuous period of disability.

There is no good reason for denying benefits for the first week of a prolonged illness lasting over one week, irrespective of whether or not the person is hospitalized. The doctor's certificate bears witness to the disability, and no amount of waiting or denial of benefits will result in quick recovery. Denying benefits for the first week may actually increase the drain on reserves in that such a denial may place monetary limits on medical aid during the early stages of an illness, which in turn may prolong the illness and thereby tend to increase the duration of a claim.

In many cases, removal of the waiting period would amount to a sizable increase in total benefits. In 1953, "state plan" basic claims averaged 9.6 weeks of compensation, while basic "voluntary plan" claims were paid for an average of six weeks. This means that when the one-week waiting period is added, the average state plan claimant was ill and disabled 10.6 instead of 9.6 weeks, and the voluntary plan claimant, 7 instead of 6 weeks. Thus, the total benefit for the average state plan claimant would be increased 10 per cent, while the total benefits for the voluntary plan claimant would be increased by about 17 per cent, on the basis of 1953 experience.

Precedent for eliminating the waiting period may be found in the large percentage of private plans that have either completely eliminated the waiting period or have reduced it considerably. A full 73 per cent of private plans approved as of June 30, 1953, covering 67.7 per cent of eligible employees, have no waiting period for non-hospitalized accident cases. About 3.9 per cent of the private plans, covering 10.8 per cent of eligible employees, have reduced the waiting period in cases of non-hospitalized illness to three days or less. A few plans, covering about 2 per cent of eligible employees, have removed the waiting period completely in both sickness and accident cases.

(d) Full coverage should be extended to agricultural and domestic workers and employees of non-profit organizations and of city, county, and state government.

Extension of coverage under unemployment insurance, as recommended in Policy Statement V (b) 1, would automatically extend coverage under the disability insurance law. Failure to extend coverage under unemployment insurance should not, however, preclude separate action with regard to disability insurance.

Referred to Committee on Resolutions. Adopted, p. 185.

VII

WORKMEN'S COMPENSATION

(a) The maximum benefit amount for both temporary and permanent disability should be increased to \$50 a week.

Under present law, the maximum weekly workmen's compensation benefit is \$35 in cases involving temporary disability, and \$30 in cases involving permanent disability. The last general increase granted by the legislature was in 1947, when the maximum benefit for both permanent and temporary disability was raised by \$5. In 1951, an additional \$5 was added to the temporary disability maximum. Since then every effort to bring benefits in line with current wage levels, in accordance with standards already written into the law, has been thwarted by a dominant combine of employer and insurance groups in Sacramento.

The California wage-loss standard for reimbursement of injured workers is 65 per cent of average weekly wages. But because a worker's average weekly earnings under the law are taken as 95 per cent of actual earnings, this 65 per cent wage-loss concept is automatically reduced to 61.75 per cent. Thus, the maximum earnings on which temporary disability benefits are

computed is \$56.67 (61.75% of \$56.67—\$35), and the maximum earnings on which permanent disability benefits are computed is 48.58 (61.75% of 48.58=30).

Quite apart from the arbitrary reduction in the wage-loss standard from 65 to 61.75 per cent, most injured workers, because of the above limitations on maximum earnings, receive maximum benefits a great deal below even 61.75 per cent of their weekly earnings.

Evidence to this effect is found in the latest annual report issued by the State Division of Labor Research and Statistics, analyzing 11,435 disabling work injuries during the month of September, 1953. An estimated 82 per cent of the workers injured during that month earned more than \$56.67, the maximum earnings on which temporary disability benefits are computed, while almost 90 per cent earned more than \$48.58, the maximum on which permanent disability benefits are computed. In other words, approximately 82 per cent of temporarily disabled workers and 90 per cent of permanently disabled workers are receiving benefits of less than 61.75 per cent of their earnings. Taking male workers only, the same study reveals that 88 per cent of those temporarily disabled and 94 per cent of those permanently disabled are receiving benefits less than intended under the present wage-loss standard in our workmen's compensation law.

There is additional evidence to prove the gross inadequacy of the present maximum benefit. Earnings of California workers injured during September, 1953, averaged \$79.86 a week. The \$30 maximum received by the permanently disabled, therefore, amounted to only 38 per cent of average weekly earnings, while the \$35 received by the temporarily disabled amounted to but 44 per cent of average earnings. This is considerably less than 61.75 or 65 per cent of average wages.

An increase in the present maximum for both permanent and temporary disability to \$50, as recommended, would make it possible for workers earning up to \$80.97 a week to receive a benefit equal to 61.75 per cent of their earnings. Although an upper limit of \$80.97 on average earnings is about a dollar higher than the present average wage of injured workers, it is fully justified in view of the fact that it is computed from the arbitrary 61.75 per cent, instead of the 65 per cent wage-loss standard.

Even if the maximum benefit were increased to \$50, a full 44 per cent of the injured would continue to receive a benefit

of less than 61.75 per cent of their earnings, on the basis of the above-mentioned study by the Division of Labor Research and Statistics.

(b) Dependency benefits of \$5.00 per week for the first dependent and \$2.50 for each additional dependent should be added to the basic weekly benefit.

The legislature recognized the soundness of the principle of dependency benefits in 1949 by enacting a Federation-sponsored bill providing for a 25 per cent increase in the death benefit due a widow when she has one or more dependent children. Since there is equal justification for granting additional aid for dependents when the wage earner is alive but unable to work, the principle should now be extended to all other compensation cases.

As of December, 1953, 12 states, and the federal government already provide dependency benefits for both temporary and permanent disability. The states are as follows: North Dakota, Massachusetts, Utah, Vermont, Nevada, Illinois, Montana, Idaho, Oregon, Michigan, Wyoming, and Washington.

(c) The waiting period should be compensated in all cases lasting more than one week.

The straight 7-day waiting period under California's workmen's compensation law was liberalized somewhat in 1949 by providing payment of benefits to cover the first week of disability in those cases where disability lasts more than 49 days, or 7 weeks. The law in this respect, nevertheless, remains unduly harsh and restrictive, especially when considered in light of the existing low ceiling on benefits.

As pointed out in section (a) of this statement, the average worker who is temporarily disabled and qualifies for maximum benefits, is compensated for only 44 per cent of his weekly wage loss. If he is disabled for 49 days or less he suffers an additional wage loss of at least 14 per cent because of the 7-day waiting period provision in the law. He is therefore compensated for only 30 per cent of his total wage loss.

This is an intolerable situation. Industrial accidents and diseases are, unfortunately, an inseparable part of production. The cost of human breakdowns should be borne by industry as in the case of machinery and other elements of production.

The degree to which California is falling behind other states and territories in the liberalization of the waiting period provision is revealed in the 1953 report of the State Senate Interim Committee on Workmen's Compensation Benefits. states and territories (including the U.S. Employees' Compensation Act) have already reduced their waiting period to less than 7 days, usually 3 days. With regard to retroactive benefits for waiting periods in cases of prolonged disability, in 39 of the 42 states and territories having such provisions, the laws are more liberal than California's. In most of the states that do not have retroactive provisions, the waiting period is less than 7 days. Five states, moreover, already compensate workers for the waiting period in disability cases lasting more than one week. They are: Massachusetts, Nevada, New Hampshire, North Dakota, and Wyoming.

(d) Coverage should be made mandatory in agriculture and domestic service.

The two major areas of employment in which coverage is not mandatory at present are agriculture and domestic service. Farm workers are denied protection of the law if the employer expressly rejects coverage or if his calendar year payroll is \$500 or less. Household domestic workers are excluded if they work less than 52 hours per week per employer, except where the employer elects coverage.

It is clearly to the advantage of such employers to elect coverage, but many of them, either through inadvertence or sheer ignorance of the advantages of protection, fail to do so. Consequently, when a work injury occurs, the worker is forced to sue through the courts for his compensation. The costs of litigation, however, are so high that the worker is more or less forced to settle out of court for much less than he would be entitled to under workmen's compensation.

The need for making agricultural coverage mandatory is made apparent in the work injury reports of the State Division of Labor Research and Statistics. In 1953, disabling injuries to farm hands numbered 14, 202, or approximately 10 per cent of all disabling work injuries in California last year. The rate of injury in agriculture was 47 per 1000 workers, which was higher than all other industries with the exception of mineral extraction and contract construction.

Farm fatalities in 1953 numbered 114, and accounted for 13.7 per cent of all fa-

talities among California workers. Only three industries had a higher death total.

The need for extending coverage to household domestics is equally pressing. Home accidents are one of the major causes, if not the leading cause of deaths, in some years the rate being even higher than the auto accident death rate. Among paid household domestic workers, the number of disabling injuries amounted to 1,214 in 1953; fatal accidents numbered 7, according to the Division of Labor Research and Statistics. These figures, however, only relate to household workers presently covered by voluntary action of the employer. For every accident reported, at least 3 or 4 go unreported.

(e) The death benefit provision should be amended to continue payments to dependent spouse until death or remarriage, with additional benefits for dependents.

The duration of death benefit payments, under California's workmen's compensation law, is limited by the maximum death benefit amount. The present death benefit, in cases of total dependency, is \$7,000, unless the surviving widow has at least one dependent minor, in which case the maximum is increased to \$8,750. Since the method of payment is the same as for temporary disability benefits, the dependent spouse of a deceased worker whose average weekly wage was more than \$56.67, would receive \$35 for 200 weeks or approximately 4 years (\$7,000 \div \$35), if the spouse is without dependent minor children. The same dependent spouse with minor children would receive \$35 for 250 weeks or about 5 years $(8,750 \div $35)$. An increase in the maximum temporary disability amount to \$50, as recommended in section (a) of this statement, would decrease the duration of death benefit payments to 140 weeks, or about 21/2 years, in the case of a dependent spouse without any minor children, and to 175 weeks, or approximately 31/3 years, in the case a dependent spouse with minor children, assuming, of course, that the deceased worker had earnings high enough to qualify for the \$50 maximum payment.

The inadequacy of the duration period of death benefit payments becomes more apparent when considered in light of the information about dependents of California workers killed in industrial accidents.

The latest study by the State Division of Labor Statistics and Research shows that, of 798 fatally injured workers in 1953, 600, or 75 per cent, were survived by widows whose median age was 41.7 years. Obviously, a few years' compensation at the low rate of \$35 per week would not begin to make up for the loss of many more years of support which the spouse of a 41-year-old would have been able to provide had there been no fatal accident. Forty-one years of age, furthermore, although relatively young in terms of life expectancy, would be a severe handicap to a widow entering the labor market for the first time.

Care of the widow's minor children is an additional employment handicap. A full 58 per cent of the industrial widows in 1953 had children under 18 years of age; 33 per cent were left with three or more minor children.

Extending the duration of death benefit payments for life or until remarriage, moreover, would not be breaking new ground. According to the 1953 report of the State Senate Interim Committee on Workmen's Compensation benefits, the laws of 8 states, and the federal Longshoremen's and Harbor Workers' Act and the U.S. Employees' Compensation Act, incorporate this provision in the death benefit. The eight states are: Arizona, District of Columbia, Nevada, New York, North Dakota, Oregon, Washington, and West Virginia. Five of these states-District of Columbia, Nevada, Oregon, Washington, West Virginia - and the Longshoremen's and Harbor Workers' Act also provide additional benefits for dependent children.

(f) The law should be amended to provide rehabilitation benefits, with provision for payment of full disability benefits during period of rehabilitation training, in addition to all other benefits now provided under the law.

The soundness of including rehabilitation benefits under workmen's compensation was recognized by the State Senate Interim Committee on Workmen's Compensation Benefits in its 1951 report to the California legislature, wherein it was stated in part:

"Physical restoration of injured workers is an obligation of industry and a primary purpose of workmen's compensation laws. Over the years, the aim toward physical restoration has been represented by demands for the best medical and surgical services without limitation as to the period such services must be rendered. This program meets the requirements... where re-

covery enables the workers to return to their former jobs and perform to 100 per cent of their original capacity. But many workers suffer injuries that leave them incapable of performing the duties of their former occupations. From the time workers suffer injuries of this latter severity, and often when they suffer injuries of much lesser severity, they are subjects for economic rehabilitation — a service, or a combination of services, that will restore these disabled workers to the fullest physical, mental, and vocational usefulness of which they are capable."

With regard to the California workmen's compensation law, the report added:

"Except for the requirement for physical restoration through medical, surgical, and hospital care and treatment, our workmen's compensation law makes no provisions whatsoever to assure the worker's return to his former employment, or to some gainful employment wherein he will have income and future opportunities equal to or closely approximating the income and opportunities in the employment for which his injury has disqualified him."

The Interim Committee pointed out, furthermore, that "the obligation to the injured workman is not met through the cooperative agreement presently in effect between the Industrial Accident Commission and the Bureau of Vocational Rehabilitation... When the commission has reported the case to the bureau, and payments for temporary compensation have been terminated because the workman's physical condition has been declared to be static, then, except for an award for permanent disability, the legal obligations have been met by the commission and the employer."

Although the committee concluded that each employee who suffers a compensable injury should be restored to the physical and mental condition that existed at the time of the injury insofar as possible and practicable, the basic question of how to amend the law to accomplish this purpose was left open, and still is open.

Justice to the injured worker demands, as the Federation pointed out before the State Senate Interim Committee at subsequent hearings in San Francisco in July, 1952, that rehabilitation benefits be provided under the law in addition to all other benefits. During the period of rehabilitation training, the injured worker should receive full disability benefits without any reduction in permanent disability payments.

The employer-insurance carrier argument that if rehabilitation benefits are

provided, then permanent disability payments should be correspondingly reduced, is completely unsound, especially in view of the total inadequacy of present permanent disability payments. Permanent disability benefits are a form of reimbursement for impairment; rehabilitation does not remove the impairment. It merely helps the injured worker lead a more useful life in spite of the impairment.

Inasmuch as accidents are an inseparable part of industrial production, industry, and not the state, should bear the burden of restoring an industrially injured man to the fullest possible wage-earning capacity, in much the same manner as it must bear the cost of restoring the usefulness of a broken-down piece of machinery. Insurance companies should recognize that, although rehabilitation may represent the expenditure of a fairly large sum of money at one time, this initial cost could save them a lot of money in the long run in medical and hospital bills on persons unable to work without rehabilitation, but who could be restored to gainful employment with rehabilitation training.

Precedent for the type of rehabilitation benefits recommended is well established. In Wisconsin, full compensation payments within specified limits are provided for during rehabilitation training, in addition to scheduled amounts payable for impairment. Other states which have added rehabilitation under workmen's compensation include: Arkansas, Minnesota, Mississippi, and Ohio.

As Max D. Kossoris, western regional director of the Bureau of Labor Statistics, pointed out recently with regard to rehabilitation in a workmen's compensation article in the Monthly Labor Review: "Here is an example of a service which a workmen's compensation administrative agency can perform—a service in keeping both with the original concept of rehabilitating workers to gainful employment and the modern concept of encouraging self-support rather than 'welfare support'."

Referred to Committee on Resolutions. Adopted, p. 186.

VIII

HEALTH INSURANCE

(a) The Federation will continue to press for a comprehensive program of health insurance on a national or state level in order to provide qualitative medical care for all, regardless of income.

That the mass of fragmentary, voluntary health plans developed during the past 15 years are failing to provide a solution to the pressing problem of financing the nation's medical bill is no longer a debatable question. It is a matter of fact established and documented in study after study, the latest and most comprehensive being one presented this year before the Wolverton Committee in the House of Representatives by the Health Information Foundation—a private research organization supported entirely by large drug and chemical corporations under the chairmanship of Herbert Hoover. whom even the American Medical Association can hardly accuse of radicalism.

The salient points in this and other studies, including the latest Department of Commerce survey of voluntary insurance against sickness for the year 1952, suffice to demonstrate the inadequacy of present plans and the need for comprehensive health insurance.

Today, approximately 58 percent of the population, or 89,500,000 people have some type of health insurance, representating a growth of 83,900,000 in the past decade and a half. Labor takes great pride in this growth because it is largely through labor's efforts to seek wider health protection that these plans, inadequate as they are, have been extended. Labor recognizes, however, that the great wave of expansion has largely by-passed those most in need of medical care, and least able to afford it. Approximately 60 percent of families with annual incomes of less than \$3,000 and another 30 percent of those with incomes between \$3,000 and \$5,000 have no health insurance whatsoever, not even the limited hospital-surgical protection provided by the vast majority of the voluntary plans in existence.

While voluntary plans have failed to reach those most in need of insurance, they also have failed to offer adequate coverage for those brought within their provisions. Despite the fact that 58 percent of the population is covered by existing plans, only 15 percent of the \$10.2 billion in medical costs incurred annually by the American people is being defrayed by such plans. The great bulk of medical care expenditures still comes from the individual patient's pocket, and in many cases the individual cannot afford it. According to the Health Information Foundation's survey, six and a half million families were found to be in debt to hospitals, doctors, dentists, and other suppliers of medical goods and services—to the tune of \$900 million. In addition, another \$200 million

was found to be owed to banks and other creditors for loans to pay for medical expenses.

The failure of voluntary plans to meet the health needs of the nation is understandable, in view of their inadequate coverage both with regard to the types of services insured and the extent of coverage for dependents. Most voluntary plans are of the limited indemnity type underwritten by private insurance carriers or the Blue Cross and Blue Shield type plans which emphasize benefits for hospital and surgical expenses during acute illness. Yet this type of service accounts for only onethird of family medical care expenditures. Fees and charges for physicians' services constitute the largest single category of medical costs, amounting to \$3.8 billion a year, but insurance benefits are presently covering only 13 percent of these costs. Further, the limited benefits provided by most existing plans are reduced considerably for dependents, and under many plans dependency coverage is not included. And this, despite the fact that family dependents incur 80 percent of the family medical bill. Only about 3 percent of the nation's population, as the President's Commission on the Health Needs of the Nation pointed out, is covered by comprehensive, group practice prepayment plans which provide direct services instead of indemnity payments, and which make possible preventive medicine practices precluded by the indemnity type plans.

The limited indemnity plans, furthermore, have tended to serve the doctors admirably in their practice of charging what the traffic will bear. Indeed, in some cases, strong grounds for suspicion exist that persons covered by such plans have been left no better off than had they been without coverage. To the extent that this tendency exists, as AFL Director of Social Activities Nelson H. Cruikshank has pointed out, "these plans may properly be described as 'doctors' benefit' plans, rather than employee benefit plans. For they enable doctors to receive higher fees for services to low-income workers than would otherwise be the case, without sacrificing their ability to charge what the traffic will bear to others, regardless of the schedule of maximum benefits in the plans."

In recognition of the abuses and short-comings of existing medical plans, organized labor is taking another look at the plans that have been negotiated through collective bargaining. During the past year, several health and welfare conferences have been held in various parts of

the state under the sponsorship of central labor councils to thrash out some of the problems involved.

Organized labor is giving increasing attention to the desirability of establishing union health centers, such as the Labor Health Institute in St. Louis, the health centers established by the International Ladies' Garment Workers Union, and the AFL Health Center in Philadelphia. These centers have demonstrated the advantage of more efficient organization of medical practices, making possible comprehensive medical care of the highest quality at the lowest cost while at the same time opening new horizons in the neglected field of preventive medicine.

Organized labor recognizes that plans of this type have great potentials and hold great promises as one avenue toward a solution of the health problems of a substantial number of people in the country in areas where it is possible to establish them. Financial assistance through government-insured loans or direct, longterm low interest bearing loans, however, is needed to encourage their growth, for these plans stand as an example of what can be done and what the commercial insurance and medical society plans fail to do. These plans, although they have recognized shortcomings which must be ironed out, are all going in the direction which the labor movement wishes to go, providing a sound base for comprehensive medical services which will be able to advance even more effectively with the stimulus of national or state health insurance as endorsed by organized labor.

The essential fact remains, however, that a comprehensive health insurance program on either the state or federal level, which would encourage local group practice plans as an integral part of the system, is essential. As in the past, the principle which organized labor supports is the "social insurance principle," and not "socialized medicine." We insist that such a program include iron-clad guarantees which (1) preserve the private relationship between patients and physicians, (2) insure that both parties have full freedom of choice, (3) encourage early diagnosis, preventive medical procedures, and use of special laboratory aids, necessary drugs and appliances, without worry or expense for the patient or doctor.

The principle of free choice, although essential, should be realistic in its application. It should be broadened, rather than continued in its narrow, sometimes meaningless application, to include the choice of the method or type of medical care to

be selected, and it should, if it is to be meaningful, include access to the best hospitals and doctors and health service centers.

Labor, it should be pointed out, is not under the illusion that national health insurance alone can solve the nation's health problems. Removing the financial barriers to universal and adequate care would not provide for the urgently needed expansion of the nation's medical facilities. A sound health in surance program, therefore, should be coupled with legislation designed to assist the expansion of medical training and educational facilities, hospitals, clinics, and health centers.

Toward this end, the Federation will continue to bend every effort.

(b) President Eisenhower's "reinsurance" program is inadequate on its face, and based on a principle illsuited to meet the staggering problem of financing the nation's medical bill.

The "reinsurance" scheme has been labeled by the present Administration as its main health proposal for meeting "with vigor and imagination" some of the unmet health needs of the American people. It is the President's answer to the admittedly "key problem" of the cost of medical care.

Specifically, the scheme as presented to Congress proposes the establishment of a \$25,000,000 revolving fund to pay 75 percent of "reinsured costs"-defined as "benefit costs" in excess of "premium income" minus a so-called administrative expense allowance-of voluntary health insurance plans, including indemnity plans of private insurance companies, Blue Cross and Blue Shield plans, and comprehensive prepayment plans. The avowed purpose of "reinsurance" is to make it possible for voluntary plans to (1) extend coverage to groups not now covered and to new geographic areas, and (2) to provide new and improved benefits and services.

Organized labor has studied carefully the President's "reinsurance" plan and the statements made in its support, and finds nothing in the proposal that holds promise of fulfilling even a small part of its ambitious, high-sounding objectives. A pitiful \$25 million program to solve a \$10.2 billion problem of financing the nation's medical bill, we submit, is inadequate on its face.

Further, reinsurance as a principle, apart from the inadequacy of the proposed \$25 million fund, is ill-suited to meet the basic financial problem involved in extending the benefits of medical science to all people regardless of income. This point was brought out with devastating clearness in the testimony of Nelson Cruikshank, AFL Director of Social Activities, before the Wolverton Committee in the House of Representatives on April 1, this year:

"It may be that for some of the non-profit organizations...the removal of a portion of the risk involved in extending protection to new areas may result in some actual extension of such protection. If this should, in fact, prove to be the case, it should be recognized that it is because these nonprofit organizations, by definition, are motivated by different incentives than are the commercial carriers.

"It is precisely at this point that what appears to us as one of the major fallacies on which this bill has been developed becomes apparent. It is a truism among businessmen that they are not in business for their health. It should be equally apparent that insurance companies are not in business for other people's health. This is not offered as a criticism of private business enterprise. It appears to us that the proposals of this bill, so far as they relate to the insurance carriers, are predicated on the assumption that these carriers are chafing at the bit awaiting the removal of the barriers to permit them to rush into the high-risk areas in order that they may fulfill their mission of meeting the health needs of the country. This we submit is a false assumption. The commercial insurance companies are in business for profit, though they will incidentally meet part of the health needs of the country in the course of their profitmaking, so long as competitive conditions maintain. If a limited reinsurance provision were all that was required to release the assumed pentup social purpose of insurance carriers, it seems likely that the insurance companies themselves would have developed such arrangements in this field, as indeed, they have done with respect to many types of insurance. The fact seems quite clear that commercial insurance companies will continue to offer their useful but limited and generally inadequate type of protection in the areas of service where profits are readily attainable. Without some additional incentives and motivations, they will not move into the high-risk areas, simply in order to meet a social need. It is at this point that this bill is mainly deficient. We can find nothing in it that provides a positive incentive for the commercial insurance companies to meet these major social objectives."

For these reasons organized labor has come to the conclusion that the President's ill-conceived scheme should be rejected. The solution to the problem of paying the staggering \$10.2 billion medical bill now borne each year by the public with little assistance from existing voluntary plans can hardly be sought in the creation of a reinsurance fund of any size which attempts to insure, not the people who pay the bills, but primarily the insurance companies who now profit so handsomely from their distress. Under such conditions, it would appear better if the present Administration merely declared its "honorable" intentions, and saved the \$25 million until it is prepared to face squarely the problem of financing medical care as recommended in section (a) of this statement.

Referred to Committee on Resolutions. Adopted, p. 186.

IX

SOCIAL SECURITY AND WELFARE

(a) The Eisenhower Administration's progressive program for the liberalization of the Old Age and Survivors' Insurance system, although it does not go as far as the American Federation of Labor believes that it is practical and desirable to go, is received warmly by organized labor as a long step forward in preserving, improving, and extending the American social security system.

The Administration's program for liberalization of the federal Old Age and Survivors' Insurance program (OASI) stands out as the most constructive and forward looking program yet produced by the Administration. It repudiates the irresponsible efforts of the Chamber of Commerce and other big business organizations to convert the system into a subsistence dole (see Proceedings, 1953, pp. 267-8), and at the same time accepts the principle of contributory social insurance, under which benefits are earned as a matter of right, rather than of charity or largess, and whereby the dignity of the individual person is preserved. Further, the Administration's program endorses and extends the principle long advocated by organized labor that benefits should be related to, and based upon, past earnings and employment, and financed by joint employeremployee contributions to a self-sustaining fund, adequate to assure the long-term integrity of the program.

Organized labor commends the Admin-

istration for its forthright rejection of the slanders and schemes advanced by the enemies of social security. As noted by the national AFL, this action has "served to reassure the millions of working people in this country, whose future welfare is so closely linked to the Old Age and Survivors' Insurance system, that the system is safe in the hands of the new regime."

This commendation, however, does not imply that the Administration has met all the recommendations of the AFL for the improvement of the OASI system. On the contrary, although the Administration's program, as embodied in HR 9366, represents an important advance in social security, it falls short of what the AFL believes can and should be done.

The following summary of the major provisions of HR 9366, while indicative of its substantial contribution toward a better social security system, also shows where it fails to meet AFL requirements. (At the time of writing, HR 9366 has passed the House and the Senate Committee on Finance and is presently waiting floor action on the Senate. Although the Senate Finance Committee version is more restrictive than the House version with regard to coverage, there appears little doubt that the measure will pass with its major provisions intact.)

Coverage

As passed by the House, coverage would be extended to approximately 5.85 million persons on a compulsory basis and another 3.85 million on an optional basis, as follows:

Mandatory coverage: Self-employed farm operators whose net farm earnings total at least \$400 annually (3.5 million); farm workers paid at least \$200 a year by a given employer (1.3 million); professional, self-employed persons earning at least \$100 a year, now excluded, including lawyers and dentists (but not doctors), architects, engineers, acountants, funeral directors, and ministers (400,000); domestic workers in private nonfarm homes, and certain others, who earn \$50 in a quarter, but who are presently excluded because they do not work 24 days with one employer (250,000); most federal workers not presently covered by retirement systems (150,000); homeworkers presently excluded because their work is not subject to state licensing laws (100,000); fishermen employed on shore or on vessels of 10 tons or less (50,000); and citizens employed by American employers on vessels or aircraft of foreign registry (very few).

Optional coverage: Employees of state and local governments (excluding policemen and firemen) who are presently covered by state and local retirement systems, according to an agreement by state and federal governments, providing a myjority of the employees vote in a referendum and two-thirds of those voting favor coverage (3.5 million); ministers and members of religious orders, if the nonprofit organization employing them elects to come in and two-thirds of the employees so vote (250,000); and American citizens employed outside the United States by foreign subsidiaries of American employers, if the employer and the United States agree (100,000).

With regard to coverage of farm workers, the first step toward inclusion was taken in 1950 when some 700,000 "regularly" employed agricultural workers were brought in the system under requirements of three months' continuous service with one employer before coverage started, and thereafter employment by that employer on a full-time basis for at least 60 days in a calendar quarter, with cash wages of at least \$50 for services in the quarter. The original Administration proposal in HR 9366 was that a hired farm worker be included if he earned as much as \$50 in a calendar quarter from a single employer, regardless of the number of days he worked, thus extending coverage to about 2.6 million more agricultural workers. The House, however, changed this original recommendation to \$200 a year from a given employer, on grounds of administrative simplification. But in doing so, the House cut the Administration's recommendation in half, removing from potential coverage about 1.3 million workers, a very large proportion of whom are the migratory, intermittent workers, most in need of OASI coverage.

These seasonal and migratory farm workers are vital to the process of our increasingly mechanized agricultural production, but they are, for the most part, without the protection of any of our labor laws, including wage-and-hour legislation, workmen's compensation, unemployment insurance and protection of the right to organize. Organized labor is hopeful that the provision for coverage of these workers in the Administration's original bill may represent the first step in meeting the needs of these truly forgotten people. Although the House has restricted the Administration's version, there still remains some hope in this respect in view of the fact that the Senate Committee on Finance has re-inserted the original Administration

provision requiring only \$50 a quarter from one employer in place of the House-adopted provision requiring \$200 a year from an employer.

On the other hand, the Senate Committee on Finance has removed from the House version of HR 9366 the provision for extending coverage to some 150,000 federal employees not presently covered by retirement systems, while making coverage of some 3.6 million farm operators and 400,000 self-employed professionals optional, rather than mandatory as in the House version. The Finance Committee has also amended the referendum provision on voluntary coverage of state and local government workers to require a favorable vote by a simple majority of all eligibles, instead of a two-thirds majority of those voting as provided in the House version.

Increase in Benefits and Wage Base

HR 9366, as passed by the House and recommended to the Senate by the Committee on Finance, increases benefits and establishes a somewhat more realistic relationship between benefits and wages.

Benefits are increased for the 6.3 million persons presently receiving benefits by an average of \$6, the lowest increase being \$5. The new benefit range for retired workers would extend from \$30 to \$98.50, instead of from \$25 to \$85. Dependents would also get a proportionate increase.

Future beneficiaries would have benefit figures under the following formula: 55 percent of the first \$110 of average monthly wage (instead of \$100 as at present) plus 20 percent of the next \$240 (instead of 15 percent of the next \$200). Minimum future benefits would go from \$25 to \$30; maximum family benefits from \$168.75 to \$200; maximum retired wage earner benefits from \$85 to \$108.50.

Of primary importance is the provision in the bill which increases from \$3600 to \$4200, the taxable earnings base for computing average earnings on which benefits are paid. This move increases the tax of both the employer and employee \$12 a year if the worker makes \$4200 a year, but it also makes possible the paying of higher benefits. For example, a worker with an average monthly wage of \$325 would lose \$5 a month in benefits if the wage base were frozen at \$3600 instead of being raised to the proposed \$4200 level. A worker with an average monthly wage of \$350 would lose \$10 a month.

The fact is that the increase in the taxable base is essential to the preservation of the basic principle underlying our social security system—namely, that benefits should be paid as a form of earnings insurance, rather than as a subsistence dole. It is for this reason that the insurance companies and the employers' organizations are concentrating on removing this provision.

By allowing workers to earn, and to contribute toward, higher OASI benefits as they progress up the wage ladder, the traditional American concept of incentives and rewards is built into our social security system. This principle is undermined, however, if the wage base fails to keep pace with increases in the general level of earnings, so that a growing portion of the wages of covered workers is excluded in the calculation of benefits and contributions.

It is obvious, therefore, that in order to preserve the wage-related benefit structure, the maximum yearly earnings on which contributions are collected and on which benefits are based must be high enough to include the total earnings of most, if not all, of the workers covered under OASI. As President Meany pointed out before the Senate Committee on Finance, when the social security system was started, this objective was nearly met, as in 1938 the total earnings of all but 6 percent of all workers under the system were less than the \$3,000 limit then in effect. But by 1950 some 57 percent of workers covered by OASI had yearly earnings above \$3,000. By 1933, over 60 percent of all full-time male workers were earning more than this amount.

In this light, the provision in HR 9366 which raises the base to \$4,200 would only restore the proportion of wages covered to about the level of 1949. The amendments of 1950 did only half the job of restoring the relationship of benefits to past earnings. In order to cover the total earnings of the 94 percent of workers whose total earnings were covered in 1938, the maximum would have to be raised to \$7,500.

The national AFL has proposed that, in order to maintain a realistic benefit structure, the maximum earnings base should be raised immediately to at least \$6,000. The Administration's bill is only a very short step in this direction.

Retirement Test

Under present law, retired workers under 75 are denied benefits for any month in which such individual earns more than \$75 a month. On the other hand, self-employers are allowed to earn up to \$1000 a year

without losing any benefits whatsoever, even if the \$1000 is earned in two or three months.

HR 9366, as approved by the House, makes the limitation on earnings of beneficiaries under 75 the same for wage earners and self-employed, thus permitting workers to average their wage out over the year. A beneficiary could earn as much as \$1000 in a year in any employment, covered or non-covered, without losing any benefits. One month's benefits would be lost for each \$80 earned in excess of \$1,000, but the \$1,000 would be applied to the entire year. Under this provision, for example, a retired carpenter could earn \$333 a month for three months without losing any benefits, while under current law, he would be denied benefits during those three months. Social Security officials estimate that more than one million workers, otherwise eligible, are presently barred from receiving OASI checks because of the unfair operation of the current provision.

The Senate Committee on Finance has further liberalized the retirement test beyond the provision in HR 9366 as passed by the House, by (1) lowering from 75 to 72 the age at which a retired person may earn an unlimited amount of money without loss of old-age benefits, and by (2) cancelling only a month's benefits for each unit of \$80 earned in covered employment after an allowance of \$1200 in earnings instead of \$1000. The \$1000 allowance in the House version applies to non-covered employment as well as covered employment.

"Freezing" Benefits of Disabled

Under present law, no provision whatsoever is made against the loss or reduction of retirement benefits as a result of permament or temporary disability. HR 9366, in this respect, contains a provision which allows a person with a long and recent record of covered employment, upon becoming totally disabled by illness or injury, to apply to an approved State Vocational Rehabilitation Service to have his earnings record frozen as of the quarter year following that containing the date of the injury. This would protect the disabled worker from losing fully insured status and from having his earnings average (and benefits) decreased.

As such, this provision is a step forward, but the disabled worker would still not be eligible for OASI benefit payments until he reached the age of 65. It has been the long standing position of the AFL that

benefits for the permanently disabled should start immediately.

Income loss resulting from permanent, extended disability is a major economic hazard to which workers are exposed. The resulting economic hardship to the family is frequently even greater than that created by old age or death. The family must not only face the loss of the bread-winner's earnings, but must meet the costs of medical care. As a rule, savings and other personal resources are soon exhausted.

The problem of the disabled younger worker is particularly severe, inasmuch as there are likely to be young children in the family without the worker having had an opportunity to acquire any significant savings. Thus, social insurance provides the only practical and adequate method of preventing dependency from income loss resulting from this cause. The federal government is now operating such programs for railroad employees and career government workers. The successful operation of these programs, moreover. is sufficient to prove the falseness of the arguments so frequently advanced that the federal government cannot soundly administer a disability program.

In effect, HR 9366 merely tells the worker to pull body and soul together during his years of incapacity until he is 65, when he is assured payment of full OASI retirement benefits. Clearly, this is not enough.

Other Major Provisions

Another significant step forward is a provision in HR 9366 which permits a worker, in computing his average monthly wage for purposes of determining benefits, to ignore the five years in which his earnings were lowest or non-existent. In effect, this provision enables a worker to disregard the declining earning power of some of his latter years, and at the same time provides a built-in factor designed to gear benefits to long-term wage increases which are a function of a dynamic economy such as ours, characterized by steady increases in productivity.

Likewise of significance is the provision which provides for progressive increases in the OASI tax rate to insure the adequacy of the Trust Fund for the payment of benefits in the future. The present 2 percent tax on both employers and employees, which went into effect on January 1, 1954, would increase to 2½ percent in 1960, 3 percent in 1965, 3½ percent in 1970, and 4 percent in 1975 and thereafter. Self-

employed persons would pay 1½ times the property taxpayers who must foot the these rates.

full bill in the form of general relief pa

In this respect, organized labor takes great encouragement in the shift in Administration thinking from a position of opposition to the scheduled increase in the tax rate that took place in January (see Proceedings, 1953, p. 268), to its current position in support of scheduled increases in the future. This will make possible soundly financed improvements in the social security system.

(b) A state program of aid to the permanently and totally disabled should be enacted in accordance with provisions of the federal Social Security Act.

Under the public assistance provisions of the federal Social Security Act, as extended this year by Congress, provision is made for federal grants-in-aid to states which establish public assistance programs in four categories-aid to the aged, dependent children, the blind, and the permanently and totally disabled. The provision for federal assistance to states for aid to the permanently and totally disabled was added to the Social Security Act in 1950. To qualify for such federal funds in this relatively new category of federal assistance, a state must enact and submit for approval by the federal Social Security Administrator a comprehensive plan for granting such aid, as in the case of federal grants-in-aid for the aged, the blind, and needy children. At present, the maximum grant available from the federal government for the permanently and totally disabled is \$35 per individual recipient.

To date, 43 states have taken advantage of these federal grants by enacting programs for aid to the totally and permanently disabled. In California, however, the program as submitted by Governor Warren was rejected by the legislature on two occasions-in 1951 and again in 1953 when the legislature refused to accept even a watered-down version of an original bill which would have restricted benefits only to the needy, permanently and totally disabled who are chairbound or bedridden and in need of continuous care. Thus, California remains one of the few states who have refused to implement this essential program in any form.

As a result of this failure to act, the financial burden of caring for the needy, permanently and totally disabled continues to fall on the hard pressed counties and

full bill in the form of general relief payments. Under the terms of the original measure introduced by the governor at the 1953 session, it was estimated by the State Department of Social Welfare that approximately 9,300 or about 30 to 50 per cent of the needy on county relief would have qualified as permanently and totally disabled for aid under the measure. Thus, the cost of developing such a program would be counterbalanced to a large extent by reduced expenditures under county relief programs. In fact, the Department stated that during the first year of operation of the Governor's proposal, the \$5.5 million cost of the program to the state would be offset by a savings of \$2 million to the counties, even though the counties would participate financially in the program.

The Federation, however, recommends that the program be a straight federal-state program without county financial or administrative participation. This is the same recommendation which we make in section (c) below with regard to the old age assistance and aid to the blind programs.

Further, since the federal standards for aid to the totally and permanently disabled are the same as for old age assistance, the amount of benefits should be equivalent to the amount provided by the old age security program, which would be \$100 as raised by Proposition No. 4, supported by the Federation. (See Statement of Policy No. XV, Ballot Propositions.)

(c) The state programs for the aged, the blind, and dependent children should be state-financed and administered, and benefits increased.

The aged and blind programs were state operated and financed for a short period following an amendment to the State Constitution adopted in 1948, but were returned to their original system of statecounty operation by a "repealer" amendment adopted at the 1949 special election. The Federation opposed the return to county participation, and in 1952 supported Proposition No. 11, which would have transferred the financing and administration of the old age security program to the state. Although this proposition failed, we will continue to support efforts to return these programs to their proper level of operation.

The reasons upon which we base our po-

sition are clear. We have stated them in the past, and restate them here:

- 1. The requirement that counties supply a part of the cost of these programs places an unequal burden on some counties inasmuch as public assistance case loads bear no relation to county boundaries. The ability of counties to raise funds for this purpose, furthermore, varies considerably between counties, with the consequence that some counties with relatively large case loads are counties least able to raise funds.
- 2. Uniform administration and employment of qualified personnel throughout the state are difficult if not impossible to achieve when the programs are handled by employees of 58 different counties, each with a different merit system. Variation in the ability of counties with pressing financial problems tend to develop administrative procedures which tend to disqualify or reduce benefits of recipients.
- 3. In general, from the county fiscal point of view, social welfare costs are heavy. The assumption of the county share by the state would ease county finances considerably, and at the same time tend to distribute costs more on the basis of ability to pay, rather than on the case loads which bear no relation to ability to pay.
- 4. Although welfare costs to counties are heavy in terms of ability to pay, the counties actually defray a relatively small portion of the total cost of the public assistance programs. In May, 1954, for example, county expenditures accounted for only 7.4 per cent of total expenditures for old age security, 14.9 per cent of expenditures for aid to the needy blind, 16.6 per cent of those for aid to the partially self-supporting blind, and 20.3 per cent of total aid to needy children. Thus, it seems poor policy from the state point of view to hand over large funds to the counties for distribution when the counties have relatively little comparable responsibility for raising the money expended. Administration of the public assistance programs is complex enough, because of their federal-state nature, without adding a third governmental unit.

The Federation also reaffirms its previous position in support of increased benefits for the aged, the blind and dependent children. With regard to aid to the aged, we support Proposition 4 on the November ballot, which would increase the maximum benefit amount from \$80 to \$100. (See Statement of Policy No. XV, Ballot Propositions.)

(d) The state relatives' responsibility clauses in the aid to the aged and blind programs should be repealed.

At the 1953 general session of the legislature, relatives' responsibility under the aid to the aged program was somewhat liberalized by allowing a flat 20 per cent deduction for income taxes and other pay check withholdings in computing net income for the purposes of determining the liability of a responsible relative. At the same time, relatives' responsibility under the aid to the blind laws was formalized by extending to them the provisions and the relatives' responsibility scale of the aid to the aged law as liberalized. It is believed that formalization of relatives' responsibility for the blind actually increases the overall number of cases in which relatives are required to contribute to the support of blind recipients because of the wide variation that existed in the enforcement of relatives' responsibility by counties prior to the amendment.

Apart from these amendments, relatives' responsibility remains basically unjust and should be repealed. It amounts to an attempt to legislate in a field where moral responsibility should be the controlling factor. Indeed, the needy aged and blind should be entitled to dignity and security without being forced into the humiliating position of being, in effect, compelled to beg from their children. Moral responsibility and the natural family ties of affection, furthermore, will in almost every case result in aid from adult children when financial factors make it at all possible.

This was proven in 1949 when the legal requirement for relatives' responsibility was removed for that year. In 1948, when relatives' responsibility was in effect, collections amounted to \$5,124,000. In 1949, without the legal requirement, collections amounted to \$4,528,000, a drop of only about half a million dollars. This slight drop, furthermore, was more than offset by savings of about \$1 million estimated by the Department of Social Welfare to be the annual cost of administering relatives' responsibility.

Additional evidence that moral responsibility and family ties are enough to encourage voluntary support in the vast majority of cases is found in a study made not long ago by the State Department of Social Welfare. The study revealed that over 55 per cent of the relatives contributing to old age security recipients were not actually required by law to do so, and that contributions made by relatives were 32

per cent greater than required under the contribution scale.

The net effect of trying to legislate moral responsibility when that responsibility is lacking, moreover, tends to have an effect directly opposite of that desired. Occasionally, parents are willing to suffer any amount of hardship by withholding application for assistance, rather than have their unwilling adult children forced to contribute to their support.

This alone is sufficient reason for repeal of relatives' responsibility.

(e) The State Relief Law of 1945, which provides for state financial assistance to counties in administering general relief to the needy during periods of economic emergencies, should be invoked whenever unemployment warrants.

The Relief Law of 1945 is a standby act which can be put into effect only by a declaration of emergency by both the legislature and the Governor, and the appropriation of necessary funds. When in operation, the counties continue to administer relief as at present, but under state supervision, with the state sharing in both assistance and administrative costs. The amount of financial assistance to counties is based on the ratio of county relief expenditures to total assessed valuation of property subject to county taxation.

Thus far, the Act has never been invoked, despite the existence of economic situations in which it clearly should have been brought into operation. During the 1949-50 recession, unemployment jumped to a high of 490,000 in February, 1950, amounting to a full 11 per cent of the labor force. At the same time 139,000 persons were on county general relief. Many counties, particularly in the agricultural sections of the state, experienced swollen relief loads due to the rise in both agricultural and nonagricultural unemployment. Several counties ran out of funds or had such meager funds available that the children of parents on relief were in desperate straits. Infant deaths due to malnutrition, diarrhea and similar diseases of abject poverty became a national scandal. Yet, in the face of this. and the Federation's appeal to bring the Relief Act into operation, no action was

A similar, but somewhat milder, situation developed this year when unemployment jumped 152 per cent in five months between October, 1953, and March, 1954, to a high of 305,000. Paralleling this in-

crease, the number of persons on county relief jumped 102 per cent to 87,500. And in some of the valley agricultural areas, unemployment was as high as 12 per cent of the working force. The same exhaustion of funds threatened and occurred, with appeals to the state for assistance. The same month, Red Cross and other voluntary aid was rushed to agricultural areas near San Luis Obispo to feed hungry school children and starving migratory labor families, and in Hanford, Kings County, the superintendent of schools reported that 10 to 15 per cent of Kings County elementary school population of 5,000 children were reporting to classes with near empty stomachs.

It is the firm belief of the Federation that the State Relief Law of 1945 was intended to be brought into operation during such economic emergencies, and relief crises. We urge, therefore, that the intent of the law be more carefully observed in the future.

It should be pointed out, however, that such relief crises could largely be avoided in the future, if unemployment insurance benefits were increased and coverage extended as recommended in Statement of Policy No. V.

Referred to Committee on Resolutions. Adopted, p. 187.

X

HOUSING

(a) The Administration's "omnibus" housing program, as enacted by Congress this year, falls miserably short of meeting the requirement for the construction of 2 million residential units a year for the next 20 years, which must be built if the nation is to catch up with its tremendous backlog of needed homes and keep pace with rising demand.

The magnitude of the housing problem which the nation must face has been stated with devastating clearness in a recent study made for the National Housing Conference by Dr. William L. C. Wheaton of the University of Pennsylvania. Briefly, the problem is this:

In 1950, according to estimates based on the Census, we had 10 million substandard homes that did not measure up to American standards of living and had to be cleared and replaced. Since then, the failure of construction to meet even the needs of our growing population, the

number of substandard units requiring demolition has risen, if anything.

In addition to this huge backlog, there are other annual housing needs arising from the formation of new families, the undoubling of families now lacking separate homes, the migration of 3 million families each year, and the desire of many single persons for separate dwellings. Also, homes demolished by fire or other disasters, or cleared in highway and other construction programs must be replaced. Finally, many hundreds of thousands of units reach obsolescence each year and must be replaced if our housing situation is not to deteriorate further. The sum of these annual requirements alone may range from 1.3 million to 2.4 million units per year. Dr. Wheaton estimates that if we replace the homes which were substandard in 1950 during the next 20 years, and at the same time meet our annual new needs, we must build 2 million new homes per year between 1955-60, 2.3 million per year between 1960-65, and 2.4 million per year between 1965-70. The requirements rise because the number of new families being formed each year willrise sharply after 1960 as the "war babies" marry.

If the nation does not achieve this level of new construction, we will never be able to clear slums and eliminate substandard housing. The fact is that at present levels of construction, the nation's substandard units will never be replaced, and we will have more substandard housing in 1970 than we had in 1950. Even if we build 2 million units a year, as repeatedly recommended by the national AFL, and rehabilitate 400,000 additional units each year, 5 million American families will still be using homes which were substandard in 1950, when 1970 arrives.

In the face of these needs, Congress this year has come up with an "omnibus" housing bill containing a set of proposals which the Administration claims will make possible the achievement of its pitiful goal of 1 million housing units a year. Well intended though the program may be, it does not provide the drive necessary to assure expansion of housing activity or to direct where such expansion is needed most.

On the contrary, the low-income families (less than \$2,500 annually), who must look to public housing for a decent place to live, have been condemned to scrounge for themselves in blighted areas. Likewise ignored are the middle income families (\$2,500 to \$5,000 annually), for whom the speculative builders are either

unable or unwilling to construct homes within the monthly payment range of such families. (See sections (b) and (c) of this statement.) To satisfy the needs of these two groups alone would require the construction of 800,000 units annually. Their needs are not being met today and will not be met under the terms of the "omnibus" housing bill of 1954. Yet, in the future, if we are to sustain a high level of housing construction, we must increasingly produce homes for the middle-and lower-income groups.

The new housing bill, although it touches on virtually every federal aid housing program, relies primarily on increasing incentives to builders and bankers by raising maximum mortgage amounts, payments, increasing lowering down FHA-insurance on loans, and extending the maximum amortization period, while at the same time making most of these provisions applicable to existing housing on a somewhat less liberal basis. The standard FHA loan is liberalized to permit an FHA loan on a new house of 95 percent of the appraised value up to \$9,000 and 75 percent of the remainder up to a maximum of \$20,000 on single dwellings. The duration of a loan is increased to a maximum of 30 years. Although this reduces the down payment on a \$10,000 home, (about the cheapest available on today's market) from \$1,150 to \$700, the monthly payment will remain considerably above the amount a middle-income family can afford. Further, the increase in the maximum mortgage amount to \$20,000 with a liberalized down payment will simply encourage builders to construct such houses and discourage them from building more moderate priced dwellings.

The same formula is extended to existing homes, except that the insurance limit is 90 percent of the first \$9,000 and 75 percent of the remainder. This drastic liberalization on financing of existing homes for sales purposes, besides facilitating the sale of old homes, may also encourage the over-use of existing homes. In many cases, the liberalized financial terms for existing housing may not only encourage the continued use of dwellings which should be retired from the housing stock, but may also inflate the prices of such dwellings. To the extent this occurs, new residential construction will be put at a disadvantage, while the sale and rental of existing house will become more profitable. In the meantime, buyers and tenants of existing houses will have to pay higher charges. The net result may well be fewer houses and increased costs for families needing housing, while real estate brokers and mortgage lending institutions reap windfall profits in financial transactions involving old houses.

The emphasis on rehabilitation and remodeling of old, run-down dwellings permeates the new bill. These halfway measures are glorified and dressed up as an "urban renewal" program, but the fancy title, as the national AFL has put it, "canot conceal the fact that the measures amount to little more than a piecemeal patch-up and fix-up campaign."

renewal" The "urban program amended into the slum clearance provision of Title I of the 1949 Housing Act. Financial assistance is now made available for projects designated by local redevelopment agencies as "urban renewal" much in the same manner as such assistance has been made available for development or redevelopment projects. Whenever a renewal project is undertaken, the standard FHA financing provisions as outlined above become applicable. A profit incentive is thus added to decorate the slums. But more important is the probability that this new program will encourage cities to "make do with the old instead of building anew." The obstacles to getting started on slum clearance programs under the old Title I are great enough without this compromise to give further interference. In other words, communities having strenuous opposition from landlords against slum clearance are encouraged to patch up and mask their run-down slum areas instead of clearing them out and building for future needs.

Ineffective and uneconomical rehabilitation of housing which has long since outlived its usefulness will not do the job in areas which should be thoroughly rebuilt and replanned for decent family living under an expanded slum clearance program which Congress should have enacted.

Although there are many other provisions in the omnibus bill, the fact remains that on every important count, the Administration's and the 83rd Congress' enactments constitute an entirely inadequate program to meet the nation's housing needs. Encouragement of ill-advised, ineffective and uneconomical "rehabilitation" of old homes and tinkering with already over-generous financial incentives to builders and bankers are not the way to meet the nation's ever-growing housing requirements—especially for the low- and middle-income families whose need for decent housing is most urgent.

(b) Organized labor condemns the actions of the 83rd Congress in its refusal to enact the President's pitifully inadequate public housing program of 140,000 new units over a period of 4 years, and reaffirms its demand for the construction of a minimum of 200,000 units per year.

Approximately 25 percent of American families with annual incomes of \$2,500 or less cannot afford to pay more than \$40 a month for rent or mortgage payments. For these families, most of whom live in the slum areas of the nation, the only hope for decent homes is federally subsidized, low-rent public housing.

In recognition of this fact, the Housing Act of 1949 authorized the construction of 810,000 units over a period of 6 years at the rate of 135,000 per year, with Presidential authority to increase the number to 200,000 or to reduce it to 50,000. Congress, however, has never allowed the program to operate fully. Bowing to the dictates of the real estate lobby, it has consistently reduced the number of units through such devious methods as cuts in appropriations and riders to appropriation bills. As a result, construction of less than 200,000 units has thus far been undertaken, leaving some 600,000 units still available for construction under the terms of the Act, prior to its amendment this year.

Last year, the program was barely kept alive by an authorization of 20,000 units from existing contracts. This year, in one of the bitterest parliamentary battles in Congressional history, the program was condemned to die a slow death.

As part of the Administration's housing program, the President grudgingly proposed a token program of 35,000 new units per year for the next four years (140,000 total), while expressing the hope that the need for public housing would be removed at that time as the result of the operation of a special, low-cost private housing program for families displaced by slum clearance, which was also recommended to Congress as a substitute for public housing.

Apart from the substitute program, the President's public housing recommendation was left out of the Administration's "omnibus" housing bill introduced in the House. Efforts to insert the President's minimum program on the floor were defeated, while, on the other hand, in a series of parliamentary maneuvers which saw the anti-public housing forces outsmart themselves in the han-

dling of an appropriation bill, public housing was continued to the extent that completion of a few thousand units authorized the previous year was allowed. But no provision for construction under new contracts was made in the "omnibus" bill

On the Senate side, where public housing has traditionally been treated more liberally, the Senate Banking Committee amended the "omnibus" bill to restore public housing to the provisions of the 1949 Housing Act, thus authorizing up to 200,000 units per year. The Supreme Court decision banning discrimination in public housing, however, followed on the heels of this temporary victory, causing the withdrawal of public housing support by Southern senators who traditionally championed the program. Nevertheless, the "omnibus" bill managed to pass the Senate with a watered down authorization carrying out the President's recommendation for 35,000 units per year for 4

The final stab in the back for public housing came in conference committee between the House and the Senate where the so-called Widnall Amendment was adopted, limiting the program to 35,000 low-rent public housing units for one year, with the added restriction that the units be built to rehouse families displaced in communities having approved slum clearance, redevelopment or urban renewal programs under Title I of the Housing Act of 1949 as amended by the "omnibus" bill this year. There are only a few more than twenty such communities. Under these conditions, with the oneyear limit on the 35,000 units, the National Housing Conference estimates that at best only 5,000 units will be built during the year. By way of description of this infamous action, the author of the amendment himself described it best when he stated that it "would take the President off the hook, and kill public housing at the same time."

A passing note should also be made on the President's program for federal financial assistance for so-called "low-cost" private housing, which was originally ballyhooed as a substitute for public housing. As introduced in the Administration's "omnibus" housing bill, the program authorized 100 percent mortgage guarantees for mortgages running for 40 years on new houses costing up to \$7,000, with equal terms to old housing. Only a \$200 closing cost was required. This private enterprise "answer" to housing for low-income families displaced by slum clearance, fortunately, was amended in the

final "omnibus" bill to provide insured loans of \$7,600 in low cost areas, \$8,600 in high cost areas, with 30-year maturities, and 95 percent mortgages on new homes and 90 percent on old. As such, it does not differ from the liberalized standard FHA loan (see section (a) above), except that it is limited to displaced slum dwellers.

In its original form, the program was severely challenged by organized labor.

There is no reason to believe that private builders would construct any considerable number of houses to sell at \$7,000 or thereabouts in the urban centers where families are displaced by slum clearance projects. Housing costs in these areas simply do not permit construction of even the most inadequate type of houses at such an extremely low cost. Thus, even if long-term mortgage financing could be obtained for houses built under the originally proposed program, the realities of prevailing housing costs in such areas indicate that the program could never get off the ground.

Even if financing could be obtained and houses could be built at the maximum cost proposed by the President, the houses would still not be suitable for low-income families, who constitute the majority of slum residents. The FHA estimates that \$7,000 houses built on a 40-year, 100 percent insurance mortgage would involve a monthly housing cost of \$62.90. This is twice as much as low-income families in most cities can afford to pay.

Further, such long term loans at prevailing high interest rates would boost the total price of a \$7,000 home completely beyond reason. The AFL is unalterably opposed to any long-term loan, such as originally proposed by the Administration, unless interest rates are cut sharply.

In the final analysis, there can be no substitute for an adequate public housing program. To adequately meet the needs of low-income families, the national AFL and the National Housing Conference estimate that at least 200,000 units of public housing must be constructed annually as part and parcel of an overall annual construction program of 2 million units. The Federation, therefore, will bend every effort toward the enactment of such a program.

(c) The Federation will continue to press for the development of a longterm, low-interest housing program to meet the needs of middle-income

families, with priority for genuine cooperative and non-profit housing.

While low-rent public housing is essential for low-income families, there remain millions of families in the so-called middleincome groups who cannot benefit from public housing, even if available, because they have annual incomes greater than permitted under public housing programs. These families, with incomes ranging from \$2,500 to \$5,000, include a full 35 percent of our urban families. They can afford to pay rents or make monthly home payments ranging from about \$40 to \$75 per month. Yet it is the rare exception where speculative builders can build homes that families with such moderate means can afford. In 1952, the latest year for which figures are available, only families with incomes of more than \$5,000 could afford to meet monthly housing expenses for the average FHA house or apartment. Yet in 1951, the latest year for which we have Census data, only 31 percent of all non-farm families had incomes of \$5,000 or more.

The "omnibus" housing bill passed this year in all its patchwork does nothing to right this imbalance between income and housing costs. Few of these families, if any, will benefit from the liberalized FHA loan requirements. (See section (a) above.)

Organized labor urges the federal government to give greater assistance to these middle-income families, not only because of their need, but because if the nation is to accomplish a 2 million-unit construction program, it must reach beyond the cream which private enterprise has been able to skim off the top of the housing construction market, and construct about 600,000 middle-income units a year.

Specifically, we urge that interest rates for housing for middle-income families be reduced, and if, and only if this is accomplished, maximum amortization periods be lengthened. These aids should be made available for all housing meeting livability requirements at costs middle-income families can afford, but priority for such assistance should ge to genuine cooperative and non-profit housing, since their costs are necessarily lower than those of speculative builders.

If the federal government cannot induce lending institutions to provide long-term, low-interest loans for such housing, then the government must be ready to step in with direct loans at interest rates close to the cost of government borrowing.

(d) The Federation calls upon Congress to adopt a comprehensive set of safeguards for the prevention of future FHA frauds and the protection of the home buyers or consumers, as recommended by the national AFL.

Disclosure of widespread frauds in the FHA housing program within recent months merely confirms charges the AFL has made for many years that the consumer has been the forgotten man in the FHA program. FHA has provided all possible safeguards and made possible generous financial rewards to builders and mortgage lenders, while it has done precious little to protect home purchasers against fraud and loss of their investment.

The two specific abuses disclosed have been (1) cheating of home owners on FHA-insured home repair and improvement loans (the so-called home modernization loans under Title I of the National Housing Act), and (2) insurance by FHA of loans on large-scale rental housing far exceeding actual cost of the projects (the so-called Section 608 rental housing loans program which expired in 1950). These abuses have cost American families and the federal government hundreds of millions of dollars.

FHA officials have known of the abuses in the home renovation loans for a long time, but they have disclaimed all responsibility. They have maintained that the FHA deals only with the bank making the loan, and that it has nothing whatever to do with either the firm which does the work, or supplies the equipment, or with the home owner who borrows the money.

The abuses in the FHA program involving mortgage insurance for largescale rental projects have also been known for a long time. Long before the program expired, the AFL and other prohousing groups had urged that corrective legislation be adopted. They pointed out that builders who were able to obtain such fraudulent loans turned right around and sold the projects at the huge windfall profits that have been making the headlines in recent months. And since the rents were set by FHA on the basis of the excessive loans, the tenants of these apartments were forced to pay the cost in exorbitant rents.

As Harry C. Bates, AFL Housing Committee chairman, pointed out before the Senate Committee on Banking and Currency in May, the attitude of the FHA has been one of "the public be damned.

The programs have been administered by government officials who have been almost without exception part and parcel of the close-knit fraternity with the homebuilding and home financing interests."

FHA must cease to be the spokesman for the home builders, real estate boards and mortgage bankers and become the protector of the home buyer and the consumer.

Organized labor demands that rent reductions be obtained for tenants who are in over-valued units, and that every effort be made to reimburse homeowners who have been fleeced by unconscionable prices charged by unscrupulous dealers and contractors.

Further, the Federation gives full support to the recommendations submitted to Congress by Harry C. Bates; namely that:

1. Every builder of FHA-insured housing, or who receives other financial assistance under the program, should be required to sign a warranty against structural defects that may develop within the first two years after completion.

In signing such a warranty, the builder would guarantee that the completed house conforms with the specifications as filed with the FHA (or Veterans Administration), and declare that he agrees to make good any structural defects arising within the first two years.

- 2. Dealers and contractors operating under Title I repair and modernization loans should be licensed by the FHA, making sure that only those qualify who can satisfy requirements on financial competence, industry records and qualifications of work. Further, contractors or dealers should be required to certify the actual costs involved, and loans should be made directly to the customers and not to the dealers or contractors. Also Title I loans should be limited to genuine home repair, or modernization, and not to such projects as swimming pools, airplane hangars, and other types of luxury structures or equipment.
- 3. Requirements on payment of prevailing wages should apply not only to military and defense housing, but to all housing assisted by government insurance or guarantees. On top of this requirement, the mortgager should be required to certify, on completion of the job, the amount, if any, by which the proceeds of the mortgage loan exceeded

the actual cost, the difference to be applied to reduction of the principal of the mortgage.

The restrictions enacted in the 1954 "omnibus' 'housing bill tightening up somewhat on home repair loans, which allow builders of rental projects to include only "reasonable" (10 percent) profits in computing actual cost of construction, and which require builders of FHA and VA housing to deliver a warranty to purchasers that the dwelling has been constructed in "substantial conformity" with approved plans and specifications, though steps in the right directions, only partially satisfy the AFL recommendations.

Referred to Committee on Resolutions. Sections a, b, and c adopted, Section d adopted as amended, p. 196.

XI

EDUCATION

(a) An expanded school construction program is essential to meet the needs of California's growing school population.

The education record of the American Federation of Labor in support of public schools speaks for itself. No lay organization in our society has been more persistent in its efforts to bring the educational needs of the nation before the people, or more consistent in its support for the extension and development of our system of public education, than the forces of organized labor.

Labor looks upon schools as democracy's first line of defense against totalitarianism of the right and left. They are no less important to the long run security of the nation than the billions of dollars that we are spending annually for national defense and mutual security.

In California, the anticipated growth of our school age population during the remainder of this decade presages a continued need for increasing school expenditures. (See Section (c) of this statement for needs of the nation as a whole and labor's support for federal aid to education.) According to a report issued by the State Department of Finance in April, 1954, enrollment in California's public elementary schools (kindergarten through Grade 8) is expected to increase from 1,668,200 last October to 2,435,000 in 1960. The public high schools (Grades 9-12), with 463,000 pupils in the fall of 1953, should have 758,000 in 1960 and 982,000 by 1965.

These increases mean that we will have 146 pupils in elementary schools in 1960 for every 100 in 1953, while our high schools will have 164 pupils at the end of the decade for every 100 enrolled last October.

At the present levels of school plant utilization, the report concludes, the housing of these new pupils will require the construction of an average of 100 classrooms a week from now until 1960.

The people of California must accept the fact that in order to meet these demands our present school construction program must be expanded many times. Serious consideration, moreover, should be given to earmarking for school construction, the "tideland" oil revenues, recently released by the Congress of the United States.

Pending the development of an expanded construction program, the Federation supports the \$100 million state school bond issue which will appear on the November general election ballot as Proposition No. 2. (See Statement of Policy No. XV, Ballot Propositions.)

(b) The salaries and working conditions of teachers will not be raised to a level which will attract an adequate supply of teachers until they are organized into bona fide unions.

One of the most pressing educational problems in California today, equal to the school construction problem, is that of obtaining a sufficient number of qualified teachers to meet the needs of our growing school age population. What makes this problem so pressing is the fact that the projected need for additional teachers during the remainder of the decade falls upon a serious existing shortage of fully trained teachers.

In California today, a large number of our public school teachers do not have enough training to meet state certification requirements. Recent figures issued by the Credentials Office of the Department of Education show that there are about 101,000 teachers employed in the state. Of these, approximately 10,300, or a full 10 per cent, do not have regular credentials, and are teaching on a provisional basis.

On top of this shortage, we shall need enough additional teachers to take care of anticipated growth in our school age population. (See Section (a) above.)

To meet the needs of our growing population, Roy E. Simpson, Superintendent of Public Instruction, has recently stated

that, for the next several years, we shall need about 14,000 new teachers per year. Yet our colleges and universities, upon which we must depend for qualified teachers, are barely able to keep pace with the rate at which teachers are leaving the profession for higher paying jobs.

The plain fact which the people of California must face sooner or later is that the level of teachers' wages simply is not high enough to induce students to undertake the protracted and costly training requisite to becoming competent teachers. To attract our very best students into the teaching profession, the state must hold out to them the chance to attain a fair standard of living commensurate with the responsibilities which they must assume in educating our children.

The average pay for teachers in the United States, it is estimated, is about 60 per cent below that of persons of comparable training and experience in other professions. Although we point with pride to the fact that teachers' salaries in California are among the highest in the nation, the fact remains that they are still not high enough to attract an adequate supply of competent teachers.

The median or middlemost salary for the current teaching year just ended is only \$4,587. According to the Bureau of Labor Statistics' family budget for city workers, this amount is only slightly more than that needed to support a family of four on a "modest but adequate" level, which in the San Francisco and Los Angeles areas in June of 1953 was \$4,467 and \$4,421 respectively.

The median salary of \$4,587, furthermore, marks the first time in which the California median has approached the "minimum adequacy" level. Although we may take encouragement in this fact, we are nevertheless left with the realization of how low teachers' salaries actually are, and how much they must be increased in order to encourage a sufficient number of students in the years ahead to undertake teacher training. The minimum teacher wage should at least approach a modest living level, which would require an increase in the current \$3,400 minimum to at least \$4,000 a year.

Further, to attract and retain qualified and competent teachers, we must guarantee to them the academic freedom which has characterized the growth and development of our educational system.

The Federation has always recognized the need for better and more rewarding conditions of work for the teaching personnel of the state. But it has also recognized that the battle cannot be won in Sacramento merely by strong legislative advocates in the face of weak organization on the school district level. Teachers must help themselves in the tradition of the American trade union movement.

As declared in the Statement of Policy adopted at the 1953 Convention of the Federation (Proceedings, 1953, pp. 273-4), the paramount need is organization of teachers into a bona fide union which has as its source of strength the militancy of local organizations, able and willing to fight for improved conditions. The non-union teachers' associations which exist in most cities and towns throughout the state are actually "company unions," influenced directly or indirectly by the same school management which has the power to hire and fire teachers. As the history of American labor clearly demonstrates, real progress in improving wages and working conditions cannot be made until these company unions are replaced with bona fide labor organizations.

(c) The Federation urges the establishment of a \$1 billion federal fund for loans and grants to the states in urgent need of help to modernize and democratize their school systems.

In December, 1953, the United States Office of Education published its report of a nationwide school facilities survey which was carried out by federal, state and local educational agencies with the aid of a \$3 million appropriation by the 81st Congress. Projection of the findings from the survey on the basis of relative enrollments led to the conclusion that in September, 1952, there was a nationwide need for 312,000 instruction rooms to house 8,881,360 pupils at a cost of about \$10.6 billion.

The report presented a shocking picture of the grave need for improvement of existing facilities and construction of new schools throughout the nation. Over half of the buildings in the composite picture have only one room each; nearly half of all the buildings are approaching the final stages of their usability at an age of over 30 years; a full third of the buildings have been rated "unsatisfactory" by state and local educational agencies. Furthermore, while states and localities try to find the money to build schools to overcome existing shortages and inadequacies, often over the protests of special interest groups, another million children each year are crowding into classrooms already bursting at the seams.

Because of classroom overcrowding and enrollment increases, it is estimated that the nation needs at least 50,000 new teachers a year. Moreover, because of inadequate teacher salaries (U. S. average is \$3,500 a year), approximately 75,000 teachers leave the profession each year so that replacements for them must be found in addition to hiring new teachers. On top of this, there are at present 70,000 teachers not fully qualified to teach who hold temporary or emergency certificates. An attempt to replace only half of these with qualified teachers would raise the annual demand to about 150,000 teachers a year.

These figures, together with the wide disparity in the ability of individual states to meet their education needs, offer conclusive evidence of the urgency for federal aid to education.

Available data shows there are great differences in state ability and effort to support elementary and secondary education in general. How much a state can afford depends largely on per capita income, yet in 1952, income payments per capita of total population ranged from \$818 in the "poorest" state to \$2,260 in the "richest" states. In 1951, moreover, income payments per child of school age varied from \$2,890 in the state having the least ability to \$11,365 in the state having the greatest ability to finance all provisions for elementary and secondary education. Those states with the lowest per capita income are precisely those states with the lowest level of education. And almost all of these "poor" states spend a larger percentage of their income for schools.

Despite the obvious and pressing need for a large-scale federal aid program, Congress this year again chose a policy of procrastination, passing three Administration bills to meet the long-deferred increasing school crises by more years of study. Specifically, the bills authorize (1) a series of state educational conferences culminating in a White House study conference, (2) cooperative research contracts on school problems between federal, state and other education agencies, and (3) an advisory committee on education for the Secretary of the Department of Health, Education, and Welfare. A pitiful \$100,000 bill for federal aid to education was opposed by Secretary Hobby and defeated, despite the fact that the President had asked Congress early in the year to help states construct schools. The bill was introduced by a member of the President's

own party who thought he was carrying out the President's request.

This shameful treatment of one of the most critical problems in the nation cannot be overlooked. Organized labor demands that the Administration face up to the obvious by recommending to Congress far reaching program which would establish a \$1 billion fund for loans and grants to states for education.

This would be the wisest investment our government could make in the future of our country. It would, furthermore, be an act of good faith on the part of the federal government in the implementation of the recent Supreme Court anti-discrimination decision and the democratic way of life.

Finally, as the American Federation of Labor Executive Council recently pointed out, it would prevent non-compliance with the Supreme Court decision by any state which might plead poverty to excuse its failure to provide the necessary facilities for the integration of its public school system.

In the end, it must be remembered that the nation pays for good schools whether it actually has them or not. Indeed, it pays more for them if it does not have them: it pays in the cost of detecting and preventing crime, in wasted unproductive manpower, in selective service rejections for inability to read and write, and most important of all, it pays in handicapping our democratic process.

(d) Organized labor urges local labor councils to assume a greater responsibility in the day-to-day operation of our public school system to prevent big business domination and to assure adequate and unbiased treatment of organized labor's role in modern society.

The victory which organized labor won many years ago in the establishment of our public school system over the opposition of reactionary industrialists is currently in danger of being lost to big business because of a general failure of labor to take a more active interest in the day-to-day operation of our schools.

The danger lies in the concerted efforts of big business organizations to control the subject matter of education by supplying teachers with vast quantities of elaborate free teaching aids, such as booklets, posters, motion pictures, and other classroom materials designed to ease the burden of the overworked teacher.

Organized labor cannot stand back and allow the educational system to become the captive of industry. It is imperative, therefore, that organized labor watch carefully for evidence of activity by antilabor groups attempting to influence teaching programs. The responsibility lies primarily with local labor bodies in assuming a more active role in the operation of our schools. Local unions and councils should actively seek representation on local boards of education. Further, permanent education committees should be appointed by central labor councils in every locality to work closely with similar committees in their respective school departments. On these committees must fall the obligation to make inquiries as to what is taught about organized tabor, and examine textbooks and other teaching materials to ascertain whether or not organized labor's role in modern society is receiving adequate and unbiased treatment.

Although many local organizations have already assumed these responsibilities, there is considerable room for broadening and extending educational activities.

On the state and national level, similar obligations rest with the higher organizations in the trade union structure. Proposals such as that recently made by the National Association of Manufacturers encouraging big business organizations to make fixed contributions toward education, in lieu of federal aid to education, must be effectively resisted as a major threat to academic freedom. If free public education is to be maintained in America, it cannot be sold to the highest bidder, whether it be business, organized labor, or any other independent group.

(e) The Federation should sponsor an eighth annual labor institute in 1955.

In these days of rapidly changing economic conditions, it is most important that trade unionists be given the opportunity to keep themselves informed and alert to the various challenges of the times. In addition, there is a continuous need for basic education and review of the principles and practices of unionism. The annual week-long institute sponsored jointly by the Federation and the University of California's Institute of Industrial Relations has proven itself invaluable in this respect and should therefore be continued into its eighth year.

The seventh annual institute, held April 25-30, this year, in Santa Barbara, was devoted entirely to the pressing and timely

problem of unemployment. Issues considered during the week-long meeting included measuring unemployment, the California outlook as related to the national scene, federal and state remedies, and relief problems now facing union members and their families.

It has been the aim of the Federation in the organization of the conferences to give every participant full opportunity to discuss problems peculiar to his craft or trade through the means of small, well-organized sectional meetings under the direction of top government and labor officials and university instructors. Only those who have participated in past institutes can fully realize the value of being able to divorce oneself temporarily from pressing day-to-day problems and consider them within an educational framework as part of an overall problem.

(f) The Federation should continue its quarterly weekend education conferences instituted this year.

The tremendous success of the quarterly conferences held this year surpassed even the most optimistic of expectations.

The first conference, which was held in San Francisco on the weekend of February 13-14, 1954, on a statewide basis, covered the general aspects and problems of California's workmen's compensation law. An overflow crowd of 400 AFL members jammed the conference hall in attendance. By a rousing ovation at the closing session of the second day's meeting, delegates voiced approval of the program and called for continuation of the quarterly conference series started by the Federation.

It was realized, however, that the attendance was too large to effectively present the subject matter on the informal discussion basis which is most conducive to learning. It was determined, therefore, that future conferences should be held on a regional basis with repetition of the same conference in the north and the south.

Accordingly, the second weekend conference, which was devoted entirely to the complex permanent disability rating schedule of the compensation law, was held in Los Angeles on June 5-6, 1954. Its smaller attendance permitted wider audience participation in the various sectional and general meetings, and showed a marked improvement over the first statewide conference in this respect. An identical conference is scheduled to be held in San Francisco in October for attendance by northern California unionists.

With regard to the cost to individual unions of sending delegates, the decision to hold the conferences on a regional basis should also help to bring the weekend institutes within the financial reach of every affiliated union.

(g) The Federation's annual labor press institute provides an effective forum for discussion of labor press problems and should be continued.

The labor press plays an important role in workers' education. To it falls the major portion of the burden of keeping workers informed of the basic issues underlying the socio-economic problems facing the nation. Specifically, where the commercial press denies workers access to the facts, the labor press must step in.

In its effort to achieve this high-minded purpose, the labor press faces many problems relating to financing, circulation, format arrangements, etc., which must be thoroughly discussed if they are to be resolved.

The four labor press conferences held thus far, which have been widely attended by labor press editors up and down the state, have proven themselves an effective means of action as well as discussion.

The fourth labor press institute, sponsored jointly by the Federation and the University of California, was held in the Hotel Samarkand, Santa Barbara, November 28-29. The major accomplishment of the two day meeting was the establishment of a framework for the creation of a regional unit of the International Labor Press of America. Action along these lines followed an address by Lewis M. Hermann, Secretary-Treasurer of the ILPA, who promised that such a body would enjoy national AFL support and would mean improved standards for the labor press of the west.

Workshop discussions centered about such topics as "How to Write for Readability," "What to Write for Reader Interest," "The Labor Press and Political Issues," and "How Should Editorial Policies Be Determined."

(h) The Federation should conduct its fifth annual scholarship program in 1955, granting three \$500 awards to competing high school seniors in California and Hawaii.

The Federation scholarship program is open to senior students in the high schools of California and Hawaii. Awards are

made on the basis of the student's score in a special written examination with due consideration of the participant's high school academic record. Under the rules of the contest, a check for \$500 is deposited in each winner's name at the college of his or her own choice, without any restrictions as to the field of knowledge in which the winner may choose to specialize.

The Federation's scholarship program serves a multiple purpose. Besides helping some of our most promising students through college, it at the same time helps to strengthen the relations among the local labor movement and school officials. Perhaps even more important, however, it encourages a factual study of organized labor's role in our modern industrial society.

Some 350 students participated in the 1954 scholarship program, an increase of some 50 over the previous year's participation. Interest in the program is broadening and earning new honors for the Federation and the labor movement in general.

Winners of the 1954 contest are: Donna Hardesty, La Jolla High School, La Jolla, California; Richard Kirk, Christian Brothers High School, Sacramento, California; and William D. Mathewson, Stockton, California. They will receive their awards at the 1954 convention of the Federation in Santa Barbara, and will attend the convention as guests of the Federation.

Referred to Committee on Resolutions. Adopted, p. 196.

XII

WATER AND POWER

(a) Organized labor pledges continued support of integrated development of California's Central Valley under terms of our great reclamation law, and denounces the emerging "new look" in water and power resources development as a program of river-basin dismemberment, and a subterfuge for avoidance of the excess lands and preference power provisions of reclamation law.

Full and integrated development of our water and power resources remains the single most important factor limiting the further growth of California.

In 1938, the Central Valley had a water deficit of about 1 million acre-feet. Since then the federal government, through the

Bureau of Reclamation and the Corps of Engineers, has spent over \$500,000,000 in water and power development in California. It has built Shasta, Keswick, Folsom, Nimbus, Friant, Pine Flat, and Isabella dams with total reservoir capacities of over 7,500,000 acree-feet. It has built power plants at Shasta and Keswick with a rated capacity of 450,000 kilowatts and actual capacities of over 500,000 kilowatts. It is completing plants at Folsom on the American River with a rated capacity of 165,000 kilowatts.

Yet today—\$500,000,000, 7 dams, 665,000 kilowatts, and 16 years later—the water deficit in the Central Valley is still over a million acre-feet and every kilowatt of federal power has been absorbed, including the 165,000 kilowatts at Folsom that will not be on the line until 1955. According to Richard L. Boke, former Director of the Sacramento Regional Office of the U. S. Bureau of Reclamation, who released the above figures, "the water and power developed are a drop in the bucket of California's mushrooming population, industry and agriculture."

The urgency of action is apparent: people are coming to live in California at the rate of 500,000 a year, and each new person needs a half-acre of land and a couple of acre-feet of water to sustain him. Today, we need construction of more units of the comprehensive plan contained in the Central Valley Basin Report, printed in 1949 by the United States Senate as Document 113, 81st Congress. That report provides for completing the unified development of all the water and power resources of the Central Valley. It is the logical culmination of the state's own plan, and will provide the underpinning for the future of our economy.

The task of completing that plan, as the Federation has long maintained, is the task of a single agency, the Bureau of Reclamation, operating under strict adherence to national reclamation law, including the excess lands provision with regard to distribution of irrigation benefits, and preference distribution of publicly generated power. It is the Federation's firm belief that continued operation of these laws is essential to securing widest possible distribution of the benefts of water and power developed at the expense of the taxpayers.

Opposition to proceeding along these lines comes from the same special interests that have opposed unified development of the Central Valley from the beginning. They are, on the one hand, the private power lobby which seeks nullifi-

cation of the 50-year-old federal law giving public agencies the first opportunity to buy government generated power, to the end that private power interests may buy all public power wholesale, at bus bar, for distribution at a profit; and on the other hand, the excess landholders, the corporate farmers, who want more subsidized water than they are entitled to under the excess lands provision of reclamation law.

Never before in the history of Western reclamation have these special interests come closer to reaching their goal. Today, with their allies controlling Washington, there is little evidence that the people of California are going to have unity in a project which cannot succeed fully, except with unity. The "master plan" intended to develop all the water and power resources of California for all the people -essentially the same plan that was approved by the voters of California in 1933—is gathering dust on the shelves of the Department of the Interior. Instead, we see emerging a "new look" in water and power development, which, when stripped of its high sounding phrases, amounts to nothing more than government withdrawal of its plans for integrated, basin-wide development in favor of piecemeal development by local interests, private and public, to satisfy the monopoly drives of private power groups and excess landholders.

The program is still in the formative stage, but it is beginning to rear its ugly head across the nation and in California. It is a program of river-basin dismemberment, neglect of public responsibility, and a river development program quietly grinding to a halt,

The best known example is Hells Canyon, where the Secretary of the Interior has abandoned, in the interests of the Idaho Power Company, the Bureau of Reclamation's basin-wide plan for construction of a giant multi-purpose project to utilize the full capacity of the Snake River under terms of reclamation law. In withdrawing the Department of the Interior's objection to a Federal Power Commission license to construct three smaller dams which would fail to utilize the full water and power capacity of the river, and at the same time preclude forever construction of the Hells Canyon Project, the Secretary has clearly placed the narrow interests of the private power monopoly over those of the general public.

But it is not necessary to go to Idaho to grasp the trend. California experienced its own little Hells Canyon in November, last year, when the Secretary of the Interior announced dismissal of a government suit filed by his predecessor, and designed to prevent the Pacific Gas and Electric Company from constructing a private power project that would preclude development of the north fork of the Kings River as an integrated part of the Central Valley Project. The facts in this wholesale disregard of the public interest are clear and straightforward.

It was the construction of the Pine Flat Dam that made feasible for the first time a large scale upstream power development on the north fork of the Kings River. Prior to the construction of this dam, which cost the government about \$50 million, the Pacific Gas and Electric Company had only one run-of-the-river plant, but had not developed the river further because of interference of power operations with irrigation in the Kings Service Area.

Some time before actual construction of Pine Flat Dam, the Bureau of Reclamation had completed its plans for comprehensive upstream development. Of significance is the fact that the Bureau plan not only proposed to fully develop the power resources, but also proposed to use excess power revenues from the project as well as surplus power for pumping water into the proposed San Luis Canal and Pool for use in the irrigation of a million acres on the San Joaquin Valley's west side, which, because of falling water tables and excessive pumping, is within five years of being completely returned to sage brush and desert.

Despite the Bureau's strong case for full and integrated development, the private utility-dominated FPC granted a license to the Pacific Gas and Electric Company for development of the North fork over the protest of the Bureau. The Department of the Interior, under McKay's predecessor, carried the protest to court, declaring that the license was improperly granted. It was this suit that Secretary McKay dismissed, thereby turning over the Kings River to the private exploitation of the PG&E.

By surrendering Kings River power and the revenues that such power would have yielded to help construct the San Luis project, Secretary McKay effectively foreclosed, until another source of power can be found, a California irrigation project as big as the famous Columbia Basin Project in the Northwest.

As for the private consumers of electricity, there is a dramatic example of what the decision to withhold public

power is costing the people of the San Joaquin Valley who must look to the PG&E for their power. About a week after the election last November, the Valley got its share of a general 16 percent power rate increase granted the PG&E by the State Public Utilities Commission. By contrast, about the same time, the Sacramento Municipal Utility District concluded a 40-year contract for CVP power that will eventually permit rate reductions there of 17 percent below its already lowered schedule.

There are other "Hells Canyons" lurking in the dark in California on the San Joaquin and the Klamath Rivers, where the Southern California Edison Company and the California-Oregon Power Company have applied for licenses to develop the upper reaches of these rivers. Although objections filed by Secretary Mc-Kay's predecessor because of interference with basin-wide plans of the Bureau for development of those rivers have not yet been withdrawn, the danger that they will be is clear and present in view of already established precedent.

The recent proposals of the PG&E to build the power and transmission facilities on the government-planned Trinity River Project, and to buy existing power facilities on the whole Central Valley Project, must also be considered in light of the need for integrated development of our water and power resources.

Power is the breadwinner for these projects, enabling the federal government to sell water at low prices and still repay the federal Treasury with interest, plus a profit. It is illogical, to say the least, that the government should plan and build a dam in order to provide water to the most people possible at the lowest attainable rates, and then stop short of doing the same thing for power users. There is no reason why power companies should be allowed to reap profits from works constructed with public funds. But even more important is the fact that many projects involve extensive pumping operations using up a large part of the power, while in other cases the power generated is needed to lift water to integrated projects such as the proposed San Luis Project. With the source of cheap power from the Kings River already lost to the special interests, excess power from the proposed Trinity River Project is needed to pump water into the elevated reservoir which will serve the San Joaquin landowners along the San Luis Canal.

Perhaps the most subtle of the "new

look" schemes threatening the integrated development of our water and power resources are the so-called federal-local "partnership" schemes supported by the private power and landed monopoly interests as a subterfuge for avoidance of reclamation law restrictions. Under these schemes, which are cropping up all over the nation in critical river basins, the federal government would provide a direct subsidy for the non-reimbursible features of a dam, such as flood control, and interest-free loans for costs allocatable to irrigation, while the local partner, either public or private, would finance the power costs. Such arrangements would avoid the 160-acre limitation on water deliveries on government-financed irrigation projects, because the government would at no time assume ownership. On the other hand, private power interests would be free to receive all the power generated without the restrictions of the preference distribution provisions of reclamation law.

An outstanding example of the "new look" partnership policy is the Tri-Dam Project on the Stanislaus River. The child of the Oakdale Irrigation District and the Southern San Joaquin Irrigation District. a bill to carry out the scheme has been introduced in Congress with the approval of the Department of the Interior. The federal government would provide upwards of \$10,370,000 in repayable, noninterest bearing loans for irrigation costs, in addition to providing a direct subsidy for non-reimbursible flood control costs. The remaining costs, allocatable to power, would be financed by the district through private sources, and paid off by sale of the power to the PG&E under a 45-year contract which the district already holds with the private utility.

Although federal funds are used, as in other projects, reclamation law would not be involved. No one would have to worry about acreage limitation, anti-speculation, etc. designed to promote the sound establishment of family-sized farms; and the PG&E would have all the power. Yet it takes the water and power of the Stanislaus River out of the comprehensive plan for development of the Central Valley proposed by the Bureau of Reclamation.

In raising our objection to these grandiose schemes, the California State Federation of Labor reminds the special interest groups and their spokesmen in the Eisenhower Administration that if our great reclamation law is to be thrown out the window after 50 years on the statute books, it ought to be done by

counting of hands in Congress, and not by circumvention.

Congress has approved the reclamation law provisions under attack at least 14 times since 1902, when they were enacted. The excess lands law and preference power distribution are the epitome of the American tradition.

(b) State acquisition of the Central Valley Project is neither financially sound nor economically justified, and therefore should be rejected.

California must have low-cost water and power if it is to irrigate and produce annually billion-dollar crops in competition with areas having the benefit of year-round rainfall. Under federal operation, through the use of power revenues, the cost of Central Valley Project water has been reduced to a low competitive figure. At the same time, the power generated at the various hydroelectric portions of the project has made possible pumping the water uphill and to its destination. And yet, the sale of power has produced revenues sufficient to fully amortize construction and operating costs at 3 percent interest.

State acquisition and operation of CVP would not benefit the majority of water and power users in the valley. On the contrary, it is just another none too subtle device sought by the excess landowners and shortsighted private utilities to get out from under reclamation law.

The corporate farm interests believe that, through state ownership, they can completely nullify the excess lands provision of reclamation law which limits the amount of subsidized water which they may receive to an amount sufficient to irrigate 160 acres in one ownership or 320 acres for man and wife.

As in the proposal actually made for the economicaly and financially unfeasible Feather River Project, all plans for state purchase of CVP would ultimately provide for sale of all publicly generated power at bus bar to the PG&E for distribution at a profit. The cost of interest on bonds to buy CVP would require at least a 50 percent rise in the price of project power, which at the same time would make it non-competitive with private power sales, and destroy all yardsticks for rate-setting purposes.

Thus, preference agencies, including irrigation and public utility districts, cites, and cooperatves, would be denied low-cost power which reclamation law now assures them. This would result in rising pumping

costs to irrigation districts and their farmer members. Likewise, the cost of electricity to cities, business, and domestic consumers would doubtlessly rise.

With regard to irrigation water, the proponents of state purchase freely admit the state could not possibly deliver water at the present low price of \$3.50 an acre foot for canalside water. In the final analysis, it is estimated that buying a project, which we already own, would force water and power rates up at least 20 percent, and add not one drop of water or power to our existing short supply.

State acquisition, moreover, would seriously jeopardize future Congressional appropriation of federal funds essential to the completion of the Central Valley Project.

At hearings on the subject of state acquisition held earlier this year in Visalia and Fresno by an Assembly subcommittee, 35 organizations representing the interests of the small farmers voiced their strong opposition to state purchase, while only two spokesmen, speaking on behalf of organizations and special interest groups that have always opposed the operation of reclamation law, supported the scheme.

Organized labor has long recognized that the interests of the small farmer and the worker are one and the same. The California State Federation of Labor, therefore, takes its position alongside these farmers in opposition to state acquisition of the Central Valley Project. (See also Policy Statement No. XV, Ballot Propositions, for Federation opposition to Proposition No. 16 relating to water and power, which will appear on the November General Election Ballot.)

Referred to Committee on Resolutions. Adopted, p. 198.

XIII

AGRICULTURAL LABOR

(a) The benefits of social legislation enacted during the past 20 years should be extended to the nation's agricultural workers, and special attention given to the problems of migratory workers.

National and state farm labor policies in the legislative field today are still based essentially upon the old "trickle-down" theory—the idea that if the farm operators are taken care of through price supports and subsidies, then all will be well with agriculture, and the hired form worker may get a subsistence wage.

This ignores the basic law of labor-management relations demonstrated and finally learned in other industries long ago. In the absence of organization rights and measures to maintain fair minimum labor standards, the unscrupulous, cut-throat employer will drive decent employers out of the field, and cheap inefficient labor will force good labor from the market

If employer abuses were a national disgrace in a New York sweat-shop or Pennsylvania steel mill or coal mine a generation ago, they are a national disgrace today on a California corporate farm or a Louisiana sugar plantation.

It is high time, therefore, that Congress, while expressing its concern over parity for the large farm operator, also take steps to elevate the millions of hired farm workers in America to a position of parity, in legal rights and dignity, with their fellow workers in other trades and industries.

The great mass of socio-economic legislation of the past generation, including the protection of our national labor relations law in their right to organize, should be extended to agricultural workers, as recommended in Policy Statements No. IV, parts (a) and (c), Taft-Hartley and Labor Relations; No. V, part (b) 1, Unemployment Insurance; No. VI, part (c), Unemployment Disability Insurance; No. VII, part (d), Workmen's Compensation; No. IX, part (a), Social Security and Welfare.

The need for action is most pressing for the one million migrant workers who make up the most exploited tenth of the nation's agricultural labor force.

The chaotic condition of the labor market in which the migrant must participate is revealed in his work experience. Less than 8 percent work over 250 days per year. The migrant and his family, moreover, lack adequate provision for the most basic requirements of human existence—housing, sanitation, medical care, childeducation — in the rural communities through which he moves. Generally, he has no vote nor access or ear to the "right people," as does the employer. To these communities, he is always an outsider, an interloper, with no claim on their facilities.

The social and economic problems of the migrant have been compounded many times in recent years by the "wetback" invasion and the indiscriminate use of legally imported labor from Mexico. A

full 50 percent of the migratory labor force is composed of alien men workers who are depressing the already inadequate wage rates and driving the domestic migrant from the field. Action to remove this source of added irritation, as recommended below in Sections (b) and (c), is essential.

The protection of minimum wages, of old-age and survivors' insurance, of unemployment and disability insurance, of workmen's compensation, and the right to organize and bargain collectively would also help immeasurably to solve the basic income problem of the migrant. Yet, we cannot expect these measures in themselves to bring migratory labor incomes to anything like acceptable standards. Nor can we expect them to solve the problem of educating migrant children, or of providing adequate housing and health facilities.

The solution to the plight lies in a coordinated, total approach to the problem, as recommended by the President's Commission on Migratory Labor in 1951. Organized labor reaffirms its support of the Commission's findings and recommendations. (See Proceedings, 1953, pp. 276-7).

In refusing to act on these recommendations, Congress has demonstrated more concern for the profits of the corporate farmers than for the sub-standard working conditions of migratory workers who make those profits possible. This session Congress appropriated \$1,500,000 to bring in cheap contract labor from Mexico, but rejected a small \$100,000 budget item for the Department of Labor to enable it to provide leadership in establishing a cooperative federal-state program and develop standards for improving the conditions of migratory labor. Perhaps the situation would not be so critical if the importation program did not increase the social and economic plight of the domestic migratory worker.

(b) The "wetback" invasion has become a recognized nationwide problem requiring the enactment of remedial legislation which strikes at the root of the problem.

The continuing and threatening increase in the number of illegal entrants from Mexico during the past decade is revealed in the apprehension figures of the Immigration and Naturalization Service. Prior to 1944, the rate of apprehensions was approximately 10,000 a year. Since then the apprehension rate has increased from 50,000 in 1944, to 1,000,000 in 1953. It is

estimated this year that the rate will increase to 1,500,000.

These figures, although indicative of the volume of traffic, are considerably less than the actual number of "wetbacks" who enter the country. For every illegal entrant apprehended, it is estimated that two or three go free, which means that the actual volume of traffic is about 3,000,000 crossings a year.

The inevitable consequences of this traffic in terms of depressed wages and displacement of migratory workers, quite apart from the miserable conditions that surround the "wetback," have been repeatedly pointed out by the Federation. (See, for example, Proceedings, 1952, and 1953, pp. 300-1 and 277 respectively.)

The problem, furthermore, can no longer be considered one for the border areas alone where the concentration of "wetbacks" is heaviest. The fact that Imperial County has lost well over 50 percent of its resident labor force since 1948, while spending upwards of 20 per cent of its tax revenues in administering to the health and welfare requirements of the "wetbacks," is evidence enough of the toll which this invasion is taking in the border agricultural areas. But to a growing proportion of "wetbacks," employment in agriculture under conditions approximating those in Mexico holds little incentive for stealing across the border except as a stop-gap to obtaining employment in defense plants and other industries.

Infiltration into non-farm occupations, as "wetbacks" fan out from border areas, has now reached such proportions that fully one-third of the "wetbacks" apprehended in northern California today are found engaged in non-agricultural employment, according to the San Francisco office of the U.S. Immigration and Naturalization Service. Earlier this year, the state veterans employment advisory committee to the Director of Employment estimated the number of illegal aliens employed by California industry at 70,000, a number sufficient in terms of jobs to take care of approximately one-fourth of our unemployment at the time of writing.

In addition, the size of the movement across the border is providing an effective screen for subversive and other undesirable persons to enter and depart from the United States. The Immigration and Naturalization Service informed Congress in February, 1954, that it recently discovered that approximately 100 present and past members of the Communist Party have been illegally entering the United States daily from Mexico. The state Attorney

General's office, moreover, maintains that a "very substantial" part of the narcotics brought in to California is carried by "wetbacks."

These and other recognized evils that have accompanied the rising tide of "wetbacks" have served to impress upon the public at large the serious nature of the problem, forcing the present Administration in Washington to give consideration to the steps necessary to stem the tide.

Considerable encouragement is taken in action initiated by the Justice Department following Attorney General Brownell's hurried trip to the West last fall to gain first hand knowledge of the "wetback" problem. Under the direction of Immigration and Naturalization Commissioner Joseph M. Swing, a special program to apprehend and deport "wetbacks" from areas of heavy concentration along the southern border was undertaken on June 17, as 491 patrolmen from other areas in the country were brought in to reinforce the pitifully inadequate border service. During the first five days of the operation in California alone, 12,000 "wetbacks" were apprehended and sent back across the border.

A stepped-up apprehension program, however, provides no lasting solution to the "wetback" problem. As long as employment in the United States remains open to illegal aliens, the "wetback" will continue to serve as the willing tool of the labor contractors who operate immense labor pools from which corporate farmers and other unscrupulous employers may draw freely their supply of cheap labor. The basis for solution of the problem lies in removing the profits that accrue to the beneficiaries of the "wetback" traffic.

We therefore support, as a minimum program, the recommendations submitted to the Attorney General in March, this year, by a delegation from organized labor and several welfare and church organizations in response to an earlier recommendation by the U.S. members of the Joint U. S.-Mexico Trade Union Committee. Among these recommendations are three urging the enactment of legislation which would (1) institute fines and legal penalties against employers who knowingly hire "wetbacks," (2) provide for the confiscation of vehicles owned primarily by private labor contractors which are used in transporting "wetbacks," and (3) prohibit farmers who employ "wetbacks" from deducting as business expenses in their income tax returns the wages paid to "wetbacks."

The substance of these recommendations, in part, has now been embodied in the legislative proposals submitted to Congress by the Department of Justice in conjunction with its announced drive to cut the volume of "wetback" traffic.

Organized labor is deeply gratified by this action, but notes with grave concern that it has been coupled with the Administration's program of extending border recruitment of contract nationals from Mexico under provisions of the migrant labor agreement with Mexico as amended this year. (See Section (c) immediately following.) It is a well recognized fact that the extension of border recruitment of Mexican contract nationals increases the suction of more multitudes of povertyridden workers from the interior of Mexico to the border than required. The net effect is to increase the potential of the "wetback" traffic by providing an excess supply of cheap labor within easy reach of politically potent big growers who favor border recruitment.

As the U. S. members of the Joint U. S.-Mexico Trade Committee have pointed out, the Justice Department and the Attorney General have prescribed "remedies to cure a grave, social disease while simultaneously helping to create conditions to make the disease more virulent."

(c) Organized labor rejects the Administration's program for border recruitment of contract nationals from Mexico and insists upon adequate safeguards to protect both foreign and domestic workers as a prerequisite to importation.

The "wetback" invasion is but one side of the foreign labor problem which is depressing the living standards of domestic farm workers; the other side is the extensive misuse of contract nationals brought in from Mexico to relieve area shortages of domestic workers. As stated in previous statements of policy, these Mexican illegal and legal entrants together have become the anvil and the hammer for flattening American farm wages while driving domestic workers from the field.

Organized labor has no objection to the importation of contract nationals, provided the need for such labor is justified beyond doubt, and adequate safeguards are made to protect both the domestic and foreign workers. Public Law 78 and the covering international agreement with Mexico, however, fail miserably to provide this protection.

Both Public Law 78 and the interna-

tional agreement with Mexico specifically limit the use of contract nationals to areas with a short supply of domestic workers at "prevailing wages" so as not to displace or adversely affect the working conditions of domestic farm labor. The Administration's processing of applications for contract nationals, however, has rendered these guarantees completely ineffective. Employers' requests for contract nationals continue to be granted in a perfunctory manner without any reasonable effort on the part of employers to attract or obtain domestic workers, while "prevailing rates" in effect are set by the same corporate farmers who seek the cheap Mexican labor.

The efforts of organized labor to correct these abuses have thus far been effectively ignored by Congress and the Administration. As events within the year clearly demonstrate, Congress and the present Administration have been more intent upon adapting the program to a system of indiscriminate border hiring, so as to provide the corporate farmers with all the cheap labor they desire, while cracking down on the volume of illegal "wetback" traffic.

Following the breakdown in negotiations with Mexico for renewal of the international migratory labor agreement, and the subsequent expiration of that agreement on January 15, this year, the Administration embarked upon a unilateral system of hiring Mexican nationals at the border, which, in effect, amounted to a legalization of the use of "wetback" labor. Although this action on behalf of the corporate farmers was clearly illegal, Congress responded by the passage of HJ Res 355, which legalized the already established unilateral recruitment system.

Admittedly, the program was inaugurated as an interim measure to fill the gap left by the expired international agreement with Mexico, and was discontinued when agreement with Mexico was reached.

The fact remains, nevertheless, that this unilateral action was used as a weapon by the Administration to beat down Mexican demands for greater protection of contract nationals, including a minimum wage guarantee, and to force Mexican capitulation to demands of the corporate farmers for recruiting stations along the border instead of the interior of Mexico as practiced under the old international agreement. Congressional debates over passage of HJ Res 355 are clear on this point. Sponsors of the measure freely admitted that it was needed as a "weapon"

to make the Mexican government accede to the stipulations of the U.S.

The international settlement finally negotiated and signed on March 10, reflected the demands of the large-scale and corporation farmers in the Southwest. A new border recruiting station has now been established at Mexicali, and stations at Monterrey and Chihuahua, which previously had been closed since 1951, have been reactivated. Other changes in the agreement, on the other hand, are of negligible significance, and in no way offer the protection requested by either American or Mexican labor.

It is significant, moreover, that the President signed into law HJ Res 355 six days after the international migratory labor agreement with Mexico was signed by Ambassador White. There is only one interpretation that can be given to this almost simultaneous signing of an international agreement and an Act of Congress empowering abrogation of the spirit of that agreement, namely, that the Administration is contemplating future use of unilateral recruitment as a "weapon" should the need arise.

Organized labor has cause to be concerned over the practices to come under the new international agreement providing for recruitment at border stations with "weapon" this Presidentially - validated hanging over it. There is little consolation for labor if the Administration's program to crack down on illegal "wetback" traffic (see Section (b) above) is to be offset by making available at the border large pools of cheap labor, composed of those same "wetbacks," to be drawn on freely by the corporate farmers under the presently loosely drawn up program for legal importation of Mexican nationals.

The hypocrisy of such a program is apparent. Organized labor rejects it, and in doing so, reaffirms its demand for farreaching modification of the present importation program as detailed in last year's statement of policy. (See Proceedings, 1953, pp. 277-9.)

At the same time, we pledge our continued cooperation with the Mexican trade union movement, through the duly established Joint U. S.-Mexico Trade Union Committee, to work for both the elimination of the illegal "wetback" traffic, and the removal of the present inequalities of the contract system.

Referred to Committee on Resolutions. Adopted, p. 199.

XIV

CIVIL RIGHTS

(a) Organized labor, while hailing the recent anti-discrimination decisions of the U.S. Supreme Court, pledges to continue its unremitting fight against racial and religious intolerance and discrimination until this blight is completely lifted from the life of the nation.

On May 18 of this year, the Supreme Court of the United States rendered its historic decision prohibiting segregation in the nation's public schools. A few days later, in keeping with the spirit of this great victory for democracy, the Court rendered several other decisions looking forward to the eventual ending of discrimination in publicly supported colleges, universities, housing, and in the use of public recreational facilities.

Although labor takes encouragement in these decisions and in other accomplishments in recent years, there can be no resting until the last vestige of discrimination is removed from the life of the nation.

Toward this end, organized labor renews its pledge to fight racial and religious intolerance and discrimination wherever and whenever it rears its ugly head. The labor movement, however, has learned from bitter experience that the fight for human rights is not one that can be won by lip service alone. As President Meany recently pointed out, it requires hard work, constant vigilance against new forms of discrimination, and, above all, an unflagging determination "to practice what we preach" in statements of policy.

By proving that democracy works in our unions and in our communities, by eliminating racial and religious injustice wherever we find it, we are helping the cause of democracy in its world-wide fight for peace and freedom.

To quote President Meany again: "One man's slavery is a threat to the freedom of every other human being. It took us a long time to learn that truth, but today it provides the moral force for our whole effort to attain world peace, freedom and security.

"That effort can be undermined by the perpetuation of racial and religious bigotry and discrimination here at home. The American people cannot proclaim to the world that we believe all men are created free and equal unless and until we practice what we believe."

The most insidious weapon used against the United States by the Soviet Union has been the attack upon our record on civil rights. Distorted, fraudulent, and foul though the propaganda picture painted by the Communists has been, the colored people who make up the bulk of the world's population will continue to believe it, unless, through firm action, we wipe out discrimination.

(b) The Federation will continue to urge fair employment practices with enforcement powers established by Presidential executive order, by federal and state legislation, and by local ordinance.

Much progress has been made in recent years toward eliminating discrimination in employment, but these gains should not blind us to the fact that Negroes and members of other minority groups are still victims of discrimination in wide sectors of American industry and in many areas of the country.

Minority group members are not only forced to accept employment in the least skilled and lowest paid occupations, but they are also the last hired and the first fired. According to the monthly reports on the labor force of the U. S. Census Bureau, non-whites have almost double the rate of unemployment of whites. With the threat of a recession at hand, therefore, it is most important that FEPC legislation be enacted at this time.

A tremendous volume of evidence has been accumulated to demonstrate the need for such legislation, yet Congressmen and other legislators continue to propose that they "study" the racial problem.

In this respect, labor is proud of its vigorous support, year after year, of FEPC legislation. It is proud, too, of its efforts to abolish discrimination in employment through collective bargaining, as well as its accomplishments in removing the last vestiges of discrimination within organized labor itself. Today, a full 18 per cent of the collective agreements in the United States contain provisions prohibiting discrimination against employees because of race, creed, color or national origin. According to a recent survey made by the Jewish Labor Committee, the membership of unions which still practice discrimination has been reduced from 18.7 per cent of total membership to less than 4 per cent in the ten-year period, 1943 to 1953.

At present some 12 state and 40-odd municipalities have enacted FEPC legislation.

Experience under these laws shows that they have opened many opportunities for minority workers which had been closed to them for purely discriminatory reasons. "Disgruntled" job seekers, moreover, have not swamped commissions with complaints, as predicted by employer groups in their opposition to such laws. Existing laws have not interfered with any employer's "right" to choose competent men, nor have they created new problems for either business or communities. Furthermore, in the 7 states with enforceable FEPC laws, upgrading and expansion of opportunities have been accomplished with little or no use of their compulsory powers, according to a U.S. Senate subcommittee report on state and local FEPC laws issued in 1952 and reprinted in 1953. Of 5,200 complaint case studies, discrimination was found to exist in 2,800 cases, but only 6 required court action after a breakdown of conciliation procedure.

In this light, continued opposition to FEPC legislation by the present Administration can be interpreted only as willingness to place party unity over democratic ideals.

(c) An effective and workable program to eliminate job discrimination by companies holding government contracts should be established, as recommended by the national AFL.

As of 1951, holders of federal government construction and purchasing contracts are required by executive order to include a provision not to discriminate against any employees or applicants for jobs because of race, creed, color or national origin.

The mere existence of the non-discrimination clause in government contracts, however, is not enough to ensure compliance. If the purpose of the provision is to be accomplished, employees and prospective employees of firms awarded contracts must be informed of their rights under the non-discrimination clause, and they must be given ready access to effective machinery for enforcement of those rights.

Accordingly, the Federation supports the recommendations submitted by the national AFL to the President's Committee on Government Contracts, which was established, with labor representation, at the end of last year for the specific purpose of enforcing non-discrimination clauses in contracts. These recommendations are as follows:

1. Acceptance of the full obligations of the non-discrimination clause and

agreement to comply with it should be a precondition for obtaining a government contract. Prospective contractors should therefore be required, as a condition for bidding on such contracts, to certify that they will follow the following nondiscriminatory procedures on all work under such contract:

- a. Recruitment, hiring, placement, training, promotion, tenure of employment, compensation, and all other terms and conditions of employment will be based solely on merit and/or length of service without regard to race, color, religion, national origin, or ancestry. No inquiries will be made regarding race, color, national origin or ancestry from applicants for employment, nor will recruitment be made from a source engaged in discrimination against members of minority groups. Help wanted advertisements or job orders to employment agencies will not be placed on a discriminatory basis by such contractors.
- b. A notice setting forth the substance of the nondiscrimination clause in government contracts and the rights of applicants and employees under the clause will be posted in conspicuous places where it will be seen by employees and applicants for employment.
- c. A nondiscrimination clause will be inserted in all subcontracts undertaken to fulfill the prime contract with the government.
- 2. Each contracting agency of the federal government should establish effective administrative machinery for insuring compliance with the nondiscrimination provision in its contracts.

This provision is now required and included in such contracts, but few procurement agencies have made genuine efforts to establish procedures and machinery for securing compliance with the nondiscrimination requirement. Each contracting agency should have final responsibility for enforcing the nondiscrimination clause in the contracts awarded by such agency.

To that end, it should take the necessary steps to make certain that all members of its staff involved in any way with the awarding of contracts or insuring compliance with such contracts are made fully aware of the agency's responsibility to enforce compliance with the nondiscrimination clause and to assure that all workers employed by the contractor or applicants for employment are

fully informed of their rights under the nondiscrimination clause.

It should also be the responsibility of the contracting agency to distribute to all contractors copies of the standard notice setting forth the nondiscrimination policy to which the employer agrees to conform and to require the contractor to post copies of this notice in appropriate places.

To enforce compliance with the nondiscrimination clause, contracting agencies should not hesitate to employ effective sanctions when conciliation and persuasion are insufficient. Such sanctions might include termination of contract, or disqualification from future contracts. The particular sanction to be employed would depend upon the extent to which there is an imperative necessity for continued production under a particular contract.

3. The Department of Labor should keep under constant review the effectiveness with which the agencies of the government concerned carry out the non-discrimination policy, assure effective investigation of complaints of failure on the part of contractors to comply with the nondiscrimination clause and should also be equipped to assist in the pre-liminary efforts to dispose of such complaints by conciliation, mediation and persuasion.

Where such preliminary efforts are not successful, the Department of Labor should recommend necessary action to the contracting agency. The ultimate responsibility for establishing the occurence of violation of the contract and for enforcing the nondiscrimination clause will still rest with the contracting agency.

(d) The Federation reaffirms its opposition to vaguely worded antisubversive laws and oaths which chip away at the very rights which we seek to preserve from the totalitarian menace of the right and left.

The Federation's position in this respect was made clear in the statement of policy adopted at the 1952 convention in Santa Barbara, wherein it was stated in part:

"Historically, the American Federation of Labor has consistently led the fight against communism and every other form of totalitarianism, which, by deceit and cunning and the force of violence, would seek to destroy every vestige of human

freedom and democracy in the United States and throughout the world.

"Labor is fully aware of the loss of human rights which would ensue under a Communist dictatorship. But labor is equally aware of the danger of losing such rights through hasty and unthinking action by a large sector of our citizens, including elected representatives, in their eagerness to protect democracy."

While recognizing that "there is a strong need for laws which would protect our democracy from truly dangerous groups which could overthrow our government by force and violence," it was made clear that "labor strongly opposes the enactment of vaguely worded anti-subversive laws and loyalty oaths which attach the label of subversive to groups and individuals which have no other purpose than social and economic advancement."

"Such measures," the statement concluded, "merely give legal support to the reactionaries who, under the banner of fighting against subversion and communism, actually fight social progress at every turn in the road."

In reaffirming this position, we take particular opposition to the mass of loosely worded legislation introduced in Congress this year with the purported purpose of cleaning out Communist elements from the trade union movement, but which, in effect, could be used to hamper the operation of and even destroy legitimate, democratic labor organizations. In general, these bills, some sponsored by the Administration but fortunately defeated, would have extended the 1950 Subversive Activities Control Act to include labor unions, permitting the Subversive Activities Control Board to deny unions collective bargaining rights and protection of our national labor relation law, upon findings of Communist "domination" and "infiltration" under definitions so broad and vague as to permit, as the national AFL pointed out, the destruction of unions with one or two members adjudged, under loose standards, to be subversive.

Likewise, we oppose the extreme in this type of legislation, as introduced in Congress this year, which under the guise of ferreting out subversives, would permit suspension of labor's rights by the Subversive Activities Control Board upon a mere filing of charges of Communist domination by any employer prior to the determination of fact of Communist domination.

It should be emphasized, however, that labor's opposition to such legislation stems

not from the objective, but from the probability that it will be used to thwart the legitimate activities of democratic unions, groups, and individuals. In this respect, we commend the House Judiciary Committee for its recent rejection of two hastily drawn up Administration bills designed to bar "subversives" from defense plants and to "liquidate" Red-infested unions, and its acceptance of an AFL proposal that a Presidential commission be established to examine the extent and danger of Communist infiltration into labor unions and other organizations closely identified with the national economy. Under this plan, if approved by Congress, the proposed commission would evaluate the threat to the national security posed by Communistdominated unions, and then recommend, by next January 15, administrative and legislative measures to eliminate any possible risks.

Organized labor is also opposed to abridgement of the constitutional guarantees against self-incrimination, and any and all efforts to circumvent constitutional guarantees against unwarranted search and seizure. The American Federation of Labor, however, has recognized compelling reasons of national security which make it desirable to permit wire-tapping by authorized federal government agencies in certain cases involving espionage, sabotage and treason, and permit utilization of such evidence in court actions. To prevent abuse. however, such wire-tapping should be carefully limited and safeguarded by the requirement of obtaining, in each instance, a court order of limited duration upon application of the Attorney General. At the same time, stiff penalties should be imposed on all unauthorized wiretapping to eliminate the widespread abuse of this obnoxious practice that has developed in recent years.

With regard to legislative investigating committees, the Federation fully recognizes the right and duty of such committees to investigate possible illegal acts related to the proper subject matter of the committee's investigation, but deplores the manner in which they have become, in some instances, the special vehicle of a handful of demagogues who have taken it upon themselves to determine the limits of free expression and to cast the shadow of subversion upon all who differ with their opinions. In the expanding activities of these committees and the mass hysteria which they have helped to create, labor recognizes as great a danger to democracy as communism itself. We demand the adoption of investigation committee procedures which will protect the liberties and procedural rights of the American people who appear as witnesses before such committees.

Referred to Committee on Resolutions. Adopted, p. 199.

XV

BALLOT PROPOSITIONS

The Executive Council of the Federation makes the following recommendations on the ballot propositions which will appear on the November, 1954 general election ballot:

Proposition 1—\$175 Million State Veterans' Bond Issue

Recommendation: Vote YES

This legislative referendum authorizes the issue and sale of \$175 million in state bonds to be used by the State Department of Veterans Affairs in assisting California war veterans to acquire farms and homes.

The voters have approved nine previous veterans' bond issues, and repayment experience has been excellent. Additional funds are now needed to carry on a program which has enabled thousands of veterans to purchase homes and farms through direct, long term, low interest loans from the state.

Proposition 2—\$100 Million State School Bond Issue

Recommendation: Vote YES

This constitutional amendment directs the issuance and sale of \$100 million in state bonds to provide loans and grants to school districts for (1) the purchase and improvement of school sites. (2) the purchase of furniture and equipment for schools, and (3) the planning, construction, repairing, or altering of school buildings. In addition, it permits the legislature to reduce the amount of the total bond issue by the appropriation of other money, or to augment the bond issue proceeds by additional appropriation. The measure further provides that allocation of funds to school districts shall be regulated by the legislature, which shall require districts to repay the state according to their ability.

Funds authorized by the \$185 million state bond issue approved by the voters in 1952 are expected to run out in the fall of 1955. California's mushrooming school population makes it essential that additional school construction funds be made available. Indeed, this \$100 million

bond issue is only a small step in meeting the school construction needs of the state. (See Statement of Policy No. XI (a), Education.)

Proposition 3—Alcoholic Beverage Control

No Recommendation

This constitutional amendment establishes (1) a Department of Alcoholic Beverage Control with provision for a Director to administer liquor licensing laws in place of the State Board of Equalization, and (2) a three-man board to hear appeals from the Department's decisions. The Director would be appointed by the Governor and confirmed by majority vote of all members of the Senate. He would serve at the pleasure of the Governor and could be removed by the Governor or by a majority vote of all members of each house of the legislature for dereliction of duty, corruption, or incompetence, if five members of the Assembly joined to introduce a proposal to remove him from office. Members of the three-man Appeals Board would also be appointed by the Governor, subject to confirmation by a majority vote of all members elected to the Senate, and could be removed in a similar manner to that prescribed for removal of the Director. The measure also makes offenses involving moral turpitude an additional ground for denial, suspension or revocation of liquor licenses, and prohibits state manufacture or sale of liquor. In addition, it preserves consistent provisions of the existing Alcoholic Beverage Control Act and the existing license fee scale, until the legislature provides otherwise. Approval of this measure would leave to the State Board of Equalization those functions it now has pertaining to assessed valuations, tax collections, and the levying of taxes.

Proposition 4—Aid to the Needy Aged

Recommendation: Vote YES

This initiative amendment to the constitution (1) increases monthly aid payments to aged persons who meet the eligibility requirements of the Welfare and Institutions Code from a maximum of \$80, as fixed by the legislature by law, to a constitutionally fixed \$100, (2) permits the legislature to increase, but not decrease, this amount, (3) provides that payments shall be regarded as income of the recipient alone, and (4) appropriates money for the state's share of aged aid.

The Federation has consistently sup-

ported an increase in payments to the needy aged. The \$20 increase proposed here is long overdue, and will enable our senior citizens to raise their living standard to minimum decency level. According to the State Department of Social Welfore, the actual need of the average recipient of old age security totals \$101.02 per month.

It is estimated that the \$20 increase will cost the state about \$55,500,000 annually, and the 58 counties about \$9,250,000 annually. Federal payments would also increase by about \$9,400,000.

Proposition 5—Taxation: Exemption of Vessels

Recommendation: Vote YES

This constitutional amendment continues indefinitely the exemption of California-registered freight and passenger ships of more than 50 tons burden from local property taxation. The exemption is due to expire on January 1, 1955.

Proposition 6—Pay of Legislators

Recommendation: Vote YES

This constitutional amendment increases the salary of state legislators—Senators and Assemblymen—from the present \$300 per month to \$500 per month.

The present salary of state legislators is obviously insufficient to support a legislator and his family. As a result, the situation in Sacramento is developing into one in which only those with a large outside income, or those who are financially independent, can afford to seek office. If the state legislature is to be fairly representative of all the people, it is essential that this pay increase be approved.

The fact that this measure was introduced by seven Assemblymen who are not running for office, should be enough to dispel any question as to self-interest.

Proposition 7—Torrens Land Title Act

No Recommendation

This legislative referendum authorizes the legislature to amend or repeal the Land Title Law (Torrens Act) which was adopted by initiative in 1914.

Under the present constitutional provision regarding the initiative, the legislature is prohibited from making additions to or changes in this, or other similarily initiated laws, without submitting the

matter to the people—unless the specific law itself provides that such changes may be made by the legislature. Proposition 7 would add a section to the Torrens Act to specify that the legislature may make such changes in the law, or repeal it.

Proposition 8—Tax Exemption of Commercial and Fishing Vessels

No Recommendation

This constitutional amendment provides that the local property tax exemption of California registered vessels, otherwise due to expire on January 1, 1955, shall continue, but will include vessels engaged in commercial deep-sea fishing outside the state territorial waters, as well as freight and passenger vessels. The exemption is limited to vessels of more than 100 tons burden.

According to the Legislative Counsel, although some of the property exempted by this proposition would also be exempted by Proposition No. 5 on the ballot, there is no irreconcilable conflict between the two propositions. If both are adopted, both can be given effect, regardless of which receives the higher vote.

Proposition 9—Church Exemption: Property Under Construction

Recommendation: Vote YES

This constitutional amendment extends the property tax exemption for churches under construction, granted by a constitutional amendment adopted in 1952, to include the land and the equipment of the building in the course of construction.

Proposition 10—Terms of State Officers

Recommendation: Vote NO.

This constitutional amendment (1) increases the terms of Assemblymen from 2 to 4 years, with one half of the members being elected every second year, (2) increases the terms of State Senators from 4 to 6 years, with approximately one-third of the members being elected every two years, and (3) limits the terms a Governor may serve to two four-year terms, excluding the incumbent Governor.

Proposition 11—Taxation: Exemption for Disabled Veterans

Recommendation: Vote YES

This constitutional amendment authorizes a tax exemption, up to \$5,000, on a home acquired with federal assistance by

a veteran who has a permanent and total service-connected disability consisting of loss or loss of use of both legs.

Proposition 12—Voting Eligibility Recommendation: Vote YES

This constitutional amendment removes the voting disqualification of a person convicted of an infamous crime after he has completed paying the penalty imposed by law for his crime.

Proposition 13—Vernon City Charter Recommendation: Vote NO

This constitutional amendment authorizes the City of Vernon (population estimated at less than 450) in Los Angeles County to propose a charter for adoption by the voters of the city and ratification of the legislature. The measure also (1) limits the power of originating future charter amendments to the city council, (2) permits the charter to define voting eligibility in city elections, (3) permits the charter, if less than 135 registered voters reside in the city on the day of the charter adoption election, to fix voting eligibility and eligibility for office without regard to residence and on the basis of property ownership, and (4) confines future annexations to uninhabited territory.

This constitutional amendment, in other words, would permit the City of Vernon to limit the right to vote to those who own property in the city, regardless of whether or not they actually live there. The Federation is unalterably opposed to property ownership qualifications for voters. The California constitution, which now prohibits such a qualification, should not be abridged.

Proposition 14—College Exemption: Property Under Contruction

Recommendation: Vote YES

This constitutional amendment extends the property tax exemption for college building in the course of construction, granted by a constitutional amendment adopted in 1952, to include land on which a building in the course of construction is located.

Proposition 15—Welfare Exemption: Property Under Construction

Recommendation: Vote YES

This constitutional amendment extends the property tax exemption now granted to property used exclusively for non-profit religious, hospital or charitable purposes to include buildings in the course of construction, their equipment, and the land on which the construction is taking place.

Proposition 16—Water Rights of Government Agencies

Recommendation: Vote NO

This constitutional amendment relates to the future acquisition of interest in California real property by an agency of the local, state, or federal governments. It provides that the acceptance of such an interest constitutes an agreement by the agency to conform to the laws of California with regard to the acquisition, control, use and distribution of water with respect to the land acquired.

The real purpose of the amendment is hidden behind innocent-sounding language. The real purpose is to open an almost infinite number of untested legal avenues which may serve to prevent future cooperation between the state and the federal government in the development of our water resources. The obvious goal is to prevent the federal government from undertaking future reclamation projects like the Central Valley Project, thereby avoiding the operation of federal reclamation law in the development of our resources.

Since the laws of the United States constitute the supreme law of the land, this amendment also appears to be unconstitutional to the extent that it attempts to regulate the federal power of "eminent domain." The Supreme Court of the United States has ruled that the federal power of "eminent domain can neither be enlarged nor diminished by a state. Nor can any state prescribe the manner in which it must be exercised."

The amendment, insofar as it applies to state agencies, is also unnecessary, since state agencies are already bound by state law.

Proposition 17—Use of Gas Taxes Recommendation: Vote NO.

This constitutional amendment permits street and highway revenues collected by the state from sources such as gasoline taxes and motor vehicle registration and operation fees, to be used for financing parking facilities, as the legislature may prescribe.

Proposition 18—Resident Noncitizens: Property Ownership Recommendation: Vote YES

This constitutional amendment extends

to resident foreigners who are eligible for United States citizenship the same privileges concerning property ownership as have already been given to resident foreigners of white and African descent. The amendment would thus extend the right to own property to all foreigners who are eligible to become citizens under our naturalization laws.

Proposition 19—Qualifications of Inferior Court Judges

No Recommendation

This constitutional amendment makes a judge of a justice court eligible for office as judge of a superseding municipal court even though he may not be an attorney,

provided he has served as justice of the peace for five years preceding November 7, 1950, and a judge of the justice court continuously thereafter.

Proposition 20: Framing County Charters

No Recommendation

This constitutional amendment extends the time for preparation of a proposed county charter by the county board of freeholders from the present 120 days to six months. It also alters the requirements for nominating candidates for freeholders.

Referred to Committee on Resolutions. Propositions 1-2, 4-15 adopted, Proposition 3 adopted as amended, p. 206.

RESOLUTIONS

Federation to Hold Biennial Conventions

Resolution No. 1—Presented by John R. Shoop and Kenneth E. Reeves of Paint and Brush Makers Union No. 1071, San Francisco.

Whereas, The California State Federation of Labor has grown to such large proportions that it is difficult to interest cities large enough to hold a convention of this size for lack of facilities and financial assistance; and

Whereas, Many smaller and financially weaker unions find it ever more difficult to collect adequate revenue to support and pay for proper representation at such gatherings; and

Whereas, Conventions in odd-numbered years are more or less routine functions that could be handled by its Executive Council; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor amend its constitution to call for biennial conventions only—except for the authority of the Executive Council to call for special conventions when necessary; and be it further

Resolved, That the Federation make every effort to maintain and develop educational conferences for its member unions and their delegates and use every means to induce presently unrepresented unions in conventions to participate in the educational conferences for the mutual benefit and enlightenment of the labor movement,

Referred to Committee on Constitution. Second Resolved adopted, remainder filed, p. 241.

Equable Conditions for All Unemployment Insurance Claimants

Resolution No. 2—Presented by Vernon L. Pankey of California State Council of Cannery Unions, Oakland.

Whereas, At recent sessions of the California legislature, although unemployment weekly benefits have been increased belatedly, it has imposed certain arbitrary restrictions with respect to qualifying wages, such as the 75 per cent rule and the elimination of "lag quarter" earnings, with the result that annually many thousands of workers unemployed through no fault of their own and genuinely attached to the labor market are declared ineligible for any benefits although they have earned more than \$300.00 in covered employment.

This is contrary to the statement of policy in Section 100 of the California Unemployment Insurance Code; and

Whereas, In time of high employment the 75 per cent rule works an injustice to many thousands of workers in industries where employment is seasonal or irregular or casual. It is common knowledge that the majority of employers fail to afford opportunities of year-round employment in the food processing, lumber, garment industries, fisheries, movies and (in many areas) construction. The fact that in these industries many workers earn 75 per cent of their earnings in one quarter is no indication of the individual's lack of attachment to the labor market but rather of the inability or unwillingness of the employers to supply opportunities for steady employment; and

Whereas, The Appeals Board has held that the only wages that can be used to avoid ineligibility under the provisions of these sections, are "wages in covered employment," it follows that many thousands of unemployed workers are found ineligible although they have earned more than \$300.00 in covered employment because their other wages have been earned in such non-subject employment as agriculture, domestic, employment out of state. employment by federal, state or municipal governments. Consequently, in those occupations and areas where workers shift from covered to uncovered employment, claimants who have in fact been fully employed for the previous eighteen months may nevertheless be found ineligible; and

Whereas, In times of "normal" unemployment, Section 1277 (eliminates the use of "lag quarter" earnings for qualification of benefits) will have a catastrophic effect upon the unemployment insurance rights of all workers who by reason of age, lack of seniority or handicap, as they will be among the last to be hired and the first to be dismissed; and

Whereas, In times of serious depression and recession, Section 1277 will have the tendency to limit workers' unemployment benefits to a one-year period; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record to seek the enactment of legislation that will offer more equable conditions to all claimants for unemployment insurance benefits; and be it further

Resolved, That this convention go on

record as advocating the repeal or amendment of Sections 1277, 1281a and 2652 of the California Unemployment Insurance Code.

Referred to Committee on Legislation. Adopted, p. 204.

Prohibit Prisoner Barbers from Performing Services for Prison Civilian Personnel

Resolution No. 3—Presented by James N. Butler, Jr. of Barbers Union No. 827, Salinas.

Whereas, At the present time and for some time past it has become an established practice at the California State Medium Security Prison situated at Soledad, California, and various other prisons in the state of California, for the prisoner personnel assigned to the prison barber shop, as barbers, to perform such services for the civilian employee personnel of said prison and members of their immediate family; and

Whereas, Adjacent to said prison at Soledad and adjacent to other state prison institutions in the state of California, there are available union barber shops who are being deprived of the patronage of said prison employee personnel and their families; and

Whereas, For some time past continuous efforts have been made to stop this unfair practice by personal contact and letters with the prison authorities at said Soledad Prison and Director of Department of Correction (by letter) to no avail; and

Whereas, All civilian union barbers are taxpayers and should be entitled to such patronage and trade; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor authorize and direct its officers and the Executive Council to take whatever steps it deems necessary to bring about the abolishment of the practice of permitting prisoners of penal institutions of the state of California to perform any of the services usually rendered by barbers for any person whomsoever, prisoner personnel excepted.

Referred to Committee on Resolutions. Adopted, p. 228.

Reaffirm Support of Milk Control Act

Resolution No. 4—Presented by Joseph J. Diviny of Teamsters Joint Council No. 7, San Francisco, and Paul D. Jones and Cletus W. Chapman of Teamsters Joint Council No. 42, Los Angeles.

Whereas, California consumers enjoy at fair and reasonable prices one of the best,

if not the best, milk supplies in the country. And yet the subject of milk prices has been a controversial one in recent weeks; and

Whereas, The California milk industry goes to make up a very sizeable part of the agricultural economy of the state. To provide California's 10-to-12,000,000 consumers with an adequate daily supply of good, fresh milk is a big job. It takes more than 500,000 dairy cows and millions of dollars of investment in dairy farms and bottling plants; and

Whereas, This large industry is almost completely regulated—virtually on a public utility basis—by the California Milk Control Act, which is administered by the Bureau of Milk Control of the State Department of Agriculture; and

Whereas, Prior to regulation of the dairy industry by the state, chaotic competitive conditions caused dairy farmers to go broke; distributors of dairy products to suffer serious losses; and a dependable quality milk supply for the public to be uncertain. The milk wars of the early 1930's in California gained national notoriety when milk sold in some areas at as little as one cent per quart; and

Whereas, California milk price control legislation was passed by the legislature in 1937 in the public interest. Since regulation by the state, California consumers have enjoyed one of the finest milk supplies in America. Milk has been plentiful at fair prices—prices lower than in most parts of the country; and

Whereas, It should be apparent to the consumer and all segments of the dairy industry that the general market stability of the dairy industry—maintained in recent years under the California Milk Control Act—has been, and is, the best overall economic interests of California, and of its agriculture, in particular; and

Whereas, Milk and dairy products distribution is, of its very nature, complicated. The product has to be produced on dairy farms, refrigerated, and transported to city processing and distributing plants, and delivered to the consumer through stores and into the home. The milk marketing statutes were passed to assure the public a good, wholesome supply at fair prices. These statutes established fair competitive marketing conditions to prevent monopoly and fixed minimum prices which permitted sufficient distribution facilities to remain in business to serve the public adequately; and

Whereas, Attacks on the Milk Control Act, if successful, could well be expected to set off a chain reaction of competitive strife within the industry. Momentarily lower milk prices probably would result. At the same time the attacks would damage dairy farmers and every segment of the industry to such an extent that the industry could be years recovering from the shock, and the consumer—in the long run—could well expect higher prices due to the resultant instability; and

Whereas, The setting of minimum prices is not a simple procedure in so complex an industry. Vast amounts of cost studies are necessary. Dairy farmer costs are reviewed; distributor plant and delivery costs are surveyed; and it is to be expected that the administrative agency cannot please everyone in so large an industry.

In recent years the Bureau of Milk Control has been under attack by individual segments of the dairy industry itself. These attacks have come, for the most part, from elements of distribution which have represented themselves as fighting for lower milk prices. Actually, these segments have a system of distribution not generally representative of the industry, and they would like to have the competitive advantage of a lower minimum price to attract customers.

In most cases, those who attack the statute make large individual deliveries only to their own stores. Unlike most distributors, they do not serve schools, hospitals, restaurants, or small stores, nor do they have home delivery service.

It is true that a company distributing milk on a select route, with few stops and large quantities of milk being delivered at those few stops, can do so much more cheaply than the majority of distributors who serve many outlets with much smaller quantities each.

A minimum price based on the request of the "quantity" distributor would not be in the public interest in the long run, and surely would be unfair to the vast majority of the dairy industry—both farmers and distributors—which supports the Milk Control Act and is of the opinion that the act has accomplished the legislative intent and has been administered fairly in the public's interest; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor re-affirm its position to support the Desmond-Young Act and to rigidly resist any effort on the part of any party or group that may attempt to destroy this valuable legislation in the selfish interests of a monopoly.

Referred to Committee on Resolutions. Adopted, p. 227.

Enact State Code Governing Heating and Piping Installations

Resolution No. 5—Presented by Dan MacDonald of California Pipe Trades Council, San Francisco.

Whereas, Proper installation of heating and piping work requires a special knowledge and skill by the journeymen in the trade; and

Whereas, Improper installation of heating and piping work is becoming more prevalent; and

Whereas, Such installations are a dangerous threat to life, health and property; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor instruct its incoming officers to cooperate to the fullest extent with the officers of the California Pipe Trades Council of the United Association, in preparing and having introduced at the next session of the state legislature a bill to establish a state code covering heating and piping installations.

Referred to Committee on Legislation. Filed, p. 234.

Create State Board of Plumbing Examiners

Resolution No. 6—Presented by Dan MacDonald of California Pipe Trades Council, San Francisco.

Whereas, The licensing of journeymen plumbers after having successfully passed a qualifying examination is an established fact throughout the country; and

Whereas, This fact has been almost universally recognized by numberless cities, counties and states as a protection to the health and welfare of their respective communities; and

Whereas, The United Association and its affiliated Plumbers local unions have both financially and otherwise been the leaders and staunch supporters of codes, ordinances and state laws providing for the qualification and licensing of all those persons engaged in the installation and repairs of plumbing systems in their entirety; and

Whereas, A number of cities, and counties in the state of California have eliminated codes, ordinances, etc., providing for the qualification and licensing of persons engaged in the plumbing industry by hav-

ing the city or county attorney render an opinion that such codes and ordinances are unconstitutional, and in some instances these opinions have been upheld by the courts; and

Whereas, The tendency to eliminate these codes, ordinances, etc., is becoming widespread throughout the state of California, and if permitted to continue, the protection to the health and welfare of the communities will be lost, thereby creating a serious health hazard; now, therefore, be it

Resolved, That this 52d convention of the California State Federation of Labor go on record instructing its incoming officers to attempt to get all of the interested parties together for the purpose of drawing up a state law to the end that a State Board of Plumbing Examiners be set up to examine journeymen plumbers and be empowered to issue certificates of competency to those successful in passing said examination.

Referred to Committee on Legislation. Adopted as amended, p. 234.

FEPC

Resolution No. 7—Presented by Dan MacDonald of California Pipe Trades Council, San Francisco.

Whereas, In previous conventions the California State Federation of Labor has gone on record as favoring a State Fair Employment Practices Act; and

Whereas, The need for legislation making it unlawful to refuse to hire or to discharge or discriminate in conditions of employment against any person because of age, race, religion, color or national origin is greater than ever before; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor instruct the officers and the Secretary to prepare and sponsor a State Fair Employment Practices Act.

Referred to Committee on Legislation. Filed, p. 236. See Resolution No. 172 and Policy Statement XIV.

Request Internal Revenue Service to Define "Metropolitan Area" for Travel Expense Deductions

Resolution No. 8—Presented by Dan MacDonald of California Pipe Trades Council, San Francisco; Lou Kovacevich, Bill Weber, Sr., James G. Sanders, Roy Tinder, C. D. Gibbon, Jack Matheis of Steamfitters No. 342, Oakland.

Whereas, Members of the building and construction trades are employed on con-

struction and industrial work of a temporary nature and the location of many such jobs is at a considerable distance from the homes and various union halls of such members; and

Whereas, Contractors and employers have recognized the extraordinary expenses of such members incurred while driving to such job locations by providing for travel expense aside from regular wages; and

Whereas, Some of its members have been advised by counsel that the federal income tax laws provide that daily transportation expense of the nature described is not a commuting expense, but a business expense deductible on the tax returns of the members of the building and construction trades local unions; and

Whereas, The Internal Revenue Service has been treating such expenses inconsistently, since such expenses were allowed in some cases, partly allowed in others, and completely disallowed in others; and

Whereas, The cost of contesting such full or part disallowances is disproportionate to the benefit derived by any individual, and the proper treatment of these expenses on the income tax returns of the members affected represents a very important economic factor to each member of these local unions; and

Whereas, The members of the building and construction trades have been advised that said Revenue Service has admitted that such transportation and automobile expenses are a proper tax deduction if incurred beyond the metropolitan area, but that said Revenue Service refuses to define such areas, placing the burden on each taxpayer to contest each individual return; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record protesting the methods used by the Internal Revenue Service; and be it further

Resolved, That said Internal Revenue Service be, and is hereby requested to define the radius of said metropolitan area around the local union offices for the purpose of arriving at a uniform treatment of income tax returns for the members of the building and construction trades, and that these members be notified of such definition or any reasons why such definition cannot be given; and be it further

Resolved, That the incoming officers of the California State Federation of Labor be instructed to contact the proper person or persons to correct the inconsistency of employees in the Internal Revenue Service in rendering opinions with respect to travel expense in various Internal Revenue offices throughout the state of California.

Referred to Committee on Resolutions. Filed at request of sponsors, p. 181.

Increase Social Security Benefits and Liberalize Qualifications

Resolution No. 9—Presented by Dan MacDonald of California Pipe Trades Council of San Francisco.

Whereas, The Old Age Social Security laws are intended to give some financial assistance to people participating in it at the age of retirement; and

Whereas, Some of the provisions in the Act make it impossible for the beneficiary to receive the maximum benefits through no fault of their own; and

Whereas, The amounts now possible to receive under said Social Security are not sufficient to adequately support anyone who is entirely dependent upon this income; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor go on record as being in favor of an increased Social Security and lessening the qualifications for maximum benefits.

Referred to Committee on Resolutions. Filed, p. 187. See Resolution No. 68.

Increase Income Tax Exemptions in Lower Brackets

Resolution No. 10—Presented by Dan MacDonald of California Pipe Trades Council of San Francisco.

Whereas, The present Administration has recommended that a number of changes be made in the payment of federal income tax; and

Whereas, We are of the opinion that any reduction in taxes should be made equally to all persons commensurate with their ability to pay, and this can only be accomplished by increased personal exemptions in the lower brackets; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor go on record as being in favor of a substantial increase in income tax exemptions in the lower brackets; and be it further

Resolved, That the incoming officers of the California State Federation of Labor make every effort to have legislation providing for aforementioned tax exemptions enacted into law.

Referred to Committee on Resolutions. Adopted, p. 181.

Replace Calendar Week by Flexible Week in U.I.

Resolution No. 11—Presented by Dan MacDonald of California Pipe Trades Council, San Francisco.

Whereas, The present system of paying unemployment insurance creates a hard-ship upon the workmen; and

Whereas, Indications point to more unemployment and Title 22 of the California Administrative Code will cause a hardship upon the families of the insured; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as opposing the calendar week, and that it be replaced by a flexible week, or that the week shall start as of the date of filing.

Referred to Committee on Resolutions. Non-concurred, p. 183.

Claims for Unpaid Wages

Resolution No. 12—Presented by Sonoma County Building and Construction Trades Council, Santa Rosa.

Whereas, In order to file a claim for unpaid wages with the State Labor Commission it is necessary for the individual worker to initiate action; and

Whereas, Many instances occur where the worker fails to file because of confusion regarding the requirements, inconvenience, loss of time, fear and similar deterrents; and

Whereas, Many thousands of dollars in unpaid wages could be recovered for employees by stricter enforcement of the State Labor Code; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor instruct its legislative representative to seek amendment to the State Labor Code which will allow a union to file a claim for unpaid wages against an employer on behalf of its members, and that appropriate legislation to achieve this end be prepared for submission to the next session of the state legislature.

Referred to Committee on Legislation. Non-concurred, p. 233.

Condemn Methods and Activities of Senator McCarthy

Resolution No. 13—Presented by Wm. H. Knight, J. L. Hazard of California State Council of Lumber and Sawmill Workers, San Francisco, W. J. Bassett, Thomas Ranford of Los Angeles Central Labor Council; Wm. M. Burke, Fred C. Cunningham,

Arthur Ingersoll of Painters No. 116, Los Angeles.

Whereas, Senator Ralph E. Flanders of Vermont, on June 11, 1954, introduced into the United States Senate a resolution to the effect "that Senator McCarthy be separated from the Chairmanship of the Committee on Government Operations, and furthermore be prohibited from being Chairman or Vice Chairman of any Subcommittee thereof"; and

Whereas, Senator McCarthy has failed to answer questions of a duly constituted U. S. Senate Committee on

"Whether under the circumstances it was proper for Senator McCarthy to receive \$10,000.00 from Lustron Corporation."

"Whether funds supplied to Senator McCarthy to fight Communism or for other specific purposes were diverted to his own use."

"Whether Senator McCarthy's activities on behalf of certain special interest groups, such as housing, sugar and China, were motivated by self-interest."

"Whether loan or other transactions Senator McCarthy had with Appleton State Bank or others involved violations of the tax and banking laws."

"Whether Senator McCarthy violated Federal and State Corrupt Practice Acts in connection with his 1944-46 senatorial campaigns or in connection with his dealings with Ray Kiermas."

Whereas, Senator McCarthy employs police state methods that invade freedom of conscience and freedom of expression; and

Whereas, Senator McCarthy seeks to silence all criticism by intimidation; and

Whereas, Senator McCarthy has sought to usurp power and place himself above the law by fostering fear, suspicion, distrust, disloyalty and disruption within the government and by encouraging a system of private informers responsible only to himself; and

Whereas, McCarthy has confused and diverted the fight against Communism by indiscriminately smearing all opposition and dissent as subversive; and

Whereas, An effective fight against Communism at home and abroad requires a positive affirmation of democratic values; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor, assembled in the fair city of Santa Barbara, California, opposes the methods and activities of Senator McCarthy as a threat to our continued freedom and democratic government; and be it further

Resolved, That the California State Federation of Labor call upon the U.S. Senate to strip McCarthy of the Chairmanship of the Committee on Government Operations, and to prohibit him from being the Chairman of any other Senate Committee or Subcommittee; and be it further

Resolved, That a copy of this resolution be sent to the President of the United States, the Vice Presiden of the United States, and the Chairman of the U. S. Senate Committee on Ways and Means and to both U. S. Senators from the State of California.

Referred to Committee on Resolutions. Filed, p. 205. See Resolution No. 153.

Code of Fair Procedure for Investigating Committees

Resolution No. 14—Presented by Wm. H. Knight, J. L. Hazard of California State Council of Lumber and Sawmill Workers, San Francisco; and W. J. Bassett, Thomas Ranford of Los Angeles Central Labor Council.

Whereas, Investigating committees of state legislatures and the U. S. Congress serve a constructive and necessary function in the gathering of information to provide the basis for legislation; and

Whereas, Civil liberties have frequently been violated by such committees; and

Whereas, In order to effectively discharge their duties and safeguard the rights of individuals accused before them, such committees should conduct their business in accordance with fair and democratic standards; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor, assembled in the fair city of Santa Barbara, California, this month of August 1954, advocate the adoption by legislative bodies of codes of fair procedure for investigating committees, to incorporate principles which will:

- 1. Restrict investigations to the legitimate purposes permitted by the Constitution of the United States and the respective state constitutions;
- Eliminate one-man committees and require the presence of a majority of the members before a legitimate hearing can proceed;
- 3. Authorize the issuance of reports only upon the formal vote at a meet-

ing attended by a majority of the committee;

- Permit witnesses adequate representation by counsel;
- Assure witnesses of reasonable advance notice of a hearing and of the subject concerning which he is to be interrogated;
- Provide persons adversely affected by testimony given in public the opportunity for early public rebuttal and cross-examination of witnesses under reasonable restrictions;
- 7. Prohibit the public release of material in the files of a committee or testimony taken in private session, except upon formal vote by the committee, and only after persons adversely affected are given advance notice of the nature of such material or testimony.

; and be it further

Resolved, That a copy of this resolution be sent to the President of the United States, the Vice President of the United States, to both U. S. Senators from the state of California, and to each Representative in the House of Congress from California.

Referred to Committee on Resolutions. Adopted as amended, p. 205.

Protect American Economy from Unfair Import Competition

Resolution No. 15—Presented by Wm. H. Knight, J. L. Hazard of California State Council of Lumber and Sawmill Workers, San Francisco; W. J. Bassett, Thomas Ranford, Los Angeles Central Labor Council.

Whereas, The increased importation of numerous products that come into competition with the output of factories, farms and mines of California industries, is a constant menace to the state's continuing stability; and

Whereas, The lower wages paid in foreign countries make it impossible for a great many of our producers to compete with imports without resorting to ruinous price-cutting, which in turn would result either in financial losses or heavy pressure for drastic wage reductions and outright unemployment; and

Whereas, Our national obligations have reached such extreme proportions that the national income must be maintained at its present unprecedented high level, or very close thereto, lest we become insolvent;

Whereas, Pressure that comes from the import of millions of board feet of Japanese plywood and other materials and from the import of Finnish doors and Swedish sash and a thousand and one other items that our own members make and a great many other articles, manufactured in foreign countries, will render the upholding of our economy at its high levels most uncertain and difficult, unless all import trade is placed on a fair competitive basis and the potential injury therefrom thus contained; and

Whereas, A maximum of such results from a prosperous domestic economy freed from the threat of a breakdown resulting from unfair import competition; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor assembled in the fair city of Santa Barbara this month of August 1954, hereby memorialize the Congress of the United States that adequate safeguards be provided in tariff and trade legislation against the destruction or lowering of the stability of our economy by unfair import competition and that the existing trade agreements legislation be amended accordingly; and, be it further

Resolved, That copies of this resolution be transmitted to the President of the United States, the Secretary of State, the Secretary of Commerce, the Secretary of Labor, the Secretary of Agriculture, the Chairman of the United States Tariff Commission, and each Senator and Representative from California in the Congress of the United States.

Referred to Committee on Resolutions. Adopted p. 179.

Civil Rights

Resolution No. 16—Presented by W. J. Bassett and Thomas Ranford of Los Angeles Central Labor Council.

Whereas, The Supreme Court of the United States has recently declared segregation in education to be unconstitutional; and

Whereas, In recent years great progress has been made in the U.S. toward the total elimination of segregation and discrimination solely on the basis of race, color, creed, religion or ancestry; and

Whereas, Continued advances in this direction will fortify democracy against the world-wide attacks by Communist and Fascist totalitarianism, and strengthen

America's appeal to the peoples of the world; and

Whereas, There is a general realization that racial and religious prejudice is costing this country an estimated 15 to 30 billion dollars a year because minority group members are not permitted to earn the salaries their work merits, which limits the domestic market for goods; and

Whereas, Progress in human rights has come about largely through the combined efforts of organized labor in cooperation with other public-spirited community groups and individuals, through education, arbitration, legislation, court action and executive initiative; and

Whereas, The American Federation of Labor and the California State Federation of Labor have consistently championed a vigorous civil rights program; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record in support of a program of action through the courts, through local, state and national legislative bodies, and through governmental executive order, for broadening, strengthening, and enforcing existing laws and initiating new laws designed to

- Prohibit segregation and discrimination in employment;
- (2) Ban segregation and discrimination in places of public accommodation theatres, places of recreation and amusement, beaches, transportation, hotels, restaurants, resorts;
- (3) Bar discrimination and segregation in housing;
- (4) Prohibit segregation and discrimination in schools, colleges, hospitals and health facilities, property ownership, civic and professional organizations;
- (5) Continue the program against discrimination and segregation in the Armed Forces;
- (6) Promote the continuation of better human relations programs among law enforcement agencies;
- (7) Abolish the poll-tax as a prerequisite for voting;
- (8) Provide for inter-cultural education in the schools;
- (9) Make available human relations education programs for government workers dealing with the public, such as employment services and law enforcement personnel;
- (10) Protect all civil liberties.

Referred to Committee on Resolutions. Adopted as amended, p. 199.

Revise McCarran-Walter Act

Resolution No. 17—Presented by W. J. Bassett and Thomas Ranford of Los Angeles Central Labor Council.

Whereas, The national convention of the AFL declared that the McCarran-Walter Immigration Act (Public Law 414) "not only fails to provide a sound and administratively workable basis for handling immigration, but flagrantly violates the most elementary principles of justice, fairness and democratic procedure"; and

Whereas, The Commission on Immigration and Naturalization appointed by Harry S. Truman in 1952 reported that present immigration laws "flout fundamental American traditions and ideals, display a lack of faith in America's future, damage American prestige and position among other nations, ignore the lessons of the American way of life"; and

Whereas, President Eisenhower called the McCarran-Walter Immigration Act a "glaring example of failure of our national leadership to live up to high ideals"; and

Whereas, The McCarran-Walter Immigration Act is a mass of self-contradictory policies which leave our Southern border open to a vast invasion of "wetbacks" while erecting arbitrary and discriminatory barriers against planned immigration that would be beneficial to both domestic development and foreign relations; and

Whereas, The McCarran-Walter Act has already left a trail of shattered homes and despairing families in communities throughout California; and

Whereas, A sound immigration and citizenship law would contribute to the welfare of the U. S., hold forth the torch of hope to the leaders of the fight against Communism and Fascism throughout the world, and serve as a bright symbol of democracy in action; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor favors revision of the McCarran-Walter Act; and be it further

Resolved, That the State Federation of Labor shall cooperate with other democratic organizations toward passage of immigration and citizenship legislation employing fair principles for

Elimination of the national origins quota system and substitution of a unified quota system not based on discrimination because of race, color, creed, religion, ancestry;

Welcoming of immigrants into the U.S. on the basis of the needs and

capacities of the U.S. relations with other countries, support to the forces fighting Communism and Fascism;

A just system of hearings, review, and appeal;

Assurance of equal status for naturalized and native-born citizens of the U.S.:

Safeguarding the security of the U. S. by excluding supporters of Communist or Fascist totalitarian organizations while admitting bona fide defectors from totalitarianism.

; and be it further

Resolved, That copies of this resolution be sent to Congressmen and Senators from California.

Referred to Committee on Resolutions. Filed, p. 205. See Resolution No. 155.

Commend Los Angeles Labor Welfare Council for A-I-D Plan

Resolution No. 18—Presented by W. J. Bassett and Thomas Ranford of Los Angeles Central Labor Council.

Whereas, This is the third convention of the California State Federation of Labor at which delegates have been informed as to details and information concerning A-I-D (Associated In-Group Donors); and

Whereas, A-I-D is the only donor membership organization of its kind, established for the express purpose of eliminating the numerous annual fund-raising campaigns of the individual charitable agencies at our place of employment and at home, yet providing greater financial support; and

Whereas, This A-I-D organization was established and is directed by a Board consisting of 15 members of the Labor Wefalre Council of Los Angeles County, 15 management, and 15 public representatives; and

Whereas, The A-I-D organization has steadily grown and expanded in Los Angeles County and throughout Southern California and has given far greater financial support than ever before to the Community Chest, Red Cross, Cancer, Heart Association, Arthritis and Rheumatism, Sister Kenny, Braille Institute, City of Hope, Multiple Sclerosis, YMCA and also to 231 other charities as designated by the individual A-I-D members; therefore be it

Resolved, That the delegates to the 52d convention of the California State Federation of Labor commend the Labor Welfare Council of Los Angeles County for its

significant cmmunity leadership in developing the successful A-I-D plan as an effective and efficient means of supporting all major health and welfare causes; and be it further

Resolved, That the convention recommend participation and the cooperation of all area councils, trade councils, international and local unions.

Referred to Committee on Resolutions. Filed, p. 220. See Resolution No. 19.

Support Community Chest and Other United Fund Campaigns

Resolution No. 19—Presented by W. J. Bassett and Thomas Ranford of Los Angeles Central Labor Council.

Whereas, The American Federation of Labor has a record second to none in its active support of local and national programs for the health, welfare and recreational needs of our communities; and

Whereas, This fall the membership of the local unions of the AF of L in California will again have the opportunity to aid fund-raising drives of local Community Chests, Associated In-group Donors, and other united fund campaigns which have the purpose of carrying on the work of voluntary agencies in the health, welfare and character building fields; and

Whereas, Most Community Chests and other united campaigns include the United Defense fund which supports the great work of the USO for the members of our armed forces, American Relief for Korea to ease the hardship and lighten the load carried by suffering and distressed Korean people, the United Community Defense Services, a grouping of voluntary health and welfare agencies which are working to improve the living conditions within the defense-impacted communities of America; and

Whereas, Support for Community Chests and other united campaigns should be buttressed by participation of AF of L members in the activities, plans, and programs of all voluntary health and welfare agencies through serving on the boards, councils, budgets and other committees of Community Chests, United Crusades, and their federated service agencies; and

Whereas, Most Community Chests and Councils and other united funds have recognized the importance of establishing genuine labor-management committees on a policy-making level for the purpose of planning the program of the health, welfare and character-building agencies to the end that they may better serve the

needs and aspirations of the people of the community; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor call upon its affiliated local unions and their membership in all communities where local Community Chests and Councils and united campaigns exist, to urge the participation of organized labor in these activities, to join in related labor-management programs, and to support loyally, actively and generously the local Community Chest or other united fund campaigns.

Referred to Committee on Resolutions. Adopted, p. 220.

Eliminate Manufacture of Paint, etc. at Mare Island

Resolution No. 20—Presented by Jack Kopke, Peter J. Ceremello, Charles Herman of Paint Makers Union No. 1101, Oakland.

Whereas, The manufacture of paint, varnish or lacquer by the United States Government at Mare Island or any other place within the environs of the continental United States is detrimental to the accepted system of free enterprise fostered by our country; and

Whereas, Such manufacture at Mare Island is detrimental t_0 the various members of the Brotherhood of Painters affiliated with the Paint Makers' Unions in California; and

Whereas, Such paint manufatcure can be properly done in numerous private paint factories throughout the West, as has been demonstrated in the Sub-Committee on Governmental Operations chairmanned by Representative Cecil Harden in their many months of hearings on this and related matters; and

Whereas, The California State Painters Conference in their annual meeting in April, 1954 did unanimously endorse this resolution; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as favoring the elimination of paint, varnish and lacquer manufacture at Mare Island; and be it further

Resolved, That the Secretary of the Federation so notify all California Congressmen and Senators; and be it further

Resolved, That the Secretary of the Federation present a similar resolution to the 1954 AFL convention.

Referred to Committee on Resolutions. Filed, subject matter referred to Executive Council, p. 228.

In Memoriam-Harry Sherman

Resolution No. 21—Presented by Albert A. Marty and Harry Finks of Sacramento Labor Council.

Whereas, Death has taken from the labor movement of Sacramento and California, one of its best loved and ablest leaders, Brother Harry Sherman, Business Representative, American Federation of Labor, Construction and General Laborers' Union, Local No. 185, and President of the Northern California District Council of Laborers; and

Whereas, Brother Harry Sherman was ever a staunch supporter of the principles of the American Federation of Labor, and throughout the years of tireless activity rendered services of incalculable value to the labor movement, not only as a trade leader, but as a representative and spokesman for labor and his community; and

Whereas, His passing is greatly mourned by his friends, his fellow officers of the Sacramento labor movement, and by the entire membership of the labor movement, who will never forget his integrity, loyalty and devotion to the cause of labor; now, therefore, be it

Resolved, That when the 52d convention of the California State Federation of Labor adjourns sine die, it do so in sincere and heartfelt memory of Brother Harry Sherman, and that, by a period of silence, express their gratitude for the time, effort and wisdom he gave the labor movement, and so pay tribute to him.

Referred to Committee on Resolutions. Adopted, p. 229.

Extend Unemployment Insurance Coverage to State, County and Municipal Employees

Resolution No. 22—Presented by Bert W. Thomas, Patrick J. Burns, Joseph B. Callaway, Edwin L. Carter, Walter L. Risse and E. P. Taylor of Electrical Workers Union No. 18, Los Angeles.

Whereas, There are, in California, many persons who are employed by the state, counties and municipalities who are not covered by state unemployment insurance; and

Whereas, Many such employees are subject to layoff for lack of work to almost the same extent as are employees of private industries; and

Whereas, When so laid off, such employees have no income of any kind; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor does hereby agree that all employees of the state, of counties, of municipalities, and other political subdivisions, should be protected by unemployment insurance; and be it further

Resolved, That our representative in Sacramento be instructed to do everything possible to amend our state laws so as to give effect to the purpose of this resolution.

Referred to Committee on Legislation. Filed, p. 204. See Policy Statement V.

Transact All Insurance Matters with Members of AFL Insurance Agents International Union

Resolution No. 23—Presented by Dewey Graham and Carl L. Hersh of Insurance Agents Union No. 86, Los Angeles.

Whereas, The principle of patronizing union-made goods and union services has been advocated by organized labor from the earliest days of its existence; and

Whereas, This principle has proven itself to be sound on both moral and practical grounds whenever and wherever it was applied in an intelligent and collective fashion; and

Whereas, This fundamental principle applies to insurance with the same force and for the same reasons as it applies to any other commodity or service; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor earnestly declares that the time-honored principle of patronizing union-made goods and services is as applicable to the purchase of insurance as it is to the purchase of any other goods or services; that it is just as unfitting for an officer or member of organized labor to patronize a non-union insurance agent as it is to patronize a non-union carpenter, a non-union milk driver, a non-union baker, printer, or a non-union worker in any other industry or calling; and be it further

Resolved, That this convention respectfully but urgently calls upon all affiliated unions to transact all insurance matters with members of the Insurance Agents International Union, AF of L.

Referred to Committee on Labels & Boycotts. Filed, p. 230.

Workmen's Compensation for Seasonal Workers

Resolution No. 24—Presented by Vernon L. Pankey of California State Council of Cannery Unions, Oakland.

Whereas, Section 4453 of the Labor

Code of the state of California fixing the minimum weekly earnings has not been increased since 1947 when it was increased from a minimum of \$10.00 per week to a minimum of \$15.00 per week and a maximum of \$46.16 instead of \$38.46, which increased the benefits from \$25 to \$30 a week. The 1951 amendment, which went into effect on September 1951, increased the maximum earnings to \$53.85 per week, allowing weekly benefits of \$35.00 a week, but the minimum wages were not increased. With the result of the minimum earnings of \$15.00 per week many thousands of workers in the seasonal industries and who are unemployed a major part of the year, through no fault of their own, and are genuinely in the labor market and when injured while employed on a job only receive the sum of \$9.26 per week compensation under the Workmen's Compensation Act; and

Whereas, The minimum wage of \$15 per week works an injustice to thousands of workers in industries where employment is seasonal or irregular or casual. It is common knowledge that the majority of employers fail to afford opportunities of year-round employment in the food processing, lumber, garment industries, fisheries, movies, summer resorts, culinary workers, agriculture, and (in many areas) construction.

The fact is that in these industries many workers only work a portion of the year and are unemployed through no fault of their own, and it is no indication of the individual's lack of work or earning capacity in the labor market but rather of the inability or unwillingness of the employers to supply opportunities for steady employment or at the present time, due to economic conditions, where an employee is unable to find a job or an employee over thirty-five years old who is not skilled in any trade; and

Whereas, Section 4453 of the Labor Code is the provision governing the computation of earnings on a weekly basis. It has four subdivisions. One of these, (b), covers employment by two or more employers. The other three pertain to various types of employment by one employer. Subdivision (a) applies to full-time work, while Subdivision (d) applies to part-time work. Subdivision (d) also applies where (a), (b) or (c) "cannot reasonably and fairly be applied." Subdivision (c) applies to two situations—earnings at an irregular rate or specified to be by the week, month or other period.

The Industrial Accident Commission

through its Referees today in most cases where the injured employee is a seasonal worker have used the formula under 4453 Subsection (d)

"Where the employment is for less than 30 hours per week, or where for any reason the foregoing methods of arriving at the weekly earnings cannot reasonably and fairly be applied, the average weekly earnings shall be taken at 95% of the sum which reasonably represents the average weekly earning capacity of the injured employee at the time of his injury, due consideration being given to his actual earnings from all sources of employment."

The problem which confronts the seasonal worker as to whether or not the employers and insurance carriers could go back for a period of a year or any other period prior to the date of injury and reduce the earnings of the employee to a lower figure by including periods of time during the preceding year when the employee had not worked and dividing his total earnings during the year by the number of weeks in the year (52).

That method is not fair when used by the Referees of the Industrial Accident Commission, and they should divide the total earnings by the period of his actual employment and divide it by the number of weeks of that employment, instead of dividing it by the number of weeks in the year, namely, fifty-two (52), which is the formula now used under Section 4453 (d) of the Labor Code, and that would raise the compensation from the minimum of \$9.26 per week.

As most seasonal workers who are injured on the job has his weekly earnings fixed by the above subdivision (d) which gives him a minimum rate of compensation of \$9.26 per week; and he is unemployed through no fault of his own, but due to economic conditions; and

Whereas, The employee is forced to go to the state unemployment disability insurance where he receives payments at \$30.00 per week for 25 weeks, instead of taking the \$9.26 per week, he gets from his compensation insurance carrier. In many cases the employer has the injured employee go to the State Disability Insurance, as it keeps his premiums for workmen's compensation rate lower, and it is a burden on the State Disability Insurance Fund instead of his insurance carrier. However, the State Disability Insurance Fund will have a lien on any award made by the Industrial Accident Commission; and

Whereas, In times like these and the high cost of living, it is impossible for an injured employee to exist on the minimum earnings of \$9.26 per week; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record to seek the enactment of legislation that will increase the average minimum weekly earnings under Section 4453 of the Labor Code of the State of California from \$15.00 to, in order that an injured employee will receive a more just compensation payment; and be it further

Resolved, That Section 4453 (d) of the Labor Code be amended to read as follows:

"(d) Where the employment is for less than 30 hours per week, or where for any reason the foregoing methods of arriving at the average weekly earnings cannot reasonably and fairly be applied, the average weekly earnings shall be taken at 95 percent of the sum which reasonably represents the average weekly earning capacity of the injured employee at the time of his injury, due consideration being given to his actual earnings from all sources and employments. That the total earnings from all periods of his actual employment shall be divided by the number of weeks of that employment."

Referred to Committee on Legislation. Adopted as construed by committee, p. 232.

Repeal Hatch Act

Resolution No. 25—Presented by Frank Butterfield of California Federation of Post Office Clerks, Huntington Park.

Whereas, The Bill of Rights should apply to all citizens of the United States; and

Whereas, Freedom of speech, political action, collective bargaining, and a public conscience is forbidden the federal civil service employee; and

Whereas, This injustice reduces these employees to the status of second-class citizens; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as opposed to the Hatch Act as oppressive and unjust, wherein it refuses the constitutional guarantees under the Bill of Rights; and be it further

Resolved, That this resolution, or a similar resolution, be presented to the next convention of the American Federation of Labor asking for support of legislation to repeal the Hatch Act.

Referred to Committee on Resolutions. Adopted as amended, p. 228.

Seniority by Law for Postal Employees

Resolution No. 26—Presented by Frank Butterfield of California Federation of Post Office Clerks, Huntington Park.

Whereas, There is a great deal of leeway in employee assignment to preferred positions in the clerical force in the Postal Service; and

Whereas, Such assignment to job vacancies is often at the discretion of the head of the division or postmaster; and

Whereas, All postmasters do not choose to recognize seniority agreements, but arbitrarily assign employees to preferred, choice assignments because of favoritism, relationship or other factors; and

Whereas, Many senior employees are thus denied assignment to positions of a preferred nature; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as endorsing seniority by law; and be it further

Resolved, That this resolution or a similar resolution be presented to the next convention of the American Federation of Labor asking for support for legislation embracing seniority by law.

Referred to Committee on Resolutions. Adopted, p. 218.

Union Recognition for Postal Employees

Resolution No. 27—Presented by Frank Butterfield of California Federation of Post Office Clerks, Huntington Park.

Whereas, The Lloyd-LaFollette Act of 1912 repealed the vicious "Gag Orders" previously issued by President Theodore Roosevelt, which prohibited postal employees from contacting their Congressmen for improved working conditions; and

Whereas, Over forty years has intervened during which no additional or specific recognition has ever been accorded postal unions, despite the tremendous development of organized labor in private industry; and

Whereas, Postal employees and their unions are still dependent upon the good graces of Post Office Department officials for certain privileges considered basic to other unions; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as endorsing the principle of union recognition for Postal Employees in substantial form to provide that the Post Office Department be compelled to consult with Postal Unions on all matters affecting working conditions; that punitive provisions for supervisors disregarding the law be established; that an impartial board of arbitration be established; and that all other basic rights, other than the right to strike, be established; and be it further

Resolved, That this resolution, or a similar resolution, be presented to the next convention of the American Federation of Labor asking for support of legislation covering these principles.

Referred to Committee on Resolutions. Adopted, p. 219.

Support Public Housing Program

Resolution No. 28—Presented by J. L. Childers of Building and Construction Trades Council of Alameda County, Oakland.

Whereas, The United Statees is leading the free world in its fight against Communism; and

Whereas, Billions of American taxpayers' money has been spent in foreign countries to help battle the red menace; and

Whereas, We living in these United States must demonstrate to the rest of the world that our way of living is far superior to living under a totalitarian government; and

Whereas, Communists find it easy to enlist into their ranks the poor and the ill-housed; and

Whereas, Thousands of families in East San Francisco Bay are forced to live doubled-up and in unsafe and unsanitary buildings; and

Whereas, People living in this type of environment are easy prey for the Communist organizer; and

Whereas, The Public Housing Program is the only organization providing decent sanitary homes for people of low-income; and

Whereas, A successful Public Housing Program helps to combat Communism by providing good environment for the poor and needy; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor reaffirm its support of the Public Housing Program.

Referred to Committee on Resolutions. Filed p. 196. See Resolution No. 180 and Policy Statement X.

Put Labor's Adversaries on the Defensive

Resolution No. 29—Presented by Robert

E. Quinn and Percy L. Hand of Sheet Metal Workers Union No. 216, Oakland.

Whereas, The vested interests in the State of California have often sponsored anti-labor bills and legislation; and

Whereas, This unjust legislation was such as "The Right to Work," "Secondary Boycott" and many other anti-labor bills; and

Whereas, This type of anti-labor legislation usually is an important issue at California state general elections; and

Whereas, Labor is put on the defensive and uses almost all of its mental, physical and financial effort to defeat such unfavorable legislation; and

Whereas, Labor cannot afford to use its time, effort and resources to promote favorable legislation; and

Whereas, Labor's tax rate is out of proportion in regard to its ability to pay; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor determine that labor put our adversaries on the defensive; and be it further

Resolved, That labor sponsor a bill exempting from city, county and state taxation any permanent home, owner-occupied, and having an assessed valuation as of date of said bill of not more than \$5,000.00, of one-half of said taxes; and be it further

Resolved, That the California State Federation of Labor have an appropriate bill embodying the above tax exemption drawn up by its attorneys; and be it further

Resolved, That such bill be held in readiness in the event our adversaries attempt to put us on the defensive with unfair legislation, that labor put them on the defensive, and the State Federation use all its effort in getting enough signatures to qualify for a place on the same election ballot as our adversaries' unfair legislation; and be it further

Resolved, That we inform laboring people that it is the intent and purpose that we must win.

Referred to Committee on Resolutions. Non-concurred, p. 182.

Repeal Jurisdictional Strike Act

Resolution No. 30—Presented by George Jenott of Central Labor Council of Santa Clara County, San Jose.

Whereas, The Jurisdictional Strike Act of the state of California was conceived by an employer group who requested mem-

bers of the state legislature to pass a law to protect the employers from jurisdictional membership disputes between rival labor organizations representing working people in the same or closely allied industry; and

Whereas, This act has been clearly proven a shield for employer-conceived, inspired, fabricated and financed "company unions," simply for the purpose of restraining by court injunctions any bona fide organizing of their employees into legitimate labor unions, for betterment of their wages, hours and working conditions; and

Whereas, The most recent proof is the case of Campana vs Retail Clerks Union, Local 428, AFL, wherein the union proved beyond doubt that the Pharmaceutical Clerks Association, organized, financed for the clear purpose of restraining the American Federation of Labor union mentioned, from organizing the employees of drug store employers; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor pledge and dedicate itself to the repeal of all or portions of the Jurisdictional Strike Act appearing in the California Labor Code as Sections 115-6 - 115-9 and 1120, which are used against legitimate labor unions to create illegitimate "company unions."

Referred to Committee on Legislation. Adopted as amended, p. 234.

Support and Participate in Community Chest and United Crusade Campaigns

Resolution No. 31—Presented by Al M. Hurson and Jimmy Murphy of Hospital and Institutional Workers Union No. 250, San Francisco.

Whereas, Traditionally, the membership of the American Federation of Labor has supported local and national health and welfare projects and taken an active interest in voluntary health and welfare agencies; and

Whereas, It is recognized that labor has a fundamental interest and responsibility for the well-being and continuing activities of these major health and welfare agencies as well as the operations and availability of their facilities and services; and

Whereas, It is desirable that members of the American Federation of Labor take their rightful place in all plans and progress to improve the health and welfare of their communities; and

Whereas, Most local Community Chests and Councils, recognizing the advantage

of maintaining and increasing organized labor's participation in the activities, plans and progress of voluntary health and welfare agencies, have promoted programs to bring about such cooperation through representation from organized labor on the boards, budget-study and other committees of such agencies; and

Whereas, In many communities the members and officers of the AFL groups are taking an increasing interest and participating not only during the fund raising drives, but in "year 'round" labor-management relationships; and

Whereas, Over a period of years the labor movement in many California cities has advocated Federated Drives which would combine a majority of the local and national appeals into one unified fund raising campaign; and

Whereas, These drives to support the voluntary health, recreational and welfare agencies have the whole-hearted endorsement of President George Meany of the American Federation of Labor and Richard J. Gray, President of the Building and Construction Trades Department; and

Whereas, In many areas in California these unified fund raising drives are to be made this fall; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor call upon its affiliated local unions and their memberships, in all communities where local Community Chests and Councils exist and those in areas where unified Campaigns will be conducted under the name of the United Crusade, to urge the participation of organized labor in these activities; to join in related labor-management programs and to support loyally, actively and generously the local Community Chest, United Crusade and other unified fund raising drives.

Referred to Committee on Resolutions. Filed, p. 220. See Resolution No. 19.

Senator McCarthy

Resolution No. 32—Presented by C. T. McDonough, Wm. Kilpatrick, Louis Allen, Jos. Belardi, Al Mason and Gust Smirnis of Cooks Union No. 44, San Francisco.

Whereas, The fibre of American democracy has been weakened by the irresponsible procedures used by Senator Jos. McCarthy in which charges were made public before they were proved, including many charges which were never proved; and

Whereas, The McCarthy method of investigating has hampered the serious and effective efforts to prevent communist in-

filtration of the government and of private institutions; and

Whereas, The McCarthy sub-committee has lowered the morale of government servants and the respect of the public and the world for our legislature and our practices of government; and

Whereas, McCarthy's willingness to ride roughshod over democratic procedures in his committee indicates that he would reject democratic procedures in all phases of our life and government; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor call upon the Senate of the United States and especially upon the Republican Party, to strip Senator McCarthy of his committee chairmanships; and be it further

Resolved, That this convention call upon Congress to adopt a set of rules and to enforce such rules for congressional committees which will give witnesses those rights and protections they would be accorded in a court of law, including the right to bring their own witnesses, right of cross examination, and the right to confront their accusers; and be it further

Resolved, That this convention call upon Congress to investigate the past relationships of McCarthy to learn whether he is morally fit to serve in the Senate.

Referred to Committee on Resolutions. Fil: d, p. 205. See Resolution No. 153.

Enlarge the State Apprenticeship Council

Resolution No. 33—Presented by Elmer J. Doran of Building and Construction Trades Council of San Bernardino and Riverside Counties. Riverside.

Whereas, The apprenticeship program in the state of California has expanded under the Shelley-Maloney Apprentice Labor Standards Act of 1939 until it now leads the nation both in quality and quantity; and

Whereas, As a result of this expansion, apprenticeship training is now the accepted method of training in skills in all fifty-eight counties of the state and is widely used by leading industries, manufacturers and builders; and

Whereas, The representation on the California Apprenticeship Council as provided for in this law does not give proper representation to the many industries and areas using this program throughout the state; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go

on record as requesting that Section 3070 of the Shelley-Maloney Apprentice Labor Standards Act of 1939 be amended to read:

The Governor shall appoint an Apprenticeship Council composed of six representatives each from employer and employee organizations, respectively, geographically selected, and two representatives of the general public.

; and be it further

Resolved, That the legislative representative be empowered and instructed to take whatever steps necessary to have this amendment introduced at the next session of the state legislature.

Referred to Committee on Legislation. Adopted, p. 235.

Amend Government Code Regarding Working Hours of Fire Fighters

Resolution No. 34—Presented by Ray W. Shukraft and S. H. Shawver of Federated Fire Fighters of California, Oakland.

Whereas, Most paid fire departments in the state of California are working 72 or more hours a week; and

Whereas, The established work week for most other trades and professions is 40 hours; and

Whereas, Most other departments of the city and county enjoy a 40-hour week; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor lend every assistance to have the Government Code amended to read: (Gov. C. Title 5, Div. 2, Pt. 1, Ch. 2, Section 53250) "The legislative body of a city, fire district, county fire district, and fire protection district in which there is a regularly organized paid fire department or county fire warden department, shall grant to each regular or permanent member of the department an annual leave from active duty of not less than fifteen (15) consecutive days. It shall also grant each member a leave of absence from active duty of not less than EIGHT (8) working shifts in each month of service."; and be it further

Resolved, That Secs. 53251 and 53252 of the above mentioned code remain as written.

Referred to Committee on Legislation. Adopted as amended, p. 236.

Include Respiratory Ailments Under Heart and Pneumonia Act.

Resolution No. 35-Presented by Ray W.

Shukraft and S. H. Shawver of Federated Fire Fighters of California, Oakland.

Whereas, In the past ten years the medical profession has found that many respirtory ailments are caused by the inhalation of noxious and toxious fumes and gases that are confronted by the personnel of the Fire Service; and

Whereas, At the present time, respiratory ailments other than pneumonia are not considered as compensable disabilities in the Labor Code; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor seek to have the Labor Code amended to read: Section 3212, wherever the word "pneumonia" appears it shall be followed by the words "or other respiratory ailments," i.e., such hernia, heart trouble, pneumonia, and/or other respiratory ailments so developing or manifesting, etc.

Referred to Committee on Legislation. Adopted, p. 232.

Service-Connected Injuries

Resolution No. 36—Presented by Ray W. Shukraft and S. H. Shawver of Federated Fire Fighters of California, Oakland.

Whereas, At the present time there are many fire departments, fire protection districts, fire warden department employees that are not adequately protected in event of injury or illness caused, developed or manifested out of and in the course of their duties; and

Whereas, These same fire department, fire protection district, and fire warden department employees are being penalized for injuries and illnesses caused by and arising out of the course of their duties, and these same employees are also penalized by not receiving any salary or compensation for the first seven (7) days they are off duty due to service-connected injuries or illness; and

Whereas, These same members of the fire service lose their salary, seniority, vacation, and sick leave rights the moment they go on workmen's compensation due to service-connected injuries or illnesses while performing their duty, thereby being penalized; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor seek to have passed, at the next regular session of the state legislature, laws enacted or amended to make it mandatory that all regular paid fire departments, fire protection districts and fire warden department employees employed by the state, county, city, municipality, fire protection district,

or any other political subdivision protect their employees without loss of salary, seniority, vacation or sick leave rights, for a period of time not less than one (1) year, in event of service-connected injury or illness; and be it further

Resolved, That in the event compensable injury or illness extends beyond the one year period, the employee reserves the right to accept a position of equal rank.

Referred to Committee on Legislation. Adopted as amended, p. 237.

Increasing Death Benefits Under Workmen's Compensation

Resolution No. 37—Presented by Ray W. Shukraft and S. H. Shawver of Federated Fire Fighters of California, Oakland.

Whereas, The California State Workmen's Compensation and Safety Law was created and exists for the good and welfare of the injured workman and the family of the deceased workman of this state, so that they might have adequate medical care, compensation, and in the event of death, the family will be compensated for the loss of the breadwinner; and

Whereas, When this law was first enacted in 1917 the minimum benefit was \$1000.00 and the maximum benefit was \$5,000.00; and

Whereas, This law was amended in 1939 to increase the minimum to \$2,000 and the maximum benefit to \$6,000; and

Whereas, This law was again amended in 1947 to bring the minimum up to \$3,000 and the maximum benefit remained at \$6,000 unless there were minor children involved, then an additional \$1,500 was granted; and

Whereas, This law was again amended in 1949 to bring the maximum benefit up to \$7,000; and

Whereas, During the years since 1917 the cost of living has increased at a faster pace than the death benefits granted to the widow of a workman; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor favor the introduction of the proper amendments to the California State Workmen's Compensation and Safety Laws to bring about an increase in the minimum death benefit to at least \$5,000 and the maximum to \$10,000, and in the case of minor children, an additional sum of \$2,500 be allowed.

Referred to Committee on Legislation. Non-concurred, p. 232. See Policy Statement VII.

Political Subdivisions Prohibiting Fire Fighters from Joining Labor Unions

Resolution No. 38—Presented by Ray W. Shukraft and S. H. Shawver of Federated Fire Fighters of California, Oakland.

Whereas, It is now within the law for cities and political subdivisions to refuse to allow fire fighters or other city employees to join labor unions; and

Whereas, This has been done in cities in the State of California; and

Whereas, The threat of this action hangs over all our locals and mainly over those fire fighters seeking new charters; and

Whereas, We feel that this action is in contradiction with our freedom as provided by the Constitution of the United States; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as favoring the introduction of legislation preventing political subdivisions and cities from interfering with fire fighters attempting to obtain charters in labor unions or with those fire fighters who have established locals.

Referred to Committee on Legislation. Adopted, p. 237.

Civil Defense Program

Resolution No. 39—Presented by Ray W. Shukraft and S. H. Shawver of Federated Fire Fighters of California, Oakland.

Whereas, The delegates to the 1954 convention of the California State Federation of Labor and all members of affiliated unions have a direct interest and definite role in the civil defense program on federal, state and local levels; and

Whereas, Civil defense rightly should be an organization coordinated with other groups to work during disasters; and

Whereas, The Federal Civil Defense Administration maintains a staff college and warden rescue training school at Olney, Maryland, where members of organized labor may and should receive training to become qualified for disaster work, including atomic and incendiary bomb destruction; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor fully endorse the work as carried on at Olney and urge all affiliated locals to appoint members to attend these training courses that they may become instructors to others unable to attend; and be it further

Resolved, That the Executive Council of the California State Federation of Labor be authorized to call a meeting of all affiliated organizations, if deemed necessary, for the purpose of determining policy and programs relative to labor participation in all civil defense matters.

Referred to Committee on Resolutions. Concurred in intent, filed, p. 228.

Social Security - Opposing Integration

Resolution No. 40—Presented by Ray W. Shukraft and S. H. Shawver of Federated Fire Fighters of California, Oakland.

Whereas, The Civil Service Employees have through their many years, gained retirement systems much more equitable than Social Security; and

Whereas, The American Medical Association has adopted in its platform the favoring of integration of Social Security and existing civil service retirement systems, and is planning a program to induce civil service employees to also favor this plan of integration; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as opposing integration of Social Security with existing Civil Service Retirement Systems.

Referred to Committee on Resolutions. Filed. p. 187. See Policy Statement IX.

Tree Planting

Resolution No. 41—Presented by Ray W. Shukraft and S. H. Shawver of Federated Fire Fighters of California, Oakland.

Whereas, In the State of California the number of people who purchase hunting and fishing licenses total into the thousands; and

Whereas, Many acres of our forests in California are burned out each year, or are naturally sparse; and

Whereas, The people who visit our forests hunting and fishing could aid the reforestation program of the State of California; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor take the necessary action to mandate the California Fish and Game Commission to issue, with each hunting and fishing license sold, one package containing 12 seeds of different varieties of trees and brush, with instructions on how to plant. With each package issued, a request to the hunter and fisherman to plant the seeds in an appropriate place.

Referred to Committee on Resolutions. Filed $\, p. \, 228. \,$

Farm Surpluses

Resolution No. 42—Presented by Ray W. Shukraft and S. H. Shawver of Federated Fire Fighters of California, Oakland.

Whereas, There is at the present time a movement of considerable proportions under way in the United States to use one billion dollars worth of farm surplus stock of the United States for relief of the underprivileged of the world; and

Whereas, It is generally agreed that a country so favored by God with a farm productivity far in excess of its own needs should share this God-given bounty with the less fortunate peoples of the world; and

Whereas, We should be ever ready to share our surpluses with the underprivileged peoples of the world. We should, also, recognize our responsibilities to see that the less fortunate of our own peoples are adequately fed; and

Whereas, This country desperately needs outlets for the ever-mounting burden of government-owned surplus farm commodities; and

Whereas, There is a great danger that a large proportion of these surpluses may spoil while in storage; and

Whereas, The ever increasing farm surpluses puts the United States in a position to supply "ever greater proportions of the food needs of the world"; and

Whereas, This movement to dispose of our surplus farm commodities proposes that these surpluses be channeled into the less fortunate countries in the form of barter, that is, a part of it be used to pay foreign countries in grain, etc., instead of money, thereby causing a much needed saving to us in cash, for military construction being undertaken in these foreign countries; and

Whereas, The movement to dispose of the surplus farm commodities also suggest that these surpluses be channeled into the hands of our aged, sick, underprivileged people and used in a greater amount in free or inexpensive lunches for our school children so that they will be well fed; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as favoring an immediate and orderly use of our farm surpluses to relieve the distress of the underprivileged peoples of the world; and be it further

Resolved, That this convention go on record as emphatically favoring the immediate use of these surpluses to improve the

living standards of the less fortunate peoples in the United States first.

Referred to Committee on Resolutions. Filed, p. 228.

Holidays for Fire Fighters

Resolution No. 43—Presented by Ray W. Shukraft and S. H. Shawver of Federated Fire Fighters of California, Oakland.

Whereas, The State of California and most political subdivisions of the state recognize holidays as a day on which most public employees do not have to work; and

Whereas, Most of the departments of these political subdivisions and the State of California give the employees time off or overtime pay for the time worked on holidays; and

Whereas, The fire service must be fully manned on holidays as well as any other day of the year; and

Whereas, The political subdivisions and the State of California could give time off or overtime pay for the work required by the fire service on holidays; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as favoring the introduction of the necessary legislation to grant fire service employees the eleven (11) generally recognized holidays, either as time off or paid overtime; and be it further

Resolved, That the California State Federation of Labor also favor an amendment to the Constitution of the State of California so that all employees of the state, in the fire service, will be granted either time off or overtime pay for time worked on holidays.

Referred to Committee on Legislation. Adopted, p. 237.

Balance of UDI Benefits to Go to Beneficiaries of Deceased Worker

Resolution No. 44—Presented by Joe H. Dixon, Jesse Bernard, Dutch Epperson and Chester Mucker of Hod Carriers and Common Laborers No. 294, Fresno.

Whereas, Any individual who is unable to work and meets all the requirements of the California State Insurance Disability Act is entitled to receive twenty-six (26) weeks of disability compensation; and

Whereas, On many occasions a person or persons, during the time they were receiving state disability compensation became deceased; and

Whereas, There have been occasions when the deceased has surviving children

and other relatives who are desperately in need of financial assistance; and

Whereas, The monies contributed into the State Insurance Disability Fund are entirely financed by the worker; now, therefore be it

Resolved, That the 52d convention of the California State Federation of Labor instruct its legislative representative to draw up and have introduced at the next session of the legislature a bill providing that payments be based upon the benefit computation at the time of death, in accordance with the established benefit award; and be it finally

Resolved, That a duly authenticated copy of this resolution be forwarded by the Secretary of this organization to the Governor and to the legislators of the State of California.

Referred to Committee on Legislation. Non-concurred, p. 231.

Organized Labor to be Represented on Adult Authority

Resolution No. 45—Presented by Daniel F. Del Carlo and John L. Hogg of Building and Construction Trades Council, San Francisco.

Whereas, The Adult Authority of the State of California is composed of attorneys, policemen and social workers; and

Whereas, The prison population is composed of 90 per cent former workers and 10 per cent former employers, and many of these workers could be greatly assisted in rehabilitation if a representative of organized labor was a member of the Adult Authority; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record urging the Governor to appoint a representative of organized labor to the Adult Authority.

Referred to Committee on Resolutions. Adopted as amended, p. 229.

Reaffirm Support of Public Housing Program

Resolution No. 46—Presented by Daniel F. Del Carlo and John L. Hogg of Building and Construction Trades Council, San Francisco.

Whereas, In San Francisco and many other cities in the State of California, public housing has proven its worth; and

Whereas, Public housing provides decent sanitary shelter for many families whose only income is from a small pension or Social Security payments; and

Whereas, Thousands of our young work-

ers with families find public housing the only decent sanitary housing within their means; and

Whereas, Many workers' wages have not kept pace with the cost of living and their incomes are low and they are forced to live in substandard houses; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor reaffirm its support of the public housing program; and be it further

Resolved, That copies of this resolution be sent to the following public servants: Senators Knowland and Kuchel, Governor Knight, San Francisco Congressmen, and Candidates Graves and Yorty.

Referred to Committee on Resolutions. Filed. p. 196. See Resolution No. 18 and Policy Statement X.

Sanitary Working Conditions

Resolution No. 47—Presented by Benjamin V. Amirkhanian of Post Office Clerks No. 339, Fresno.

Whereas, The air in post office work rooms gets very dusty from handling of dirty sacks; and

Whereas, The air in post office work rooms contains a great amount of lint caused by the particular type of twine used to tie bundles of mail for dispatch; and

Whereas, The breathing of this dirty and lint-laden air is a menace to health; and

Whereas, Under certain conditions air laden with dust and lint is a fire hazard; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as favoring the establishment of a Health and Safety Commission to inspect post offices, with particular emphasis on the sack examination rooms, to determine the best method of correcting the health and fire hazards caused by dust and lint in the air; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to advise all California Congressmen and Senators of this action and request their support in introducing necessary legislation or proper action to correct health and fire hazards caused by dust and lint in air in post offices.

Referred to Committee on Resolutions. Adopted as amended, p. 218.

Establish Local Community Relations Committees

Resolution No. 48-Presented by Mari-

lyn E. Anglin of Office Employees No. 29, Oakland.

Whereas, A F of L President, George Meany, has appointed a Community Relations Committee consisting of Mathew Woll, First Vice President, William Schnitzler, A F of L Secretary-Treasurer, and Lee W. Minton, President of the Glass Bottle Blowers' Association, to work with voluntary agencies in health, welfare, recreational and relief fields; and

Whereas, President Meany has called upon central labor unions, local affiliates and members to increase union participation in the development of sound programs to better serve community welfare needs and to improve community service; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor urge all local unions to take whatever steps that may be necessary for the establishment of local Community Relations Committees.

Referred to Committee on Resolutions. Adopted, p. 220.

Agency Fees to be Paid by Employers

Resolution No. 49—Presented by Marilyn E. Anglin of Office Employees No. 29, Oakland.

Whereas, A person seeking employment is undoubtedly short of funds; and

Whereas, The existence of private employment agencies costs these people outrageous sums of money when being placed; and

Whereas, The State of California provides tax-supported job placement offices on a non-discriminatory basis; and

Whereas, Private agencies act as personnel offices for employers, thus decreasing normal operating costs to the employers; and

Whereas, Private agencies are licensed by the state; therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor instruct its legislative representatives to introduce at the next legislative session of the California legislature and fight for the passage of a bill making it mandatory for all employers to pay the required fees when hiring their employees from private employment agencies.

Referred to Committee on Legislation. Adopted, p. 238.

U.C.D. Coverage of Employees of Non-Profit Organizations

Resolution No. 50-Presented by Al M.

Hurson and Jimmy Murphy of Hospital and Institutional Workers No. 250, San Francisco.

Whereas, Employees of non-profit, religious and charitable organizations are excluded from the coverage of the State Unemployment Compensation and Disability Insurance Act; and

Whereas, There are many thousand wage-earners employed by such institutions in California hospitals, cemeteries, schools, YMCA's, YWCA's and similar institutions who belong to American Federation of Labor trade unions; and

Whereas, The California legislature has repeatedly considered legislation to extend U.C.D. coverage to such employees, but each year has succumbed to the pressures of powerful interests opposed to any extension; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor hereby reaffirms its wholehearted support of legislation intended to remove the present exemption from U.C.D. coverage of employees of non-profit organizations; and be it further

Resolved, That the office of the State Federation of Labor be instructed to take the necessary steps to introduce such legislation at the next session of the state legislature, and to follow through with all proper actions aimed at securing the passage of such legislation.

Referred to Committee on Legislation. Filed, p. 232. See Policy Statement VI.

Social Security, Health and Other Benefits for Temporary Public Works Employees

Resolution No. 51—Presented by James T. Harvey of Building and Construction Trades Council of Sacramento-Yolo Counties, Sacramento; California State Conference of Plasterers and Cement Masons.

Whereas, Building trades craftsmen are employed by various state agencies on a temporary basis on public work construction projects; and

Whereas, In working for these agencies, the temporary worker is not covered under social security, unemployment insurance, or disability benefits; and

Whereas, The matter of payment for health and welfare benefits into a trust fund has been a matter of controversy between labor representatives and the State Personnel Board and its executive secretary even though the opinion of the Attorney General, released December 4, 1953, allowed health and welfare payments to be made to the employee directly, for the

benefit of the employee, pursuant to the terms of the health and welfare plans, and the Personnel Board has refused to comply with the Attorney General's opinion; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor prepare the proper legislation and present the same to the coming legislature to allow the payment of health and welfare funds and other benefits to be paid by state agencies to construction workers employed on a temporary basis in conformity with agreements between building trades craftsmen and their employers.

Referred to Committee on Legislation. Adopted, p. 236.

Support Rural Non-Farm Housing Program

Resolution No. 52—Presented by James T. Harvey of Building and Construction Trades Council of Sacramento-Yolo Counties, Sacramento.

Whereas, The farming industry in California is our greatest source of income, and supplies food and fibres to many parts of the nation; and

Whereas, Thousands of farm workers are necessary each year to harvest the crops in California; and

Whereas, These farm workers are among the lowest paid workers in these United States, the hourly rate paid to them being 87½ cents an hour; and

Whereas, Thousands of these farm workers and their families are ill-housed, many of them living all year in one-room, single-wall shacks, and tents—some of which are located on government-owned farm labor camps; and

Whereas, The public housing program, through the local housing authorities, is the only organization that has provided clean, safe, adequate housing for the farm workers by the construction of rural nonfarm housing projects; and

Whereas, Congress has failed to allot funds to continue this necessary program; therefore be it

Resolved, That the 52nd convention of the California State Federation of Labor, petition the Congress of the United States to support the public housing program as recommended by President Eisenhower, and increase the number of units allotted for the rural non-farm program; and be it further

Resolved, That we reaffirm our belief in the public housing program.

Referred to Committee on Resolutions. Filed, p. 196. See Resolution No. 180 and Policy Statement X.

Revise McCarran-Walter Immigration Law

Resolution No. 53—Presented by George Jenott of Central Labor Council of Santa Clara County, San Jose.

Whereas, The McCarran-Walter Immigration Law has hurt American leadership in world affairs and helped to make enemies of millions of people in Asia, Africa and Europe because of its discrimination against immigrants on the basis of race and color; and

Whereas, The McCarran-Walter Immigration Law makes second-class citizens of those of our numbers who were naturalized, depriving them of some of the rights held by those of us who were born to our American citizenship; and

Whereas, The American Federation of Labor at its 1953 convention and the California State Federation of Labor at its 1953 convention both opposed the McCarran-Walter Act and asked for its revision;

Whereas, Senator Lehman has introduced a bill, S 2585, which would place immigration on a sound and democratic basis, while limiting it to about 250,000 per year; and

Whereas, As a result of the interest of Republican senators, Senator Lehman has called upon the Senate Judiciary Committee to hold hearings on the subject of immigration legislation; and

Whereas, President Eisenhower has not yet honored his campaign pledges and asked for a new immigration law; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor call upon the President, Senator Knowland and our Congressmen to join in demanding that Senator Langer, Chairman of the Senate Judiciary Committee, immediately set a date for hearings on the subject of immigration legislation.

Referred to Committee on Resolutions. Filed, p. 205. See Resolution No. 155.

Continue Campaign Against Los Angeles Times-Mirror Company

Resolution No. 54—Presented by W. J. Bassett and Thomas Ranford of Central Labor Council, Los Angeles.

Whereas, The 51st convention of the California State Federation of Labor endorsed and supported the Los Angeles Allied Printing Trades Council in condemning the anti-labor policies of the

Times-Mirror Company, publishers of the Los Angeles Times and Los Angeles Mirror; and

Whereas, The convention urged all American Federation of Labor unions and councils throughout the state of California to give all possible support, both moral and financial, to the Los Angeles Allied Printing Trades Council in its program of organizing employees and boycotting the publications of the huge monopolistic Times-Mirror Company; and

Whereas, Hundreds of unions in California have responded to the convention request by informing their members of the boycott, distributing literature, making financial contributions and otherwise assisting in this program of basic importance to every union in California; and

Whereas, The Los Angeles Allied Printing Trades Council, with the aid of participating unions, has made tremendous progress toward its goal toward eliminating the Times-Mirror Company from its 70-year role as the fountainhead of the open shop movement in California; and

Whereas, The fight against the Times-Mirror Company has been joined by numerous civic organizations and outstanding public officials, including a resolution by Senator Wayne Morse demanding that the Times-Mirror monopolistic practices be investigated by the United States Senate; and

Whereas, The effectiveness of the organizing and boycott campaign has conclusively shown that continuation and augmentation of the program can and will result in total victory so necessary to open the way for great and immediate union progress throughout California; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor wholeheartedly commends the many unions that actively participated in this program during the past year; and be it further

Resolved, That this convention strongly recommends that every American Federation of Labor union and council in the state extend all possible assistance, both moral and financial, to the Union-Label Committee, Los Angeles Allied Printing Trades Council, to bring to a successful conclusion the long and bitter struggle between American Federation of Labor unions and the viciously anti-union Times-Mirror Company.

Referred to Committee on Labels & Boycotts. Adopted, p. 230.

Mental Health Program

Resolution No. 55—Presented by Phyllis Mitchell, Anna M. Grace and Dorothy Spalding of Office Employees Union No. 3, San Francisco; Ruth Greenberg; Edwin B. Love and Carl Shugaar of Office Employees No. 36, San Francisco.

Whereas, 250,000 Americans are being admitted to mental hospitals annually; and

Whereas, The cost of these 250,000 alone in earnings lost during the course of their illness is estimated at \$1,750,000,000; and

Whereas, It is estimated that 9,000,000 Americans are suffering from mental illness or some other form of personality disorder; and

Whereas, Our goal should be the prevention of mental illness and the early rehabilitation through expert care and treatment of those who become institutionalized; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor call upon all the involved state agencies and departments to provide more adequate wages for all levels of the staff in the state's mental hospitals, and in the clinics, offices and agencies which are responsible for any aspect of the mental health program, and to otherwise improve working conditions so that trained and competent personnel may be recruited when needed and kept on the job when experienced; and be it further

Resolved, That the California State Federation of Labor call upon the state legislature to provide adequate funds for the construction and staffing of a network of out-patient clinics, such as the Langley-Porter Clinic in San Francisco, aimed at helping people, especially parents, to prevent mental illness and to deal with the problems before they become so serious that the patient must be institutionalized; and be it further

Resolved, That the California State Federation of Labor support sound and responsible efforts to educate the public on the problems of mental illness and the possibility of a preventive program; and be it further

Resolved, That the California State Federation of Labor call upon the American Federation of Labor to endorse a similar program at the national level.

Referred to Committee on Resolutions. Adopted p. 229.

Oppose Discrimination Against Mexican Agricultural Workers

Resolution No. 56-Presented by Tony

Salgado, Ray Waters, Mike Waters, Edward Turley, Joe Chacon and Gilbert Martinez of Laborers Union No. 300, Los Angeles.

Whereas, The American Federation of Labor has consistently attempted to correct abuses in the employment of contract labor; and in Miami, Florida, in 1954, the meeting of the Executive Council of the AF of L voted to protest practices of the U. S. Department of Labor, which, the Council declared, (quote), "is being used to create a surplus supply of labor for the corporate farms and big ranches of the Southwest so that wage standards may be depressed."; and

Whereas, At the lapse of the past agreement with the government of Mexico, the Mexican government and trade unions demanded certain improvements in wages and conditions for contract workers, and these demands were supported by American unions; and

Whereas, In order to force signing of an agreement without such conditions, the Eisenhower administration pushed through Congress and the President signed into law House Joint Resolution 355, which gives the Attorney General the right to (quote) "admit Mexican workers and set conditions of work," with or without any international agreement, and in addition to this conduct open recruiting at the border.

Under this pressure, the Mexican government agreed to the demands of the Eisenhower administration and signed an agreement which (1) sets wages at piecework over a floor rate of \$2 for an 8-hour day; (2) legalizes border recruiting stations; and

Whereas, Having by the above acts openly invited Mexican workers to enter the country by any means, the Immigration Department has now initiated a drive for deportation of alleged illegal for the constitutional rights of residents—citizen or non-citizen—has conducted searches of homes and businesses without warrant, has refused the right to legal counsel, and has in effect brought about a suspension of civil rights for the entire Mexican community no matter how long a resident and whether citizen or not; and

Whereas, Violation of American democratic rights for any part of the population could easily be spread to any other part; and

Whereas, Forcing any group of workers to work below fair standards drags down all wages; therefore be it

Resolved, That the 52d convention of the

California State Federation of Labor oppose a double standard of wages, hours, or working conditions for agricultural workers—contract or non-contract, citizen or non-citizen;

That union wages and working conditions should prevail for all workers regardless of citizenship, nationality, race, creed, or color;

That we oppose the arbitrary setting of wages and conditions for any group of workers, by the Attorney General or any other government agency, for the reason that this constitutes a clear invasion of the established trade union right of collective bargaining;

Furthermore, we oppose and protest the violation of civil rights which are guaranteed to all by the Constitution; namely,

Searches and seizures without warrant;

Illegal invasion of homes and businesses;

Imprisonment within uncovered stockades;

Detention without benefit of counsel or a public hearing.

Referred to Committee on Resolutions. Filed, p. 199. See Policy Statement XIII.

Support U. S. Supreme Court Decision on Equal Education

Resolution No. 57—Presented by Tony Salgado, Ray Waters, Mike Waters, Edward Turley, Joe Chacon and Gilbert Martinez of Laborers Union No. 300, Los Angeles,

Whereas, It has been the policy of a number of states to segregate minority students, particularly the Negro citizens; and

Whereas, The segregation was based solely on race; and

Whereas, The several states made a claim that they are giving the Negro and other minorities equal educational opportunities; and

Whereas, It has been found by careful study and by decision of the United States Supreme Court, that segregation in any form puts a stamp of inferiority on the people so discriminated against, and definitely retards the development of the Negro people and any other minority that is treated in the same manner; and

Whereas, This undemocratic education policy affects the Negro people, and also lowers the educational standard of the entire population, which by government statistics is responsible for the large number

of illiterates among both white and Negro people; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor

- 1. Go on record supporting the ruling of the United States Supreme Court against segregation in education.
- 2. That this convention call upon the National Executive Board of the AFL to support the allotment of additional funds by the national government to help build schools and train teachers and also help to supply textbooks.
- 3. That the funds be used in line with the recent Supreme Court decision, that it is on a non-segregated basis.
- 4. That this convention contact the California State Superintendent of Education, said Superintendent to remind the different cities and subdivisions to stop and desist any segregation policy on their part.

Referred to Committee on Resolutions. Filed, p. 205. See Resolution No. 168.

Program to Allay Unemployment

Resolution No. 58—Presented by Tony Salgado, Ray Waters, Mike Waters, Edward Turley, Joe Chacon and Gilbert Martinez of Laborers Union No. 300, Los Angeles.

Whereas, Unemployment nationally reached the total of nearly 4,000,000 persons in March 1954, by official Census Bureau figures, and union economists are in wide agreement that the total of unemployed persons is more nearly 5,000,000; and

Whereas, The expected rise in employment this spring and summer has failed to materialize except in seasonal industries and agriculture; and

Whereas, The loss of employment and the partial employment of millions of workers is not only injurious to the health and welfare of those who are directly affected, but threatens the whole national economy, since this nation cannot have a healthy economic condition when labor is unable to buy the products offered for sale because of unemployment and lowered income; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record in support of the following:

1. A program of public works to be started at all government levels to provide us with needed schools, hospitals, highways, flood control, and irrigation pro-

jects, and at the same time, to provide jobs for the unemployed.

- 2. Unemployment insurance benefits to be increased to a minimum of \$40.00 weekly and that the recent stiffer eligibility requirements be repealed.
- 3. Personal exemptions for federal income tax to be increased to \$1,000 per person from the present \$600.
- 4. The unions to pledge themselves to fight any attempt by the employers to use the unemployed to reduce wages or worsen working conditions.
- 5. The affiliated unions to pledge to fight for full employment rather than embark on the ruinous path of jurisdictional warfare to get a bigger cut out of the shrinking job market.

Referred to Committee on Resolutions. Filed, p. 180.

Vote Yes on Proposition 5

Resolution No. 59—Presented by Capt. C. F. May of Masters, Mates & Pilots Union No. 90, San Francisco.

Whereas, In the coming November state election there will appear on the ballot Amendment No. 23, known as Proposition 5, which will appear as follows: "ALL VESSELS OF MORE THAN 50 TONS BURDEN REGISTERED AT ANY PORT IN THIS STATE AND ENGAGED IN THE TRANSPORTATION OF FREIGHT OR PASSENGERS SHALL BE EXEMPT FROM TAXATION FOR STATE PURPOSES"; and

Whereas, A ship is a "roving factory" and does not, like other properties, remain in its home port city 365 days per year requiring police protection, fire protection, and other community services which the ad valorem tax is designed to pay.

For instance, a C3 cargo ship, typical in the American Fleet today, makes a complete trans-Pacific round voyage in 75 days or 4.6 trips per year. She will spend a day and a half in San Francisco and possibly two and a half days in Los Angeles, for a total of four days per trip, times 4.6 trips per year is 18.4 days in port. Bringing it up to 25 days for a round and more conservative figure would mean that a vessel is in her port of registry but 6 per cent of her life as against 100 per cent for the industrial properties; and

Whereas, No other major maritime state places a personal property tax on ships. The major competitive ports to San Francisco are Seattle, New Orleans, Baltimore and New York. All of those states have exemptions. Traditionally, of course, the exemption for vessels registered with a state is designed to encourage the ship to "home port" there, since the average freighter coming into her home port leaves about \$250,000 behind in stevedore wages, crew wages, insurance, supplies, repairs, etc.; and

Whereas, To tax the American ship and not the foreign ship would place the American ship at a competitive disadvantage with the foreign ship, since an American community cannot tax a foreign ship even though she may spend as much or more time in that port than the American ship. If, on the other hand, the American community decided to treat them equally and tax the foreign ship as well (a highly doubtful legal possibility), then, the foreign country would tax the American ship and the merry-go-round of double taxation would commence throughout the world, which the world's ports have taken over a century to try to overcome; and

Whereas, If the exemption is not continued, then many California registered ships will simply change their ports of registry and thus avoid the tax. In doing this, however, the companies owning those vessels would be pressured by the states in which they do take registry to make their purchases, repairs and supplies there; and

Whereas, No revenue loss to the state of California will result from this exemption since the state has never taxed oceangoing vessels; and

Whereas, Such a move as this could mean a mass move of the entire shipping industry out of the state of California, which would jeopardize a seaman's unemployment and disability benefits in the state of California and further retard the maritime industry in the state of California as a whole; and

Whereas, The state of California has not seen fit to tax home registered ships in the past forty years; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor go on record in favor of a "YES" vote on Proposition 5 on the November ballot; and be it further

Resolved, That this measure be given active support in every way possible and notify convention action to all subordinate bodies, including the President.

Referred to Committee on Resolutions. Filed, p. 206. See Policy Statement XV.

Write and Publish History of California State Federation of Labor

Resolution No. 60—Presented by Capt. C. F. May of Masters, Mates & Pilots Union No. 90, San Francisco.

Whereas, For a half-century the California State Federation of Labor has carried the banner of progress for the working people of California; and

Whereas, The achievements and concrete results obtained by the painstaking labor of intelligent leadership and the steadfast support of the affiliated unions have not been publicized, and, in consequence, have never been fully appreciated; and

Whereas, It is highly desirable that the present generation of California trade unionists, students of labor history, and the public at large should have access to the fascinating history of the California labor movement as recorded in the archives of the California State Federation of Labor; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor direct the Executive Council to take under advisement the writing and publication of the history of the California State Federation of Labor.

Referred to Committee on Resolutions. Adopted, p. 229.

Legislation to Prevent Trichinosis

Resolution No. 61 — Presented by Leon McCool, Charles Parker, Marcius Waldal and W. L. Williams of Carpenters Union No. 1622, Hayward.

Whereas, The disease known as Trichinosis is quite prevalent in five or six states and becoming especially so in the state of California; and

Whereas, This disease is mainly caused from feeding raw garbage to hogs; and

Whereas, The city of Oakland had six cases of Trichinosis in one month this spring; and

Whereas, Trichinosis is very painful, disabling, difficult to cure and sometimes fatal; and

Whereas, The Junior Chamber of Commerce, of Oakland, has passed a resolution calling on the state legislature to prohibit, by law, the practice of feeding uncooked garbage to hogs; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record to endorse the resolution passed by

the Oakland Junior Chamber of Commerce; and be it further

Resolved, That this resolution be forwarded to the proper legislative committees of the state of California.

Referred to Committee on Legislation. Concurred in intent, filed, p. 238.

Safety Line in Public Transportation Vehicles

Resolution No. 62—Presented by California Coordinating Council of Street, Electric, Railway and Motor Coach Employees.

Whereas, The public transportation systems in California are continuously subjecting their patrons to dangers of operation; and

Whereas, Excessive loading beyond the line of vision of the operator is in violation of Section 596, California Motor Vehicle Code; and

Whereas, Excessive loading beyond such point creates confusion and misunderstanding with the public; and

Whereas, The job security and safety of transit employes is affected by this practice; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as favoring the adoption of legislation for the installation of a SAFETY LINE, to be placed on the floor of each vehicle used in public transportation, and to consist of a strip of white material two inches wide, with the wording "Safety Line" in one inch black lettering thereon, in such a position as to insure that the operator thereof shall have unobstructed vision to the right and left of the driver's compartment at an angle not less than ninety (90) degrees from the longitudinal axis of said vehicle; and be it further

Resolved, That it shall be unlawful for the operator of any public transportation vehicle for hire to operate or drive said vehicle when passengers are standing forward of this line and constitute an obstruction to his view; and

That it shall be unlawful for any passenger to knowingly and deliberately stand forward of said line during the time said vehicle is about to start, or moving, except at a time when entering or leaving said vehicle, and while the same is at a standstill; and

That each vehicle shall contain a notice posted in a conspicuous place, requiring all passengers to keep the area clear during the movement of the vehicle, together with the number of the order; and

That any person violating any of the

provisions of this law shall be deemed guilty of a misdemeanor, and, upon conviction thereof, shall be punishable by a fine not to exceed \$100.00 or by imprisonment not exceeding 30 days, or by both such fine and imprisonment; and

That the notice shall read as follows: "NOTICE, OBSTRUCTING DRIVER'S VIEW BY STANDING IN FRONT OF SAFETY LINE IS PROHIBITED BY LAW"; and

That the word NOTICE to be in oneinch type, in red lettering and underlined and all other lettering to be in one-half inch type, in olive lettering; and be it finally

Resolved, That the executive secretary and legislative representative of the California State Federation of Labor be instructed to procure the introduction of appropriate legislation at the next regular session of the legislature of the state of California requiring the installation of safety lines on all public transportation systems,

Referred to Committee on Legislation. Adopted, p. 238.

Commend President Eisenhower for Executive Order 10479

Resolution No. 63—Presented by Robert S. Ash and Edwin Clancy of Central Labor Council of Alameda County, Oakland.

Whereas, The President has issued Executive Order 10479 aimed at promoting equal employment opportunity for all qualified persons employed or seeking employment on government contracts, by making non-discrimination a condition of the government contract; and

Whereas, The quantity of government contracts is so great that this Executive Order can affect the job opportunities of large numbers of workers in minority groups who may previously have found their opportunities limited by discriminatory practices; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor commend the President for the Executive Order and for his action in creating the President's Committee on Government Contracts; and be it further

Resolved, That we call upon the President, his Committee and on the procurement officials to institute as soon as possible a system for enforcing the Executive Order 10479 so that it will affect the job practices of all contracting firms and firms seeking contracts; and be it further

Resolved, That this convention call on

all affiliates of the American Federation of Labor to lend their offices and prestige to the machinery for enforcement of Executive Order 10479.

Referred to Committee on Resolutions. Adopted, p. 205.

Protest Aid to Foreign Shipyards at Expense of California Yards

Resolution No. 64—Presented by I. D. Skinner, Dale M. Bailey, and H. W. Reesburg of Shipwrights, Joiners and Caulkers Union No. 1335, Wilmington; Robert S. Ash and Edwin Clancy of Central Labor Council of Alameda County, Oakland; W. J. Bassett and Thomas Ranford of Los Angeles Central Labor Council.

Whereas, The members of the Ship-wrights, Joiners and Caulkers Local Union No. 1335, AF of L, Wilmington, California, firmly believe that sufficient government shipbuilding should be allotted to California ports to maintain work opportunities for the thousands of skilled marine trades journeymen available to the area; and

Whereas, The records prove this is not the case. Millions of dollars have gone to Europe and other countries for shipbuilding, during the short period of time the present administration has been in office. Nearly 100% of all government shipbuilding contracts are let to yards in the east, south, Great Lakes ports and Europe, while at the same time California marine trades journeymen are unemployed and unable to properly care for their families; and

Whereas, Our government has spent \$237,000,000.00 (237 million) for the construction of small vessels in European shipyards, while our California shipbuilding industry is in a distressed condition; and

Whereas, These small vessels should have been built in the United States and then given to the foreign countries under NATO. This was done in some instances and hence could have been done in all instances; and

Whereas, Since the war the shipbuilding industry in Japan has boomed and prospered, while our California shipyards are at a standstill. It is understood that the United States intends to finance the building up of the Japanese army and navy. Instead of giving United States money to Japanese shipyards, these vessels should be built in United States shipyards and then given to Japan; and

Whereas, The Los Angeles Examiner of June 26, 1954 printed the following item,

(quote) "Slavs to Build U. S. Navy Craft. Belgrade, Yugoslavia, June 25, 1954, United Press. The Yugoslav government signed a \$3,500,000 contract today to build four small minesweepers for the U. S. Navy under the offshore procurement program. It is the first such contract given by the Navy to Communist Yugoslavia," (un quote); therefore be it

Resolved, That the 52d convention of the California State Federation of Labor repudiate the actions of our present administration and the off-shore procurement program that has been instrumental in sabotaging the shipbuilding industry in California. We recommend all possible support to a united program to again bring shipbuilding to the California ports noted for their vast supply of skilled manpower, ideal weather conditions and shipyard management noted for their ability to build the type of vessel that will remain in service and properly do the job; and be it further

Resolved, That letters of protest be sent to Governor Knight, all California Senators and Congressmen, also that this unfair practice be noted in press releases; and be it further

Resolved, That this convention concur in this recommendation and go on record to support the California shipyard workers in their protest against supporting foreign nations' shipyards, while our California shipyards and California AF of L skilled marine trades members are in dire need.

Referred to Committee on Resolutions. Adopted as amended, p. 181.

Right of Collective Bargaining for Employees of Municipally Owned Public Utilities

Resolution No. 65—Presented by Thomas W. Gowanlock and Charles R. Wood of Street, Electric Railway and Motor Coach Employees Union No. 1380, San Francisco.

Whereas, It is the public policy of the State of California, as stated in Section 923 of the Labor Code, to sanction and encourage the negotiation of collective bargaining contracts by labor organizations freely chosen by the involved employees; and

Whereas, It is the public policy of this nation to sanction and encourage the negotiation of collective bargaining contracts by labor organizations freely chosen by the involved employees; and

Whereas, Employees of municipally owned public utilities are members of labor organizations of their free choice, and seek protection as to wages, hours and working conditions through collective bargaining contracts; and

Whereas, Municipally owned public utilities have refused to enter into collective bargaining contracts with such organizations and have maintained that they are neither required nor permitted by the law of California to engage in collective bargaining; and

Whereas, As a result of the foregoing, employees of municipally owned public utilities cannot bargain colectively and cannot obtain the protection as to wages, hours and working conditions to which they are entitled by the national and state policy; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor instruct the legislative representative to draw up and have introduced at the next session of the California legislature a bill providing that:

- (1) Section 923 of the Labor Code of the State of California be amended to apply to employees of municipally owned public utilities.
- (2) Municipally owned public utilities be required by legislation to bargain collectively with that labor organization chosen by the majority of the employees employed by such public utility.
- (3) It be provided by legislation that if any question arises as to whether or not a labor organization represents a mapority of the employees of such public utility, the issue of such representation be resolved, upon request of either the public utility or the labor organization, by an election to be conducted by the State Conciliation Service of the Department of Industrial Relations to determine whether or not the labor organization represents a majority of such employees.

Referred to Committee on Legislation. Adopted as amended, p. 233.

Benefits for Fishermen During Periods of Partial Unemployment

Resolution No. 66—Presented by John Calise and Victor Rosselli of Seine & Line Fisherman's Union of the Pacific, San Pedro; James Waugh, Andrea U. Gomez, Louise Pusner, Thomas Ivey of Cannery Workers Union of the Pacific, Terminal Island.

Whereas, The unemployment insurance laws of the state of California are laws of general application not designed to discriminate against any group of workers in the state of California with relation to unemployment insurance benefits to which these individual members of the state employment pool might be entitled during periods of unemployment; and

Whereas, The Appeals Board of the state of California Unemployment Insurance Act has rendered certain decisions in the past which deny fishermen engaged in the fishing industries of the state of California any right to the receipt of partial unemployment compensation benefits during periods of partial unemployment even though the California Unemployment Insurance Act is a law of general application; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as supporting partial benefits for fishermen; and be it further

Resolved, That the State Federation of Labor take whatever steps necessary either in support of new or corrective legislation or in any other manner so as to insure fishermen a right to the receipt of partial unemployment insurance benefits during periods of partial unemployment.

Referred to Committee on Legislation. Adopted, p. 204.

Unemployment Insurance Benefits

Resolution No. 67—Presented by O. J. Lindell, Dave Williams, Glenn Noland, J. T. Wagner of Pile Drivers Union No. 34, San Francisco.

Whereas, Present state unemployment insurance benefits represent an insufficient sum, which is arbitrarily arrived at and has little, if any, relation to wage norms or average take home pay; and

Whereas, Many thousands of Californians are denied even this bare unemployment insurance average, due to rigid eligibility requirements; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor urge a system of payment based on 50 percent of the average take-home pay of California wage earners. (It has recently been reliably estimated this would result in approximately \$44.00 weekly payments at this time); and be it further

Resolved, That eligibility requirements be liberalized to the extent that agricultural and other workers may be covered under the Unemployment Insurance Act.

Referred to Committee on Legislation. Filed. p. 204. See Policy Statement V.

Social Security Liberalization

Resolution No. 68—Presented by O. J. Lindell, Dave Williams, Glenn Noland, J.

T. Wagner of Pile Drivers Union No. 34, San Francisco.

Whereas, The great majority of United States wage earners must look foward to retirement with social security payments as their principal income; and

Whereas, A crowded labor market often eliminates older workers before they have reached the age of 65 years; and

Whereas, Many wage earners suffer illness and injury of a permanent nature which halts all gainful employment; therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor endorse the following:

- 1. That social security payments be increased to an amount more in keeping with the cost of living.
- 2. That the eligible age be reduced to 60 years.
- 3. That permanently injured or sickened workers be declared eligible regardless of age.

Referred to Committee on Resolutions. Adopted p. 187.

National Parks

Resolution No. 69—Presented by O. J. Lindell, Dave Williams, Glenn Noland, J. T. Wagner of Pile Drivers Union No. 34, San Francisco.

Whereas, Our national parks have been set up for posterity and the preservation of their beauty, and for the people of this nation; and

Whereas, Large camps, such as Camp Curry in Yosemite National Park, with thousands of visitors, do not maintain any bathing or showering facilities; and

Whereas, These national parks are becoming highly commercialized by private concessionaires, who although they do not employ union help, (mostly high school and college students) charge rates not only equal to but in most cases higher than resorts outside the Park area; and

Whereas, These parks are maintained by the admission fee charged on entering said park, and by the allotment in the budget to the Department of Interior from the taxes paid by the citizens of this nation;

Whereas, These national parks should be maintained on a non-profit basis, so that they do not become prohibitive to the laboring people of this nation; therefore be it

Resolved, That the 52d convention of the

California State Federation of Labor request that the Department of Interior check on said parks and recommend improvements, and that the profits and prices charged for food, lodgings, scenic tours, etc., by private concessionaires be reviewed

Referred to Committee on Resolutions. Adopted, p. 229.

Unemployment

Resolution No. 70—Presented by O. J. Lindell, Dave Williams, Glenn Noland, J. T. Wagner of Pile Drivers Union No. 34, San Francisco.

Whereas, Both union and national and state surveys show an increasing number of unemployed in the United States; and

Whereas, Many boards, committees and agencies, after a study of this problem, have urged both the federal and state government to create public work to absorb this army of unemployed; therefore, be it.

Resolved, That the 52d convention of the California State Federation of Labor request both national and state government to immediately prepare plans and start work on sufficient projects to relieve the unemployment situation; and be it further

Resolved, That on such projects the prevailing wages be paid and that six (6) hours shall constitute a day's work.

Referred to Committee on Resolutions. Filed, p. 180. See Resolution No. 74.

S. F. Bay Southern Crossing

Resolution No. 71—Presented by O. J. Lindell, Dave Williams, Glenn Noland, J. T. Wagner of Pile Drivers Union No. 34, San Francisco.

Whereas, The tremendous population increase in the Bay Area has resulted in corresponding traffic congestion that works a particular hardship on the residents of the Bay Area; and

Whereas, There is considerable unemployment in the building trades in this area; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor instruct its officers to request the California Toll Bridge Authority to immediately start construction of the Southern Crossing Bridge across San Francisco Bay

Referred to Committee on Resolutions. Adopted as construed by committee, p. 229.

State Health and Welfare Plan

Resolution No. 72-Presented by O. J.

Lindell, Dave Williams, Glenn Noland, J. T. Wagner of Pile Drivers Union No. 34, San Francisco.

Whereas, At the present time the employees of the State of California have no health and welfare plan; and

Whereas, These plans have become prevalent in private employment, and they satisfy a need that has long been felt by labor; and

Whereas, State officials have been averse to taking any steps that would make a health and welfare plan available to state employees; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record to use the Federation's influence to the end that the state employees will be covered by a state health and welfare plan and receive equal treatment with the rest of labor.

Referred to Committee on Legislation. Adopted as construed by committee, p 237.

Remove Restrictions Re State Employees in Federal Social Security System

Resolution No. 73—Presented by O. J. Lindell, Dave Williams, Glenn Noland, J. T. Wagner of Pile Drivers Union No. 34, San Francisco.

Whereas, Many of the employees of the State of California have worked in private employment for many years prior to entering state employment and have paid into the federal social security system during this private employment; and

Whereas, In many instances, these employees are of such an age when entering state employment they cannot hope to build up an adequate pension under the state requirement system; and

Whereas, They are now prevented by federal regulations from continuing payments into the federal system so that they may draw maximum benefits; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor use its influence to remove the restrictions in the federal social security system so that state employees may carry both federal and state retirement plans, to the end that all state employees may retire with an adequate pension.

Referred to Committee on Resolutions. Filed, page 187. See Policy Statement IX.

Unemployment and Public Works

Resolution No. 74—Presented by O. J. Lindell, Dave Williams, Glenn Noland, J.

T. Wagner of Pile Drivers Union No. 34, San Francisco.

Whereas, Figures developed in April of this year by the federal Department of Labor and the American Federation of Labor show an alarming rise in national unemployment during the previous six months; and

Whereas, The unemployment tide has been stemmed temporarily by the seasonal spurt in business activity, mainly in the field of widespread construction; and

Whereas, It is a well-known fact that our economy does not stand still, but goes up and down, depending upon economic planning in a number of fields, outstanding of which is the field of useful and necessary public works; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record itself, and instruct its officers to take every opportunity to demand of the federal and state authorities to institute a pre-planned program of public works involving reclamation, improved river and harbor facilities, schools and other public buildings, as well as highways and highway structures, for the purpose of putting these projects into immediate effect on a local basis should unemployment continue and increase.

Referred to Committee on Resolutions. Adopted, p. 180.

Oppose Tactics and Policies of Senator McCarthy

Resolution No. 75—Presented by Edward C. Phelan and Mahlon J. Adams of Plumbers Union No. 78, Los Angeles.

Whereas, Plumber's Local Union No 78, of the United Association of Journeymen and Apprentices of the Plumbing and Piping Industry of the United States and Canada, believes in law enforcement and is opposed to any person or persons who believe in any kind of doctrine which might overthrow our form of government by force; and

Whereas, We do not believe that any one person should be in a position to put a stigma on anyone without due process of law; and

Whereas, There are provisions in our government to handle and prosecute any violators of the law; and

Whereas, Senator McCarthy seems to have taken it upon himself to be judge and jury of anyone he may see fit to call before the committee which he heads; now, therefore, be it

Resolved, That the 52d convention of the

California State Federation of Labor go on record as being opposed to the tactics and policies apparently established by McCarthy; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to draw up a proper resolution, to be presented at the National Federation of Labor convention in September.

Referred to Committee on Resolutions. Filed, p. 205. See Resolution No. 153.

Restore Low Rent Housing Program

Resolution No. 76—Presented by Edward C. Phelan and Mahlon J. Adams of Plumbers Union No. 78, Los Angeles.

Whereas, The slum clearance and low rent housing program is intended to provide decent, safe and sanitary housing for families of low income living in sub-standard housing, at rents they can afford to pay; and

Whereas, The Housing Act of 1949 provides that the federal government make annual contributions to the local housing authority to enable the local housing authority to provide housing for people of low income; and

Whereas, Congress in mid-June cut the appropriations for the operations of the Public Housing Authority during 1955 by \$5,150,000; and

Whereas, The public housing authority has notified the local housing authority that operations costs must be cut by about 10 per cent, which means salary cuts and maintenance costs, which will encourage the employment of unqualified persons to administer the housing program and maintain the physical properties; and

Whereas, This type of policy will tend towards early deterioration of the physical properties and poor public relations; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor instruct its Secretary to have a proper resolution prepared and presented to the American Federation of Labor convention, to have the American Federation of Labor include in their housing program adequate language to endeavor to correct situations such at this.

Referred to Committee on Resolutions. Adopted, p. 196.

Housing for the Aged

Resolution No. 77—Presented by Edward Phelan and Mahlon J. Adams of Plumbers Union No. 78, Los Angeles.

Whereas, The present low rent public housing programs make no provision for housing single persons; and

Whereas, Many of the persons now living in slum and substandard housing are persons of advanced age and low income;

Whereas, A large portion of the present budgets of the County Welfare Departments is used to provide moderate custodial housing for persons of advanced age who require a minimum of medical attention; and

Whereas, Such persons are occupying medical facilities that could be used for the care of persons suffering from more serious disease if proper housing could be secured for these senior citizens; and

Whereas, Studies reveal the feasibility of providing low rent housing designed for occupancy by the aged and operated by local housing authorities, with appropriate medical facilities supplied by the local community in the same way that schools, health services and other community facilities are supplied to existing low rent housing projects; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor recommend the introduction of legislation in Sacramento to provide for low rent public housing programs designed for occupancy by the aged with suitable community facilities operated by the appropriate governmental agencies.

Referred to Committee on Legislation. Adopted, p. 237.

Permanent Housing for Migratory Agricultural Families

Resolution No. 78—Presented by Edward C. Phelan and Mahlon J. Adams of Plumbers Union No. 78, Los Angeles.

Whereas, There is a great need for permanent housing for families of migratory agricultural labor in California; and

Whereas, These families are excluded from all present housing programs, federal, state and locally operated; and

Whereas, They are presently compelled to live in substandard, unsafe and insanitary shanty town and ditchbank housing; and

Whereas, Studies of this problem reveal the feasibility of providing permanent publicly operated family housing for migratory agricultural families at rents they can afford to pay; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor

recommend the introduction of legislation in Sacramento at the next session to provide for the requisition, construction and operation of permanent family housing projects by local housing authorities primarily for the use of migratory agricultural labor at rents they can afford to pay.

Referred to Committee on Legislation.
Adopted as amended and as construed by committee, p. 237.

Adequate Public Housing Program

Resolution No. 79—Presented by Edward C. Phelan and Mahlon J. Adams of Plumbers Union No. 78, Los Angeles.

Whereas, The Housing Act of 1949 provided for the construction of 810,000 units of low rent public housing for families of low income; and

Whereas, Only a fraction of this amount has been built under the program so far;

Whereas, The low rent housing program is intended to relieve unemployment and stimulate the economy in order to provide full employment and a rising standard of living; and

Whereas, There are many California communities which have been denied the opportunity to secure low rent housing programs to provide decent, safe and sanitary housing for families living in substandard housing; and

Whereas, Much of this unsafe and undesirable housing is located in rural and farm areas that would not and could not qualify under Urban Redevelopment Slum Clearance programs; and

Whereas, The token program of 35,000 units of low rent public housing approved for this year was restricted by attaching a provision that would permit its use only in communities with an existing Urban Redevelopment Program, thus limiting it to a dozen cities throughout the country; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor call upon Congress to adopt an adequate housing program of not less than 135,000 units of low rent public housing a year without restricting its use to the major metropolitan centers, and that copies of the resolution be sent to California Senators and Congressmen; and be it further

Resolved, That the Secretary of the California State Federation of Labor prepare, sponsor and introduce an appropriate resolution in the convention of the American Federation of Labor providing for the inclusion of this objective in the AFL Housing Program.

Referred to Committee on Resolutions. Filed, p. 196. See Resolution No. 180 and Policy Statement X.

Protest Appointment of Mrs. Norman Chandler to U. C. Board of Regents

Resolution No. 80—Presented by Chas. L. Brown, Henry E. Clemens, Sieg Grohse, H. H. Hetrick, Harry J. Lamb of Typographical Union No. 174, Los Angeles.

Whereas, The Los Angeles Times has been the advocate of the open shop and the vicious opponent of organized labor for more than 50 years; and

Whereas, The Times-Mirror Company publishes the Los Angeles Times and Los Angeles Mirror, and operates a non-union commercial printing plant; and

Whereas, The wealth of this notorious union-hating outfit and its equally nefarious subsidiaries and supports is of such unlimited quality; and

Whereas, The California State Federation of Labor at its 1953 convention called upon every AFL union in California to extend unqualified support, moral and financial, to the Allied Printing Trades Council in their campaign against these notorious non-union papers; and

Whereas, Norman Chandler, publisher of the Times and Mirror, has extended his influence into state, county and city politics through his hand-picked political stooges in public office; and

Whereas, The Chandler interests are now extending their anti-union tentacles for a more firm grip on the control of California's education system in the appointment of Mrs. Norman Chandler to the Board of Regents of the University of California: therefore be it

Resolved, That this 52d convention of the California State Federation of Labor protest the appointment of Mrs. Norman Chandler to the Board of Regents of the University of California by Governor Goodwin Knight; and be it further

Resolved, That a copy of this resolution be forwarded to the Governor of the State of California.

Referred to Committee on Resolutions. Adopted, p. 219.

Oppose Elimination of Sunday Milk Delivery

Resolution No. 81—Presented by Fred J. Wettstein, Edward J. Dennis, William R. Hart, Frank McGovern, Thomas Morrison and Walter L. Daley of Milk Wagon Drivers Union No. 226, San Francisco.

Whereas, Certain market milk distributing firms have proposed to eliminate Sunday deliveries and to provide retail

distribution of milk only six days during the week; and

Whereas, The elimination of Sunday milk deliveries would add to the already serious problem of unemployment in this area; and

Whereas, It would create split days off for retail delivery drivers; and

Whereas, Such action would give the public poorer milk delivery service; and

Whereas, The absence of Sunday deliveries would tend to encourage retail route customers to go to large chain stores on weekends to purchase milk, thereby creating less work for retail delivery men and causing additional lay-offs; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as expressing its opposition to the proposed elimination of Sunday retail deliveries of milk by certain market milk distributing firms.

Referred to Committee on Resolutions. Filed. p. 227.

Transportation Problem in Alameda and Contra Costa Counties

Resolution No. 82—Presented by Howard Reed and Alton C. Clem of Building and Construction Trades Council of Contra Costa County, Martinez.

Whereas, The service now being provided by Key System is inadequate; and

Whereas, Key System, a private business, is likely to continue to seek approval of service cuts and fare increases, so as to return a profit to its stockholders; and

Whereas, Such a policy is detrimental to the area and people served; and

Whereas, It is becoming an accepted fact in the composite county thinking that public transit, like police and fire protection, water supply, sewage disposal and education, is an indispensable facility; and

Whereas, The Alameda-Contra Costa Transit Committee has requested the Assembly Interim Committee on Transportation and Commerce to hold another hearing on the transit problem of the eleven East Bay cities, together with the unincorporated areas now inadequately served; and

Whereas, The Alameda-Contra Costa Transit Committee seeks enabling legislation so that the people may, through the ballot, express their wishes on their public transit problems; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor go

on record urging the Assembly Interim Committee on Transportation and Commerce to return at its first opportunity for a second public hearing; and be it further

Resolved, That the legislators from Alameda and Contra Costa counties are hereby urged to introduce and support enabling legislation at the next regular session of the state legislature, in order that the electorate of the area affected may, through the ballot, express its wishes on the public transit problem.

Referred to Committee on Legislation. Filed p. 238.

Establish 13 Equal Pay Periods for State Employees

Resolution No. 83—Presented by R. L. Rumage and J. L. McCormack of California State Employees Council No. 56, Sacramento.

Whereas, For the most part, pay in state service is based on a monthly salary; and

Whereas, Under this law, a system was devised called "Nearly Equal Pay Periods": and

Whereas, Under this system, employees are losing time earned in a complex system not understood by most; and

Whereas, Equal pay periods are desirable for all concerned; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor directs that legislation be sought to establish 13 equal pay periods, of 4 weeks each, per calendar year, for all state employees, with no loss in pay and without disruption of twice-a-month pay in those few places where it exists.

Referred to Committee on Legislation. Adopted, p. 237.

Remove 'Presumption of Guilt' From Civil Service Code

Resolution No. 84—Presented by R. L. Rumage and J. L. McCormack of California State Employees Union No. 56, Sacramento.

Whereas, Section 19578 of the Government Code relative to dismissal from the service, states in part "... but it shall be a presumption that the statement of causes is true"; and

Whereas, This provision results in the employee trying to prove his innocence rather than the employer proving his guilt; and

Whereas, This is a reversal of the pre-

cept that a man is innocent until proven guilty; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor directs that legislation be sought which will remove the presumption of guilt from the Civil Service Code.

Referred to Committee on Legislation. Adopted, p. 237.

Saturday Holidays to be Celebrated on Mondays

Resolution No. 85—Presented by R. L. Rumage and J. L. McCormack of California State Employees Union No. 56, Sacramento.

Whereas, Legal holidays were established to be enjoyed during the regular working week; and

Whereas, To further this concept, all legal holidays falling on Sunday are legally celebrated on the following Monday; and

Whereas, Those holidays which now fall on Saturday are often enjoyed because of the general acceptance of the 40-hour week; and

Whereas, State employees, as well as others, lose all holidays that fall on Saturday, through interpretation of the law; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor dilrects that everything possible be done to enact legislation providing that legal holidays falling on Saturday be celebrated on the following Monday; and be it further

Resolved, That in the event that such legislation is not feasible, that the California State Federation of Labor do everything possible to secure legislation to provide that state employees shall enjoy holidays that fall on Saturday.

Referred to Committee on Legislation. Adopted, p. 238.

50-Year Age Retirement for State Employees

Resolution No. 86—Presented by R. L. Rumage and J. L. McCormack of California State Employees Union No. 56, Sacramento.

Whereas, A substantial portion of state employees are allowed to retire at 50 years of age, while the prison and miscellaneous members are required to attain 55 years of age; and

Whereas, It is the current policy of labor to lower minimum retirement age; and

Whereas, This difference in state em-

ployee retirement policies is unjust; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor direst that legislation be sought which will place the minimum retirement age at 50 years for all state employees; and be it further

Resolved, That in the event that the age factor is dropped through legislation, that this resolution become null and void.

Referred to Committee on Legislation. Non-concurred, p. 237.

25-Year Service Retirement for State Employees

Resolution No. 87—Presented by R. L. Rumage and J. L. McCormack of California State Employees Union No. 56, Sacramento.

Whereas, State employees will have paid into the California State Employees Retirement System for a period of 25 years as of December 31, 1956; and

Whereas, The amount of money in the system has increased by approximately 50 million dollars per year since 1950, and stood at 370 million as of June 30, 1953;

Whereas, State employees must currently reach the minimum age of 55 years, (regardless of years of service) before retirement is allowed; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor directs that legislation be sought to provide that all members of the California State Employee Retirement System be allowed to retire with 25 years of service, regardless of age, at the same pension as if they had 25 years' service and had reached 55 years of age.

Referred to Committee on Legislation. Non-concurred, p. 237.

Dues Deduction for State Employees

Resolution No. 88—Presented by R. L. Rumage and J. L. McCormack of California State Employees Union No. 56, Sacramento.

Whereas, Deduction of dues is a highly important factor in maintaining membership; and

Whereas, This privilege is not allowed in state service; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor direct that everything possible be done to secure adequate rules to allow payroll deduction for union dues; and be it further

Resolved, That should such rules not be achieved, that legislation be sought to provide this service to state employees.

Referred to Committee on Legislation. Adopted, p. 238.

Time and One-Half for State Employees' Overtime

Resolution No. 89—Presented by R. L. Rumage and J. L. McCormack of California State Employees Union No. 56, Sacramento.

Whereas, Time and one-half for overtime is an established concept in private industry; and

Whereas, State employees are paid only straight time for overtime; and

Whereas, This condition sonstitutes a severe threat to this important labor concept; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor direct that legislation be sought to provide time and one-half for overtime for all state employees.

Referred to Committee on Legislation. Adopted, p. 238.

Increase Unemployment Insurance Benefits

Resolution No. 90—Presented by Frank Lindahl, Gunnar Benonys, Lewis Wilson, Edgar Johnson and Wayne Hultgren of Carpenters Union No. 36, Oakland.

Whereas, Secretary of Labor Mitchell, in a letter mailed to the governors of the 48 states, advocated that unemployment insurance benefits be adjusted to reach 60 to 65 per cent of the average weekly pay of the workers; and

Whereas, Governor Goodwin Knight ignored the Secretary's recommendation and recommended an increase of only \$5.00; and

Whereas, The legislature did enact this recommendation into law; and

Whereas, This increase of \$5.00 is totally inadequate and certainly not in line with Secretary Mitchell's recommendation; be it therefore

Resolved, That the 52d convention of the California State Federation of Labor go on record to increase the unemployment benefits to at least \$50.00 per week; and be it further

Resolved, That this convention go on record for redesigning the entire unemployment insurance system to require all employers to pay into the Fund on a continuous basis.

Referred to Committee on Legislation. Filed, p. 204. See Policy Statement V.

Disqualification of Unemployment Insurance Applicants

Resolution No. 91—Presented by Frank Lindahl, Gunnar Benonys, Lewis Wilson, Edgar Johnson and Wayne Hultgren of Carpenters Union No. 36, Oakland.

Whereas, It has been the practice of the Department of Employment to disqualify applicants for unemployment insurance on circumstantial evidence, without benefit of proper representation; and

Whereas, In many cases, employers or employers' representatives send in protests against payment of insurance on biased opinions; and

Whereas, Applicants are further disqualified for answering questions incorrectly, questions that are misleading, and because of their inability to define reasons for disqualifications; and

Whereas, These disqualified applicants for unemployment insurance in many cases are innocent victims of circumstances beyond their control, and when disqualified, are forced to go for a period of five weeks without income; in case they appeal, they may have to wait for a period of up to seven weeks; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor take immediate steps to correct these injustices, especially where union people are involved, by demanding a pre-conference between employer or employer representative, (where employer is involved) union representative, applicant and local Employment Department manager, before disqualification.

Referred to Committee on Resolutions. Non-concurred, p. 184.

Support Full Parity Price Supports for Farmers

Resolution No. 92—Presented by Frank Lindahl, Gunnar Benonys, Lewis Wilson, Edgar Johnson and Wayne Hultgren of Carpenters Union No. 36, Oakland.

Whereas, There can be no national prosperity if the farmer does not prosper; and

Whereas, Farm income has been steadily decreasing for several years, while prices the farmer has had to pay have continued to rise; and

Whereas, There is great need for unity between farmers and union labor in order that common goals may be achieved; be it therefore

Resolved, That the 52d convention of the California State Federation of Labor go

on record for full parity price supports to maintain farm income at a high level.

Referred to Committee on Resolutions. Non-concurred, p. 181.

Support Plan for Adequate National Highway System

Resolution No. 93—Presented by Frank Lindahl, Gunnar Benonys, Lewis Wilson, Edgar Johnson and Wayne Hultgren of Carpenters Union No. 36, Oakland.

Whereas, The Congress of the United States has the power under the Constitution to authorize and direct issuance of United States Notes, a legal tender or currency, for the building of a National Highway Commission; and

Whereas, All of the states in this nation are in desperate need of adequate highways in order to meet the demands and requirements of present-day transportation; and

Whereas, Our nation's economy is presently threatened by unemployment and by excessive debt and taxation; be it therefore

Resolved, That the 52d convention of the California State Federation of Labor go on record and in favor of the plan providing for an adequate national highway system the taxpayers can afford, as advocated and sponsored by the Committee for Adequate Highways of the Utah State Federation of Labor.

Referred to Committee on Resolutions. Non-concurred, p. 229.

Income Tax Deduction for Transportation Expense to Job-Sites

Resolution No. 94—Presented by Frank Lindahl, Gunnar Benonys, Lewis Wilson, Edgar Johnson and Wayne Hultgren of Carpenters Union No. 36, Oakland.

Whereas, Building trades mechanics especially, are a transient group being compelled to travel to various job-sites while working at their trade; and

Whereas, Some of the building trades mechanics, notably carpenters, furnish their own tools; and

Whereas, The usual modes of transportation such as buses, street cars, etc., in many cases do not service the job-site, said job-sites often being a long distance from the worker's home, and furthermore local ordinances often prohibit transportation of tools on public conveyances; and

Whereas, Due to these many restrictions and inconveniences, it is necessary for these mechanics to maintain and operate their own automotive vehicles in order to transport themselves and their tools to and from the job-site; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as seeking proper consideration of an income tax deduction for this expense.

Referred to Committee on Resolutions. Adopted, p. 181.

Funds for State Building Construction

Resolution No. 95—Presented by Frank Lindahl, Gunnar Benonys, Lewis Wilson, Edgar Johnson and Wayne Hultgren of Carpenters Union No. 36, Oakland.

Whereas, Governor Knight recommended to the 1954 state legislature a drastic cut in the budget for construction of state buildings, and his recommendation was adopted; and

Whereas, Unemployment was severe at the time the Governor made that recommendation, and threatens to become a major depression by this next winter; and

Whereas, Such construction of state buildings is very important now to provide jobs for the unemployed; and

Whereas, Labor knows of a great many new state buildings needed; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor request the Governor and the state legislature to restore the cuts in funds for construction of state buildings, and in fact greatly increase such funds to combat unemployment.

Referred to Committee on Resolutions. Filed. p. 181. See Resolution No. 173.

Increase in Pay for Deputy Labor Commissioners

Resolution No. 96—Presented by Ward Kelley and Jack Gardner of Public Employees Conference, San Francisco.

Whereas, It is a sound principle of public personnel administration that public employees should receive pay comparable to that paid other employees in positions of comparable responsibility; and

Whereas, Such pay levels should be high enough to attract competent applicants for employment who have the appropriate qualifications for the work; and

Whereas, Deputy labor commissioners are paid at a wage scale less than that paid other state employees in positions of similar difficulty and responsibility, and less than employees of the federal govern-

ment with the same level of skill and responsibility; and

Whereas, The present pay level is inadequate to attract applicants with a background in the field of labor relations and long experience in adjusting the claims of employees for wages or enforcing labor standards; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor urge the State Personnel Board and the appropriate state officials to secure a two-step wage increase for deputies and supervising deputies in the State Division of Labor Law Enforcement; and be it further

Resolved, That the Secretary of the California State Federation of Labor assist the deputies and their local union in achieving this wage adjustment.

Referred to Committee on Resolutions. Adopted $\,$ p. 220.

Merit Promotion

Resolution No. 97—Presented by John DeGhetto and Melvin Andrews of Post Office Clerks Union No. 64, Los Angeles.

Whereas, The National Federation of Post Office Clerks favors making promotions to the supervisory positions in the Postal Service by a combination of written examination and seniority; and

Whereas, In many instances, deserving clerks are now denied the opportunity to become supervisors because their years of service and the performance of their duties is not recognized by the Post Office Department; and

Whereas, Seniority and competence of performance should be recognized in preference to favor with the various local officials; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as favoring the enactment of legislation rather than a departmental edict granting merit promotion to the Postal Service; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to advise all California Congressmen and Senators of this action and request their support and favorable vote for such legislation.

Referred to Committee on Resolutions. Adopted, p. 218.

Retirement Law Revision

Resolution No. 98—Presented by John DeGhetto and Melvin Andrews of Post Office Clerks Union No. 64, Los Angeles.

Whereas, Public Law No. 426, approved February, 1948, makes many improvements in Civil Service Retirement Law, but falls short of objectives of the Federation as illustrated by convention mandates for many years; and

Whereas, The present law, by not lowering the compulsory age for retirement, actually stimulates older employees in a race to stay in the service, gamble with their life expectancy and seek higher annuities; and

Whereas, The increased deductions should have given employees greater optional features than at the present are offered; and

Whereas, Taxation of annuities retards somewhat the choice of retirement and is really a process of double taxation; and

Whereas, Under present law, in cases of compelled retirement because of disability, many postal employees must retire on inadequate retirement benefits and there is urgent need for a minimum annuity in cases of compulsory retirement due to either disability or age which will allow the annuitant a chance to survive; be it therefore

Resolved, That the 52d convention of the California State Federation of Labor strongly support and reindorse the following changes in the present Civil Service Retirement Law and urge that they be included as a part of the paramount legislative program sponsored by the American Federation of Labor in the 84th Congress:

- 1. Compulsory retirement shall apply to all employees 65 years of age upon the completion of 30 years of service, but that 5 years grace be given to employees affected at the enactment of this bill, and provided further that no employee shall be allowed to remain in the Service beyond the age of 70.
- 2. Optional retirement regardless of age after 25 years of service without reduction in annuity.
- 3. Elimination of all deduction assessed for the privilege of selecting widows' and dependents' annuities.
 - 4. All annuities to be tax-exempt.
- 5. Elimination of the requirement that a widow must be at least 50 years of age in order to obtain an annuity in the event of her husband's death, provided the marriage was of at least 5 years' duration.
- 6. That any employee with at least five years of civilian service, in case of death, his widow be paid \$100.00 a month until

the provisions of the retirement act are more than \$100.00 a month.

7. We endorse recommendation favoring change of rate used in computing retirement annuity from present one per cent to two and one-half per cent as is now contained in retirement computations of the legislative branch of our government.; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to advise all California Congressmen and Senators of this action and request their support and favorable vote for such legislation.

Referred to Committee on Resolutions. Non-concurred, p. 218.

Time and One-Half for Substitutes

Resolution No. 99—Presented by John DeGhetto and Melvin Andrews of Post Office Clerks Union No. 64, Los Angeles.

Whereas, Existing law does not grant time and one-half pay for work performed in excess of 40 hours per week by the substitute or part time hourly rate postal employee; and

Whereas, The United States Government has recognized this principle by laws to pay the time and one-half rate to postal employees paid on an annual basis; and

Whereas, The principle of time and onehalf for overtime is one that has been established in every industry for many years to prevent employers using employees in excess of their regular work day, and to more equally distribute the work by employing more men for shorter hours; and

Whereas, The United States Government recognized this principle through the Fair Labor Standards Act, yet neglects to accept it in its relations with its own postal employees; namely, those employed on an hourly basis; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor favors immediate legislation for time and one-half for all hours performed in excess of eight in one day and all hours in excess of 40 in one week for all employees employed on an hourly basis in the Post Office Department; and be it further

Resolved, That the one in six ratio of substitute to regular employees be maintained and that the use of temporaries shall not be permitted except in the month of December; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to request all central labor bodies

affiliated with the State Federation of Labor to petition their respective Congressmen and Senators to institute an effective campaign to eliminate this unfair labor practice, through which the Post Office Department exploits a large underpaid auxiliary force in preference to appointing full time regular employees.

Referred to Committee on Resolutions. Adopted as amended, p. 218.

Holidays Falling on Saturday

Resolution No. 100—Presented by John DeGhetto and Melvin Andrews of Post Office Clerks Union No. 64, Los Angeles. only for Saturdays; and

Whereas, Holidays frequently fall on Saturdays and compensatory time is given only for Sundays; and

Whereas, In these cases employees are forced to work one more day than if the holiday occurred on any other day; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record in favor of legislation granting all those scheduled to work on holidays falling on Saturday a compensatory day off computed at the rate of time and one-half, and holidays occurring on Saturdays be treated as under regulations presently in force concerning holidays which occur on Sundays; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to advise all California Congressmen and Senators of this action and request their support and favorable vote for such legislation.

Referred to Committee on Resolutions. Adopted as amended, p. 219.

Union Recognition

Resolution No. 101—Presented by John DeGhetto and Melvin Andrews of Post Office Clerks Union No. 64, Los Angeles.

Whereas, The Lloyd-LaFollette Act of 1912 repealed the vicious "Gag Orders" previously issued by President Theodore Roosevelt, which prohibited postal employees from contacting their Congressmen for improved working conditions; and

Whereas, Over forty years has intervened during which no additional or specific recognition has ever been accorded postal labor unions, despite the tremendous development of organized labor in private industry; and

Whereas, Postal employees and their unions are still dependent upon the good

graces of Post Office Department officials for certain privileges considered basic to other unions; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as endorsing the principle of union recognition for postal employees in substantial form to provide that the Post Office Department be required to consult with postal unions on all matters affecting working conditions, that punitive provisions for supervisors disregarding the law be established, that an impartial board of arbitration be created, and all other basic union rights other than the right to strike be established; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to advise all California Congressmen and Senators of this action and request their support and favorable vote for such legislation.

Referred to Committee on Resolutions. Filed, p. 219. See Resolution No. 27.

Compensatory Time

Resolution No. 102—Presented by John DeGhetto and Melvin Andrews of Post Office Clerks Union No. 64, Los Angeles.

Whereas, The granting of compensatory time to postal employees for work performed on Saturdays, Sundays and holidays is not in the true spirit of the 40-hour week, inasmuch as only one day of compensatory time is allowed for a full day's work on Saturdays, Sundays and holidays; and

Whereas, When pay is allowed for Saturday work, it is not consistent with the rate of time and one-half; and

Whereas, The intent of the 40-hour week law is to hold Saturday, Sunday and holiday work to only the barest of essential duties, which is not being accomplished under the present system of compensatory time; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor request of California Congressmen and Senators to support legislation granting compensatory time at the rate of time and one-half for all work performed on Saturdays, Sundays and holidays in all first, second and third class post offices.

Referred to Committee on Resolutions. Adopted as amended, p. 219.

Rescinding Post Office Department's Mail Handler and Curtailment of Service Orders

Resolution No. 103—Presented by John DeGhetto and Melvin Andrews of Post Office Clerks Union No. 64, Los Angeles.

Whereas, Employees of the Postal Service feel that they are entitled to security in their employment; and

Whereas, There has been an increasing evidence that postal employees are no more than pawns in governmental reorganization plans; and

Whereas, Departmental orders have intermingled the employees of various branches of the Postal Service who feel qualified for a job other than the one to which they are ultimately assigned; and

Whereas, Such interchanging of personnel has lowered the morale of the employees and the efficiency of the divisions involved; and

Whereas, The public is forced to suffer inconveniences and inefficient service; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as being opposed to the order whereby mail handlers perform clerical work; go on record as being opposed to the Curtailment of Service Order providing but one delivery of mail to the residential areas; and be it further

Resolved, That this Federation request Postmaster General Arthur E. Summerfield to rescind such orders.

Referred to Committee on Resolutions. Adopted, p. 219.

Increase Postal Salaries

Resolution No. 104—Presented by John DeGhetto and Melvin Andrews of Post Office Clerks Union No. 64, Los Angeles.

Whereas, The salaries of postal employees are inadequate to meet the mounting cost of living; and

Whereas, Wage adjustments in other fields of labor are made by bargaining with management; and

Whereas, The American Federation of Labor has always sought to better the living standards of American workers; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record in favor of a wage increase which would not only meet the mounting cost of living but which would also be sufficient to improve the living standards of postal employees; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to advise all California Congressmen and Senators of this action and re-

quest their support and favorable vote for such legislation.

Referred to Committee on Resolutions. Adopted as amended, p. 208.

Seniority By Law

Resolution No. 105—Presented by John DeGhetto and Melvin Andrews of Post Office Clerks Union No. 64, Los Angeles.

Whereas, There is a great deal of leeway in employee assignment to preferred positions in the clerical force in the Postal Service; and

Whereas, Such assignment to job vacancies is often at the discretion of the head of the division or postmaster; and

Whereas, All Postmasters do not choose to recognize seniority agreements, but arbitrarily assign employees to preferred, choice assignments because of favoritism, relationship or other factors; and

Whereas, Many senior employees are thus denied assignment to positions of a preferred nature; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as favoring seniority by law in the Postal Service; be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to advise all California Congressmen and Senators of this action and request their support and favorable vote for such legislation.

Referred to Committee on Resolutions. Filed, p. 218. See Resolutions Nos. 26 and 97.

Defeat of Whitten Amendment

Resolution No. 106—Presented by John DeGhetto and Melvin Andrews of Post Office Clerks Union No. 64, Los Angeles.

Whereas, The Whitten Amendment has been in force for the past four years; and

Whereas, The Whitten Amendment of the Supplemental Appropriations Bill for 1952, as interpreted by the Civil Service Commission, has prevented the appointment of substitute post office clerks who have taken the regular Civil Service examination; and

Whereas, The new type of examination given to qualify for clerk is now far below the standard formerly in use; and

Whereas, The morale and efficiency of the Service has suffered because of such action; and

Whereas, We believe all eight-hour tours should be filled by classified personnel

from Civil Service rosters of the former type of examinations; and

Whereas, We feel the downgrading of the Post Office has resulted in general, and at a tremendous cost to the Department; and

Whereas, The substandards now in use are jeopardizing many of our past gains and endangering future legislation; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor endeavor with all means at its disposal to eliminate the Whitten Amendment as it affects the Postal Service by seeking its repeal, and request of California Congressmen and Senators to give every effort to accomplish this task.

Referred to Committee on Resolutions. Adopted as amended, p. 219.

Resolution No. 107

Withdrawn at request of sponsors, p. 220.

Labor Committees on Public Education

Resolution No. 108 — Presented by Geo. L. Rice, Ronald T. Weakley, L. L. Mitchell, Wm. S. Wadsworth, Paul W. Yochem and Francis E. Goss of Electrical Workers Union No. 1245, Oakland.

Whereas, The free public school system in America was one of labor's earliest victories; and

Whereas, Reactionary forces in some communities have been attacking the quality of the public education available to our children, in some cases by propagandizing teachers, in other cases by campaigning against sound democratic content in the curricula, in many cases by attempting to curtail budget allotments for schools, even though the number of children entering school each year is larger; and

Whereas, The control of our schools rests in the hands of professional administrators and official school boards, some of whom are elected and some of whom are appointed; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor calls on each affiliated central labor council to set up a committee on public education charged with the responsibility of watching developments in this field and of working with the responsible teacher and parent organizations to keep the quality of education from being impaired by reactionary or budget-cutting interests; and be it further

Resolved, That all affiliates be called upon to make the election of the school

boards in their districts a matter of serious and active concern; and be it further

Resolved, That the President appoint from this body a committee on public education which shall attempt to aid local committees in this field and which shall work to assist the officers of the State Federation to promote healthy and progressive state policies and legislation to enable and support better decisions by the local boards of education.

Referred to Committee on Resolutions. Adopted. p. 197.

FEPC

Resolution No. 109—Presented by Geo. L. Rice, Ronald T. Weakley, L. L. Mitchell, Wm. S. Wadsworth, Paul W. Yochem and Francis E. Goss of Electrical Workers Union No. 1245, Oakland.

Whereas, In previous conventions the California State Federation of Labor has favored a State Fair Employment Practices Act; and

Whereas, The state legislature, at the insistence of the enemies of labor, again refused to enact an FEP law; and

Whereas, We must oppose all attempts to divide working people through discriminatory hiring or other job practices, so that we will be more united in the face of reactionary attack; and

Whereas, Effective Fair Employment Practices Acts have been made into law in seven states and one territory and in 27 cities, and are working smoothly in these places; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor instruct the legislative officers to prepare and sponsor another State Fair Employment Practices Law; and be it further

Resolved, That the convention call upon other responsible groups in the state who are in favor of such a law to coordinate their efforts to achieve the most concentrated and effective campaign for a FEP law when this issue is again before the legislature; and be it further

Resolved, That the convention call upon all central bodies to make known to their assemblymen and state senators the urgency with which the AF of L proposes an FEP law.

Referred to Committee on Legislation. Filed p. 236. See Resolution No. 172 and Policy Statement XIV.

Commend City of Hope

Resolution No. 110—Presented by Paul D. Jones and Cletus W. Chapman of Joint

Council of Teamsters Union No. 42, Los Angeles; Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies' Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, The CITY OF HOPE, a national, free, non-sectarian medical center which provides education, research and treatment in the fields of tuberculosis, cancer, leukemia, Hodgkins' disease and heart ailments amenable to surgery, at no cost to the patient; and

Whereas, The CITY OF HOPE has been of particular service to the labor movement, and thousands of trade unionists have been restored to normal health as a result of services rendered them without paying one cent for care; and

Whereas, The CITY OF HOPE has just opened a children's wing to give care and treatment to children suffering from leukemia and allied diseases; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor commend the CITY OF HOPE for its outstanding, free and non-sectarian program of specialized medical care; and be it further

Resolved, That the California State Federation of Labor urge all its affiliate locals to conduct campaigns amongst their membership on a city-wide and local union basis by circulating CITY OF HOPE scrolls through shop stewards, chairmen, or business agents, so that its membership be given the opportunity to become honorary citizens; and be it further

Resolved, That the California State Federation of Labor notify each affiliate of its action.

Referred to Committee on Resolutions. Adopted, p. 220.

Federation Policy Toward
"Continued Claim Statement" Cards
of Department of Employment

Resolution No. 111—Presented by Beryle

Sheffield and C. W. Burns, of Central Labor Council, San Francisco.

Whereas, Considerable confusion has resulted during the past several years in relation to "continued claim statement" cards used by the Department of Employment; and

Whereas, The labor movement of the state of California should have a clear policy in relation to these cards and to their use; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor approve the following policy in relation to these cards:

The great majority of working people are honest. The complicated procedures and technical questions on these cards for the purpose of detecting dishonesty are not only of questionable value, but are also costly to the insurance fund and are so confusing to the overwhelming majority of honest applicants that substantial reductions should be made in the quantity of such questions and such forms.

In view of the statement of legal counsel for the Department relating to the broad powers that rest in the hands of the Director in relation to accepting proof of the seek-work requirements of the law, the best interests of all would well be served by the acceptance of the applicant's own statement as to where he has searched for work, including the listing of his union as a bona fide source of employment.

The recognition that all unions participate in job placements of their members should be accepted by the Director as a basic principle in enforcing the seek-work requirements of the law, and we urge the Director to establish a liberal policy in this regard in the interests of reducing administrative costs, simplifying procedures and eliminating as much as possible the existing confusion.

The requirement of having his card stamped or signed by the union, especially in view of the lack of a comparable requirement that a called-upon employer do likewise, is unnecessary, illogical and should not be required.

Referred to Committee on Resolutions. Non-concurred, p. 184.

Provide Assistance When Needed in Filling Out Unemployment Insurance Forms

Resolution No. 112—Presented by Beryle Sheffield and C. W. Burns of Central Labor Council, San Francisco.

Whereas, The present policy of the Department of Employment in regard to the

first application of an unemployed person is a cafeteria type service wherein the entire responsibility of filling out his application rests on the applicant, without benefit of advice or assistance from the Department, and this has proven not only to be confusing, but also a hardship, especially to the foreign-born, the illiterate and the uneducated applicants; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor instruct the Secretary to use the good offices of the Federation to request the Department to provide sufficient personnel so that assistance and advice shall be provided for anyone having difficulty in the preparation of these forms.

Referred to Committee on Resolutions. Adopted, p. 184.

Change Status of Employment Department's Labor-Management Committee

Resolution No. 113—Presented by Beryle Sheffield and C. W. Burns of Central Labor Council, San Francisco.

Whereas, A Labor-Management Advisory Committee has been established by the Director of the Department of Employment; and

Whereas, Questions have been raised in regard to the status of this committee insofar as its primary functions and purposes are concerned; and

Whereas, This committee is now an extralegal, off-the-record committee wherein no commitments are made in any manner, shape or form, and any member is free to change position from time to time; and

Whereas, It was felt advisable that the functioning of this advisory committee would have more value to the Director of Employment, to the Department of Employment, and to all parties concerned if certain changes were effected in this committee; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor shall lend its efforts to change the status of this committee so that it is given formal recognition and its deliberations and recommendations are matters of record.

Referred to Committee on Resolutions. Non-concurred, p. 185.

Amend Unemployment Insurance Act Provision Re Earnings

Resolution No. 114—Presented by H. J. LaLonde and Harry Lumsden of Shipyard & Marine Shop Laborers No. 886, Oakland.

Whereas, The California Unemployment Insurance act provides for an exemption of the first three dollars (\$3) of earnings in the computation of unemployment payments due the claimant; and

Whereas, The purchasing power of a dollar has decreased since the enactment of this legislation; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor instruct the Federation's legislative representative to use his good offices to secure an amendment to Article 5, Section 55, of the California Unemployment Insurance Act by the substitution of twelve dollars (\$12) for three dollars (\$3) where it appears in said section. The amendment to read, "Each eligible individual who is unemployed in any week shall be paid with respect to such week, provided he is otherwise entitled thereto under this act, a benefit in an amount equal to his weekly benefit amount less the amount of wages, if any, in excess of twelve dollars (\$12) payable to him for services rendered during such week. Such benefit if not a multiple of one dollar (\$1) shall be computed to the next higher multiple of one dollar (\$1). For the purpose of this section only the term 'wages' includes any and all compensation for personal services whether performed as an employee or an independent contractor."; and be it further

Resolved, That this convention go on record favoring the above outlined amendment to the Unemployment Insurance Act of the State of California and instruct the appropriate representative to take the necessary steps to amend the law.

Referred to Committee on Legislation. Adopted as amended, p. 204.

Vote Yes on Propostion 4 — Aid to Needy Aged

Resolution No. 115—Presented by W. J. Bassett and Thomas Ranford of Los Angeles Central Labor Council; Albin J. Gruhn, Central Labor Council of Humboldt County, Eureka; Carpenters Union No. 829, Santa Cruz.

Whereas, The present inadequate payment and neglect of our needy aged has caused widespread malnutrition and misery among them; and

Whereas, The average payment received by 271,810 recipients of aged aid in California (as of April, 1954) was only \$69.04 a month, not \$80; and

Whereas, California does not pay the highest aged aid. Connecticut is first, followed by Colorado, Massachusetts and

New York, with California in fifth place; and

Whereas, Two-thirds of California's needy aged are women; and

Whereas, Statistics released by the State Department of Social Welfare reveal that the average recipient's actual needs total \$101.02 a month; yet they cannot get more than \$80; and

Whereas, Proposition 4, Aid to Needy Aged, will increase the maximum aid payment from \$80 to \$100 a month, increasing the average payment from \$69.04 to \$87.15 a month; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record endorsing a "Yes" vote on Proposition 4, Aid to Needy Aged; and be it further

Resolved, That this measure be given active support in every way possible and that all AFL members be notified of this action.

Referred to Committee on Resolutions. Filed, p. 206. See Policy Statement XV.

Place Certain Magazine Distributors on "We Don't Patronize" List

Resolution No. 116—Presented by Jack Goldberger of Newspaper and Periodical Drivers Union No. 921, San Francisco.

Whereas, The Allen-Adams News Co., San Rafael, California, Davinroy News Company, Stockton, Nichols News Co., Modesto, Spangler's News Agency, Sacramento, distribute the following magazines:

Better Homes and Gardens (Meredith Publishing Co.)

Reader's Digest (Reader's Digest Assn. Inc.)

Time (Time Inc.)

Life (Time Inc.)

McCalls (McCall Corporation)

Sports Illustrated (Time Inc.)

"TV" Guide (Triangle Publications Inc.)

Ladies Home Journal (Curtis Publishing Co.)

Saturday Evening Post (Curtis Publishing Co.)

Good Housekeeping (Hearst Corporation)

Cosmopolitan (Hearst Corporation)

Motion Picture (Fawcett Publications Inc.)

True (Fawcett Publications.)

True Confession (Fawcett Publications Inc.)

Gold Metal Pocket Books (Fawcett Publications Inc.)

Coronet (Esquire Inc.)

Avon Pocket Books (Avon Publications Inc.)

by non-union drivers; and

Whereas, Said distributors have refused to sign collective bargaining contracts with Newspaper and Periodical Drivers and Helpers, Local 921, San Francisco; Teamsters, Chauffeurs, Warehousemen & Helpers, Local 386, Modesto; Teamsters, Chauffeurs, Warehousemen & Helpers, Local 439, Stockton; Chauffeurs, Teamsters & Helpers, Local 150, Sacramento; and

Whereas, Since March, 1954, said unions have been on strike as to said distributors; therefore be it

Resolved. That the 52d convention of the California State Federation of Labor place the following firms - Allen-Adams News Co., San Rafael: Davinroy News Co., Stockton; Nichols News Co., Modesto; and Spangler's News Agency, Sacramento, distributing the following magazines-Better Homes and Gardens (Meredith Publishing Co.), Reader's Digest (Reader's Digest Assn. Inc.), Time (Time Inc.), Life (Time Inc.), Sports IIlustrated (Time Inc.), McCalls (McCall Corporation), "TV" Guide (Triangle Publications Inc.), Ladies Home Journal (Curtis Publishing Co.), Saturday Evening Post (Curtis Publishing Co.) Good Publishing Post (Curtis Co.), Housekeeping (Hearst Corporation), Cosmopolitan (Hearst Corporation), Motion Picture (Fawcett Publications Inc.), True (Fawcett Publications Inc.), True Confession (Fawcett Publications Inc.). Gold Medal Pocket Books (Fawcett Publications Inc.), Coronet (Esquire Inc.) and Avon Pocket Books (Avon Publications Inc.) — on the "WE DON'T PATRON-IZE" list of the California State Federation of Labor.

Referred to Committee on Labels & Boycotts. Adopted, p. 231.

Injured Workman to Receive Compensation Until Employed

Resolution No. 117—Presented by H. A. MacDonald, Chester Deroo and William Fowler of Teamsters Union No. 431, Fresno.

Whereas, Many union members are suffering severe financial loss and in many cases actual hunger for themselves and their families resulting from the slowness and delays of insurance companies making final settlements for industrial injuries, necessitating among other things, the change of occupation because of total or partial disability, insofar as previous occupation is concerned. That after such delay the compensation payments are inadequate to compensate the member for his loss in earnings because of such disability; also in many cases, the need for further medical care without provision being made for the payment thereof, results in the breaking down of morale and resistance of the person involved; and

Whereas, Under present law the insurance companies stop payment of compensation as well as furnishing medical treatment for temporary disability, leaving the only remedy to the injured employee, to file an application for adjustment and determination of such further payment of compensation and medical treatment; that because of months of delay in determination of such issue by the industrial accident commission, many union members are left destitute because of no income or cash reserve of their own; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record to lend every effort toward the amending of the present Workmen's Compensation Law, so as to make it compulsory for the continuation of the payment of maximum benefits under the Act, until such time as the injured employee is able to return to his former employment or, through rehabilitation, obtain other employment at a comparable wage scale; and be it further

Resolved, That payment for temporary disability and medical treatment for industrial injury, may not be discontinued by an insurance carrier until such time as the injured employee, either has returned to his original occupation or until order of the Industrial Accident Commission, terminating such payment and treatment.

Referred to Committee on Legislation. Adopted, p. 232.

Expand Education Opportunities for All

Resolution No. 118—Presented by Leo A. Vie and Ralph A. McMullen of Building and Construction Trades Council, Los Angeles.

Whereas, California has an outstanding system of tax-supported state universities, state colleges and adult education facilities which offer a diverse program of liberal and applied arts courses, including vocational and professional training, social sciences, natural sciences, engineering sciences, physical education, fine arts; and

Whereas, Such studies provide the opportunity for citizens to enrich themselves culturally and intellectually, inform themselves more fully of the world around them, equip themselves to better serve their neighbors and their community, and acquire the skills and credentials for personal advancement; and

Whereas, The state legislature annually provides state aid and appropriations for operation of the University of California and its various campi, the operation of 8 state colleges (at Chico, Humboldt, Fresno, Los Angeles, San Francisco, Sacramento, San Diego and San Jose) as well as state aid to adult education programs operated by local school districts and local junior colleges; and

Whereas, An ever-growing number of Californians seek and require the use of college and adult education facilities available to the low-income and moderate-income citizens; and

Whereas, Pressure to curtail funds for adult education and university-college grants is being exerted by small but powerful groups motivated by the reactionary philosophy of restricting educational opportunities to the wealthy few, and advocating false economy at the expense of the general welfare; and

Whereas, Such moves to curtail adult education, and especially those aimed at facilities offered to students free of charge or at low cost, strike at the very heart of democracy, which requires steadily expanding opportunities for self-improvement and self-advancement for the average citizen; and

Whereas, The last national convention of the AFL declared "the education of youth and of adults is of far reaching and profound concern to all who would preserve our civilization" and stated further that the "American Federation of Labor must assume leadership in helping give social purpose and direction to American education, above the elementary school level"; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor cooperate with other citizen groups to initiate and endorse legislation for expanded education opportunities to youth and adult students through increased state aid to free and public-supported state college and university facilities, state-supported adult education programs, and junior colleges, evening high school extension and adult education programs of local school districts; and be it further

Resolved, That local communities and

school districts are urged to do their utmost to provide such facilities where possible through local tax-supported junior college and adult education facilities with supplementary state aid.

Referred to Committee on Legislation. Adopted, p. 236.

Expedite Selection of Site for Los Angeles State College

Resolution No. 119—Presented by Leo A. Vie and Ralph A. McMullen of Building and Construction Trades Council, Los Angeles.

Whereas, Los Angeles State College is part of California's extensive system of tax-supported colleges serving community betterment through providing liberal and applied arts courses for individual self-improvement, vocational education for the professions and industry, and expanded training for teachers and other public school personnel; and

Whereas, Los Angeles State College has been of particular service to students from the city's low-income and working population, and youth and adult students who are compelled to work full-time or part time while attending school—such students comprising a majority of the present and potential student body; and

Whereas, The rapidly rising enrollment, already in excess of 6,500, attests to the desperate need for expanded facilities and a permanent campus site suited to the requirements of the metropolitan Los Angeles area and the present and future student body; and

Whereas, Expenditure of the 1951 state legislature appropriation for procurement of such a site has been obstructed by conflicting selfish and private interests that disregard the common welfare; therefore he it

Resolved, That the 52d convention of the California State Federation of Labor favors immediate consultation among school officials, authorized government representatives, labor organizations, and other interested civic groups to expedite selection of a permanent Los Angeles State College site on the basis of its accessibility to students, its relationship to other present and planned educational facilities, and its suitabilty to best serve the communty as a whole; and be it further

Resolved, That the State Federation of Labor memorialize Governor Goodwin J. Knight, the Board of Public Works, and the members of the legislature to exert every possible effort to bring together community groups for common consideration of the problem, and to speed selection of a site and construction of facilities.

Referred to Committee on Resolutions. Adopted as construed by committee, p. 197.

Support Proposition 2

Resolution No. 120—Presented by Leo A. Vie and Ralph A. McMullen of Building and Construction Trades Council, Los Angeles.

Whereas, California is proud of its free public school system, which has been a vital factor in inculcating in our state's future citizens the ideals, skills and social attitudes which help to ensure democratic self - g o v e r n m e n t and perpetuation of American liberties and freedoms; and

Whereas, Although California's public school system has been tremendously expanded to meet its phenomenal population growth, the State Department of Education has predicted a shortage this fall of 13,782 teachers and 10,019 classrooms in the face of 7.8 per cent increase in student enrollment; and

Whereas, Financial aid to eliminate overcrowded classrooms and double sessions and to expand teacher recruitment and school housing facilities is pending, both through a \$100,000,0000 state bond issue and in proposals before Congress for federal emergency aid; now, therefore, be it

Resolved, That the 52nd convention of the California State Federation of Labor in Santa Barbara assembled, endorses and urges vigorous support to State Proposition 2, which would appropriate \$100,000,000 to aid school housing needs throughout the state; and be it further

Resolved, That the State Federation of Labor initate and support legislation before the state legislature, and support the National AFL in its program in the Congress, to give increased aid to the unprecedented school housing and teacher recruitment needs of our state and nation, including consideration for financial incentives to recruit talented young people to the teaching profession; and be it finally

Resolved, That the convention, the State Federation of Labor, and local central labor councils offer their assistance to local and state school administrators in facing the critical needs of teacher recruitment and school housing.

Referred to Committee on Resolutions. Filed, p. 206. See Policy Statement XV.

Campaign to Repeal Existing "Right to Work" Legislation and Prevent Further Enactment

Resolution No. 121 - Presented by Thomas H. Deane, Central Labor Union, Santa Cruz; Robert E. Quinn, and Percy L. Hand, Sheet Metal Workers No. 216, Oakland; Robert C. Ryan, Post Office Clerks No. 2, San Francisco; A. C. Whittaker and James Gill, Carpenters No. 2164, San Francisco; M. C. Isaksen, Jos. H. Honey, Noel Clement and Frances Carney, Barbers No. 148, San Francisco; Al M. Hurson and Jimmy Murphy, Hospital & Institutional Workers No. 250, San Francisco; Albert Mattson and Paul Folden, Bookbinders No. 31-125. San Francisco; Royal Kenny, Arthur Dougherty, Arthur Neergaar, William Walsh, Richard Waram and Anthony Anselmo, Bartenders No. 41, San Francisco; C. R. Bartalini and Clement A. Clancy, Bay Counties Dist. Council of Carpenters, San Francisco; Carl B. Carr, M. P. Machine Operators No. 431, San Jose; William H. Knight, Nick G. Cordil, Jr., Harry N. Sweet, Clarence P. Hermeyer, John T. Smith and Andrew A. Shubin, Lumber & Sawmill Workers No. 2288, Los Angeles; Edith Glenn and Hilton Porter, Culinary Workers & Bartenders No. 531, Pasadena; James Pollard, Solano County Central Labor Council, Jallejo; James N. Butler, Jr., Barbers No. 827, Salinas; Frank A. Borton, R. H. Williams, W. A. Hayward, George P. Daigle, Theodore R. Mickle and Vernon W. Hughes, Electrical Workers No. 465, San Diego; W. W. Jinks and Jesse Payne, Central Labor Council, Napa; William E. Pollard, Ethel Bryant, Douglas Devaughn, John Fields, Jesse Eagans and Everette S. Green, Dining Car Employees No. 582, Los Angeles; F. V. Stambaugh, Street Carmen No. 192, Oakland; Albin J. Gruhn, Central Labor Council of Humboldt County, Eureka; Bea Slettum, Edrie E. Wright, Alma Phillips, Alex Sulek, Arthur Johnson and Cora Vincent, Culinary Workers Alliance No. 31, Oakland; W. J. Bassett and Thomas Ranford, Central Labor Council, Los Angeles; Edward L. Brown, and William Parsons, Central Labor Council, Long Beach; Leroy V. Woods and Floyd Attaway, Culinary Workers and Bartenders No. 823, Hayward; George Jenott, Central Labor Council, San Jose; Lilas Jones and Mabel Gabriel, Waiters & Waitresses No. 561, Sacramento; John F. Barbour, Shinglers No. 3111, San Mateo; Raymond M. Cayla, Theatrical Stage Employees No. 409, San Mateo; Harold Hodson and Charles A. Hohlbein, Butchers No. 193, Bakersfield; Helen Wheeler, A. T. Gabriel, Frank Collins, Amos Mc-Dade, and Jessie Harris, Miscellaneous

Employees No. 110, San Francisco; George Kisling, Retail Food, Drug Liquor Clerks No. 1288, Fresno; Jas. F. Alexander and Howard Bramson, Retail Clerks No. 588, Sacramento; Cecil O. Johnson and Roy Brewer, Central Labor Council, San Pedro; G. A. Paoli and Hugh Caudel, Central Labor Council, Martinez; Albin J. Grutin, Central Labor Council, Eureka; Tool and Die Makers No. 1176, Oakland; Clerks and Lumber Handlers No. 939, Oakland; Sausage Makers No. 203, San Francisco; Civil Service Building Maintenance No. 66A, San Francisco; City and County Employees No. 400, San Francisco; Photo Engravers No. 8, San Francisco; Sheet Metal Workers No. 309, San Jose; Bricklayers No. 10, San Jose; Printing Pressmen and Assistants No. 146, San Jose; Bookbinders No. 3, San Jose; Sheet Metal Workers No. 252, Fresno; Central Labor Council, Merced; Cooks, Pastrycooks and Pantrymen No. 683, Sacramento; Allied Hospital Employees No. 251, Martinez; Painters No. 741, Martinez; Building Service Employees No. 278, Los Angeles; Boilermakers No. 92, Los Angeles; Carpenters No. 35, San Rafael; Retail Clerks No. 1119, San Rafael; Carpenters No. 668, Palo Alto: Electricians No. 40, Hollywood; California State Association of Electrical Workers.

Whereas, So-called "right to work" laws now cover one-third of this nation, having been adopted in the following sixteen states:

Alabama, Arizona, Arkansas, Florida, Georgia, Iowa, Mississippi, Nebraska, Nevada, N. Carolina, N. Dakota, S. Carolina, S. Dakota, Tennessee, Texas, Virginia; and

Whereas, Five other states—Colorado, Kansas, Maryland, Massachusetts and Wisconsin—have laws that restrict union security, and the legislatures in other states not yet affected have considered such legislation; and

Whereas, It is quite apparent that large national anti-labor groups are pushing a systematic program of attacking organized labor through the various state legislatures, and have already succeeded in crippling the effectiveness of the trade union movement in those states which have already passed "right to work" laws; and

Whereas, "Right to work" laws have been properly branded as "right to scab" laws, because they prevent unions from negotiating any form of union security, guarantee the right of free riders to work in unionized shops, and ultimately break down union conditions; and Whereas, The powerful anti-labor outfits that are spearheading this campaign in the state legislatures have taken on the trade union movement in those states where organized labor is weak, and these groups have already been so successful on the state level that they are virtually decimating the labor movement through these tactics and are succeeding in an insidious national plan to destroy organized labor by means of the state legislatures; therefore be it

Resolved, That the 52nd convention of the California State Federation of Labor call for the launching of a powerful counter-attack on these vicious "right to work" laws in the 16 states where they already exist, and for a vigorous program that will head off the passage of such infamous legislation in other states; and be it further

Resolved, That in order to implement such a program we call for the adoption of the following procedures:

- 1. Set up at once a national American Federation of Labor steering committee to study the existing legislation and keep abreast of efforts to institute such legislation in the various state legislatures;
- 2. Establish a campaign fund to carry out the purposes of this resolution by contributions to the American Federation of Labor by the various international unions, on the following basis:

International unions with a membership of less than 50,000—\$1000.00.

International unions with a membership between 50,000 and 100,000—\$2000.00.

International unions with a membership between 200,000 and 300,000—\$5000.00.

International unions with a membership in excess of 300,000—\$10.000.00.

3. Utilize the funds so raised to fight for repeal of all "right to work" legislation, and to launch a full scale publicity campaign in each state toward the end of accompishing such repeal, either through referendum votes of the people or by legislative activities; and be it further

Resolved, That this resolution be transmitted to the American Federation of Labor for adoption at its coming convention in Los Angeles on September 20, 1954.

Referred to Committee on Resolutions. Adopted as amended, p. 182.

Preventing Reduction in Benefits of Public Employees

Resolution No. 122-Presented by J. L.

Childers, Building and Construction Trades Council, Oakland, and S. E. Rockwell, Robert Weis, and E. F. Boyle of Electrical Workers No. 595, Oakland.

Whereas, There is unrest and uncertainty among many groups in public employment concerning possible reductions in their wages or conditions because of added demands of their representatives for addition of benefits prevailing in private industry; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor direct its officers and counsel to prepare legislation for introduction and enactment by the next legislature requiring that public employees present wages and conditions shall not be reduced because of added or different benefits may be required to conform to standards in private industry without agreement of said employees expressed through their recognized representatives or without a showing of similar or equal reduction in the pay or conditions of employees in private industry with whom they are usually equated in skill, abilities, duties and responsibilities.

Referred to Committee on Legislation. Adopted as amended, p. 235.

Public Employees' Unemployment, Disability and Social Security Benefits

Resolution No. 123—Presented by J. L. Childers, Building and Construction Trades Council, Oakland, and S. E. Rockwell, Robert Weis, and E. F. Boyle of Electrical Workers No. 595, Oakland.

Whereas, State agencies and corporations, local agencies and political subdivisions within this state employ persons on other than civil service status; and

Whereas, These employees do not have conditions equal to or the same benefits as exist in private industry with particular respect to unemployment insurance credits, disability insurance protection, or federal Old Age Security credits for this period of their employment; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor direct its incoming officers and counsel to prepare necessary legislation for introduction to the next state legislature to make it necessary for these agencies to provide these several benefits above mentioned for these emplyoees.

Referred to Committee on Legislation. Filed p. 204. See Policy Statements V, VI, and IX.

Definition of "Prevailing"

Resolution No. 124—Presented by J. L. Childers, Building and Construction Trades Council, Oakland, and S. E. Rockwell, Robert Weis, and E. F. Boyle of Electrical Workers No. 595, Oakland.

Whereas, The word "prevailing" or "going rate" is found in the wording of most public bodies' charters, constitutions or enabling acts; and

Whereas, Defining these words causes much controversy and confusion; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor direct its officers and counsel to prepare necessary legislation for introduction to the next legislature defining the words "prevailing" or "going rate" as meaning the rates set by collective bargaining contracts in that industry contract where the majority of those people with the highest skills in the classification are employed.

Referred to Committee on Legislation. Adopted, p. 235.

Public Employees' Job Titles, Duties and Qualifications

Resolution No. 125—Presented by J. L. Childers, Building and Construction Trades Council, Oakland, and S. E. Rockwell, Robert Weis, and E. F. Boyle of Electrical Workers No. 595, Oakland.

Whereas, State agencies, institutions and corporations, local agencies and political subdivisions of this state employ persons to do jobs inconsistent with their classification, experience and training compared to established apprenticeship standards and collective bargaining contracts in private industry; now, therefore be it

Resolved, That the 52d convention of California State Federation of Labor direct its incoming officers and counsel to prepare necessary legislation for introduction to the next legislature requiring that the above mentioned public bodies employ persons in classifications and job titles consistent with their respective duties and responsibilities in conformity with state approved apprenticeship standards and collective bargaining contracts where these contracts cover a substantial portion of the employees with the highest skills, experience, training and ability in the particular job classification.

Referred to Committee on Legislation. Adopted, p. 235.

Public Bodies to Conform to Prevailing Conditions and Benefits in Private Industry

Resolution No. 126—Presented by J. L. Childers, Building and Construction Trades Council, Oakland, and S. E. Rockwell, Robert Weis, and E. F. Boyle of Electrical Workers No. 595, Oakland.

Whereas, Conditions of employment and benefits to employees are being changed by collective bargaining contracts in private industry; and

Whereas, Some of these benefits and conditions are not clearly consistent with existing state laws; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor direct its officers and counsel to prepare legislation for introduction to the next legislature permitting state and public bodies to conform to prevailing conditions and benefits as provided for in collective bargaining contracts with private industry covering employees with similar duties, responsibilities and job titles in the absence of any specific prohibition hereafter enacted.

Referred to Committee on Legislation. Adopted as construed by committee, p. 235.

Definition of Wages

Resolution No. 127—Presented by J. L. Childers, Building and Construction Trades Council, Oakland, and S. E. Rockwell, Robert Weis, and E. F. Boyle of Electrical Workers No. 595, Oakland.

Whereas, There has been a great deal of controversy with public bodies over what constitutes wages and what are conditions over and above and different from wages; now, therefore, be it

Resolved, That the 52nd convention of the California State Federation of Labor direct its officers and counsel to prepare necessary legislation for introduction to the next legislature requiring that public bodies set the minimum prevailing wages based on the hourly rate plus vacation pay and holiday pay only. No other conditions or benefits shall be considered in fixing the minimum prevailing rate of pay.

Referred to Committee on Legislation. Adopted, p. 236.

Nomination of Federation Vice Presidents

Resolution No. 128—Presented by J. L. Childers, Building and Construction Trades Council, Oakland, and S. E. Rockwell, Robert Weis, and E. F. Boyle of Electrical Workers No. 595, Oakland.

Whereas, Officers of the California

State Federation of Labor are being elected at large, although the vice presidents are the representatives of particular districts, which could result in the election of vice presidents who would not have the confidence or support of their constituents; and

Whereas, The above-mentioned condition would lead to a weak and disorganized State Federation of Labor; now, therefore, be it

Resolved, That the 52nd convention of the California State Federation of Labor determine that, in order to maintain a strong and dynamic State Federation the vice presidents be either nominated or their nomination seconded by the endorsement of the local Central Labor Council or Building Trades Council with which they are affiliated.

Referred to Committee on Constitution. Non-concurred, p. 241.

Collection of Health and Welfare Contributions

Resolution No. 129—Presented by J. L. Childers, Building & Construction Trades Council, Oakland.

Whereas, Collection of health and welfare contributions from employers often is difficult under present laws; and

Whereas, The status of current and past due contributions is doubtful in cases where the employer is bankrupt; now, therefore, be it

Resolved, That the 52nd convention of the California State Federation of Labor direct its officers and counsel to propose necessary legislation to the next legislature authorizing the Labor Commissioner to collect health and welfare contributions: and be it further

Resolved, That legislation also be proposed giving health and welfare contributions equal priority with wages against the assets of bankrupt employers.

Referred to Committee on Legislation. Non-concurred, p. 234.

Colorado River Project

Resolution No. 130—Presented by W. J. Bassett and Thomas Ranford of Central Labor Council, Los Angeles.

Whereas, The California State Federation of Labor, AFL, has consistently opposed legislation injurious to the welfare of the citizens of this state and nation; and

Whereas, The Colorado River Project Senate Bills 1555 and 964, and House of Representatives Bills 4449 and 236, now pending before the Congress, would inflict on all American taxpayers an unjustifiable new burden; and

Whereas, The economy of the state of California and the nation would be seriously impaired by this costly and unnecessary project; now, therefore, be it

Resolved, That the 52nd convention of the California State Federation of Labor vigorously oppose passage of these proposed measures, and in turn forward copies of this resolution to the United States Senators and Representatives from California.

Referred to Committee on Resolutions. Filed as requested by sponsors, p. 198.

Increase Personnel of Division of Labor Law Enforcement

Resolution No. 131—Presented by Albin J. Gruhn of Central Labor Council of Humboldt County, Eureka.

Whereas, The Division of Labor Law Enforcement, State of California, is sorely pressed for personnel in order to carry on an effective job of labor law enforcement; and

Whereas, The situation at the Eureka office of the Division of Labor Law Enforcement is typical of the insufficient personnel problem faced in many other expanding areas in this state; therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as urging the appropriation of additional funds to the Division of Labor Law Enforcement so that it may hire sufficient additional personnel to meet the labor law enforcement problem in our rapidly growing state; and be it further

Resolved, That this resolution be referred to the Federation's Secretary for the action he deems necessary to expedite its objectives.

Referred to Committee on Resolutions. Adopted, p. 220.

Recreation Program

Resolution No. 132—Presented by Albin J. Gruhn of Central Labor Council of Humboldt County, Eureka.

Whereas, Recreation is one of the essential functions of good every-day living; and

Whereas, The following steps should be taken now in order to meet the expanding recreational needs of the people of our state; therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as recommending and supporting the following eight-point legislative program in behalf of recreation:

- 1. A state-financed program of grants-in-aid whereby communities can receive financial assistance in the acquisition of areas and facilities to assure a minimum level of recreational facilities and services in every community.
- 2. Specific provisions for the appropriate use of all public-owned facilities, such as fair grounds, armories, memorial buildings and other facilities for community recreation purposes.
- 3. Authorization for planning agencies in cities and counties to designate, within subdivisions, areas which conform to a master plan and will be needed for public purposes, such as recreation centers and parks.
- 4. Appropriation of funds so that a system of roadside picnic areas may be established along major highways and operated and maintained by appropriate state agencies.
- 5. Acquisition and development of small boat harbors along the coast line and inland waterways.
- 6. Acquisition and development of recreation facilities and conveniences on state-owned beaches.
- 7. Protection of natural recreation resources, such as beach sand, from private exploitation.
- 8. Adequate state services for the stimulation and aid to the development of recreation services in each community; and be it finally.

Resolved, That a copy of this resolution be sent to Governor Goodwin J. Knight, members of the State Assembly and State Senate, and to such state agencies and other organizations as the Secretary may deem appropriate.

Referred to Committee on Legislation. Adopted, p. 238.

Church Furniture to be Made by Union Labor

Resolution No. 133—Presented by Earl E. Thomas of Los Angeles District Council of Carpenters.

Whereas, The churches of all denominations have the complete support, both moral and financial, of American Federation of Labor trade unionists; and

Whereas, Many churches of all denomi-

nations are being built throughout Los Angeles County at the present time, and the construction of these churches in all instances is being done by contractors who employ American Federation of Labor trade unionists; and

Whereas, The church furniture is, in most instances, excluded from the contract awarded to the general contractor, and is either contracted for direct by the building committee of the church itself, or the architect recommending to the building committee of the church; and

Whereas, These building committees or architects are, in most instances, awarding this work for the church furniture to manufacturers outside of the state of California, and in many instances to manufacturers who are non-union and who do not employ American Federation of Labor trade unionists; and

Whereas, This policy of the various churches tends to demoralize their own church members who contribute financially to the support of their church, only to see their contributions diverted to non-union firms outside the state of California; and

Whereas, This policy not only injures their church members but is an injury to all working people in the state of California who depend on their local work, and particularly manufacturing shops who operate on a fair and equitable wage scale;

Whereas, It is the policy of the California State Federation of Labor to assist its various affiliated local unions in problems of this kind; therefore be it

Resolved, That the 52nd convention of the California State Federation of Labor instruct the Secretary to use the Federation's good offices, prestige and influence on the various church officers of all religious beliefs and faiths, and prevail upon them to allow their general contractors who are erecting these church edifices to sub-let the church furniture which, under their contracts, will require that the work be let to firms operating on a union basis with a fair and equitable working agreement as to wages, hours, and working conditions; and be it further

Resolved, That the Architect's Institute of America be advised by the California State Federation of Labor of its desire to promote this work in question by letting to California manufacturers, and if it is not let to California manufacturers, to be let to firms employing members of the American Federation of Labor.

Referred to Committee on Resolutions. Adopted as amended, p. 183.

Public Housing

Resolution No. 134-Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, Public Housing has two functions:

- 1. To provide adequate, low rent housing for mamilies with incomes inadequate to meet the high rentals in the commercial real estate market, and
- 2. To act as a yardstick on rental fees for comparable accommodations in similar areas; and

Whereas, There has been no diminution in the need for public housing on either of these counts; and

Whereas, Even the inadequate public housing program of the federal administration has been sabotaged by the real estate lobbies in the United States Congress; and

Whereas, The disgraceful destruction of the public housing program in Los Angeles in 1953 is in danger of repetition in other communities; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor reaffirm past support of increased public housing, and instructs its officers to forward this resolution to all parties concerned.

Referred to Committee on Resolutions. Filed. p. 196. See Resolution No. 180 and Policy Statement X.

Workers' Education

Resolution No. 135—Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment

Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, The approaching economic crisis and continued attacks against organized labor by its enemies make it ever more important for all union members to have an intelligent understanding of the functions and goals of the labor movement so that they might give it their loyal support; and

Whereas, The only means by which this objective can be attained is through a permanent program of education within the unions themselves; and

Whereas, The greatest threat to organized labor is a disinterested and indifferent membership; and

Whereas, The California State Federation of Labor has in past conventions pronounced its support of workers' education, devising programs for its implementation; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor reaffirm its belief in the need for an integrated, widespread workers' education program to reach the Union members on the local level, and that the incoming Executive Council be instructed to develop such a program to reach every affiliated union in California.

Referred to Committee on Resolutions. Filed, p. 197. See Resolution No. 166.

Fraternal Greetings to the Histadrut

Resolution No. 136—Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castel-

lano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, The American Federation of Labor has expressed frequently its support of the State of Israel as a haven for the hundreds of thousands of Jews made homeless and stateless by the cruelties and depredations of Nazism; and

Whereas, The Histadrut, the Israeli Federation of Labor, enjoys close fraternal bonds with the American Federation of Labor; and

Whereas, The Histadrut plays a powerful role in the economy of Israel; and

Whereas, American workers have given substantial, unstinting support to the Histadrut as the organization of the working people in the State of Israel; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor greets the Histadrut, and endorses the California organizations supporting it as humanitarian enterprises designed to aid a displaced people in reestablishing themselves in a new homeland.

Referred to Committee on Resolutions. Adopted, p. 227.

Fraternal Greetings to the Urban League

Resolution No. 137-Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496. Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, In the major cities of the United States there exist local Urban Leagues whose purpose it is to secure improved employment opportunities, better housing facilities, and improved health and

welfare facilities for members of the Negro race; and

Whereas, These Urban Leagues have enjoyed the support of organized labor in their accomplishment of these objectives; and

Whereas, In the state of California, the Urban Leagues are being called upon for ever greater performances; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor greets the Urban Leagues in the state of California and commends them to all affiliates in communities where such Urban Leagues function for support.

Referred to Committee on Resolutions. Adopted p. 227.

Human Relations Committees

Resolution No. 138—Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, Racial and religious intolerance and bigotry have always been strongest where union organization has been weakest; and

Whereas, Bigotry has for long served as a means of preventing working people from coming together to use their combined strength to serve their mutual interests; and

Whereas, Organized labor, aware of this, has dedicated itself to a determined campaign to eliminate discrimination from American life; and

Whereas, Rank and file members of unions are learning that prejudice is a costly luxury, and that their unity on the job and in the union must rise above all differences of belief, color, race or national origin; and

Whereas, The California State Federation of Labor has been instrumental in

teaching this lesson to union members through its educational activities; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor commends the Federation leadership for the outstanding work it has done in the field of human relations, and be it further

Resolved, That commendation go to central labor councils or trade councils which maintain permanent committees in the field of human relations; and be it further

Resolved, That this convention urges all central labor councils which do not yet have committees on human relations to establish such committees as soon as possible.

Referred to Committee on Resolutions. Adopted, p. 206.

Labor Public Relations

Resolution No. 139-Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84. Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, The enemies of organized labor, through their control of newspapers, radio, and television, have been able through the years to present to the public a wholly distorted point of view about the labor movement; and

Whereas, The true objectives of labor are to build a better community for all the people, and to that end organized labor utilizes all of its institutions for the improvement of conditions of life for all of the people; and

Whereas, If the general public were aware of all that is done by labor for its welfare, the labor movement would be able to function in a liberal atmosphere of active public friendliness; and

Whereas, It is essential for the continued growth and influence of organized

labor for such an atmosphere to exist; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor declares the development of a general program to win further public support to the cause of organzied labor is one of the major items of business before the labor movement; and be it further

Resolved, That this declaration be brought to the attention of the forthcoming convention of the American Federation of Labor for appropriate action on a national scale.

Referred to Committee on Resolutions. Adopted as amended, p. 183.

Permanent Child Care Centers

Resolution No. 140-Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58. Los Angeles: Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, The very necessary child care centers to enable working mothers to continue their employment without the problem of seeking private care for their children has continued to be a political football in the California state legislature; and

Whereas, There is no question that mothers of young children will continue to work in California industry and that facilities will continue to be necessary to care for their children during the period they are at work; and

Whereas, The practice of maintaining child care centers on a temporary piecemeal basis makes it impossible for parents to plan ahead on employment with any sense of security, seriously hampering the living standards in households where both parents must work; and

Whereas, There should no longer be any doubt in the mind of the most skeptical

observer that the program of child care centers is not only valuable but essential; therefore be it

Resolved, That this 52d convention of the California State Federation instructs its officers to exert every effort to secure enactment of legislation by the next session of the California state legislature which will finally make the child care center program a permanent institution on which working mothers can depend from this time on.

Referred to Committee on Legislation. Adopted, p. 233.

Support the United Nations

Resolution No. 141—Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482. Los Angeles; Samuel Otto, Ladies Garment Workers No. 496. Los Angeles: Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, The entire world looks to the United Nations as the greatest hope mankind has to preserve peace; and

Whereas, Despite the great difficulties created by the Soviet Union and its satellites, the United Nations has made notable advances as the world organization designed to further international cooperation; and

Whereas, The United Nations has made many contributions in the field of combatting disease, relief of displaced persons, combatting the international narcotics traffic, and performing many other functions on behalf of nations not in a position to aid themselves; and

Whereas, The success of the United Nations has been marked to the point where the Soviet world would be pleased to see it disbanded; and

Whereas, Voices recently lifted against the United Nations are the same voices who consistently cry out against the economic and social program of organized labor; and

Whereas, Organized labor has learned through the years that working standards and living conditions of all people know no national boundary and that isolation and narrow nationalism is detrimental to the welfare of American workers; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor expresses its support of the United Nations and is unequivocally opposed to any action which might lead to United States withdrawal from that international body.

Referred to Committee on Resolutions. Filed, p. 180. See Policy Statement I.

Community Service Organization

Resolution No. 142-Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, Since the 1953 convention of the California State Federation of Labor, the Community Service Organization has increased both its number of branches and total membership; and

Whereas, The Community Service Organization has, in recent years, made great strides in bringing about the improvement of the living conditions for members of the Mexican-American communities throughout this state; and

Whereas, This organization, through all its branches, is experiencing great success in accomplishing its purposes, namely, bringing about greater participation and community integration among Mexican-Americans, improving employment and educational opportunities, bettering housing and health facilities, improving neighborhood areas, and contributing generally to the welfare of those

Americans who suffered years of neglect; and

Whereas, Through all its activities, the Community Service Organization has felt a strong sense of kinship with organized labor; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor reaffirms the past support given the Community Service Organization by the State Federation, and urges all affiliates to give this organization all possible aid so that it may continue to develop.

Referred to Committee on Resolutions. Adopted, p. 227.

Commend Jewish Labor Committee

Resolution No. 143-Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, As the instrument of the Jewish workers in the never-ending effort to protect and defend democratic principles, the Jewish Labor Committee has enjoyed the closest fraternal relations with the American labor movement; and

Whereas, The Jewish Labor Committee is composed of the hundreds of thousands who are trade unionists; and

Whereas, In cooperation with organized labor, the Jewish Labor Committee has conducted educational campaigns against discrimination and intolerance on behalf of all the people; and

Whereas, In avowed enmity for all totalitarianism, the Jewish Labor Committee has effectively fought both Communism and Fascism not only in America but overseas as well; and

Whereas, This organization, through programs of assistance, has been responsible for the care of thousands of war orphans and has provided vocational training for other thousands of Europe's workers; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor greets the Jewish Labor Committee, commends it for its great accomplishments, and urges all affiliated central bodies and local unions to give it every possible support for the fulfillment of its objectives.

Referred to Committee on Resolutions. Adopted, p. 228.

Repeal Taft-Hartley Law

Resolution No. 144—Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, It has been clearly demonstrated that neither President Eisenhower nor the majority of the Congress has any program of amending the unfair and vicious Taft-Hartley law in any manner that will remove its unjust anti-labor provisions: and

Whereas, The bulk of President Eisenhower's proposals on labor legislation to the current session of Congress would make of this law an even greater instrument of oppression against organized labor; and

Whereas, The National Labor Relations Board as now constituted is using this law as a pretext for ever greater assaults against the security of the American worker; and

Whereas, As long as the Taft-Hartley law remains on the statute books of the United States, it will be forever a symbol of spite and hatred against the aspirations of the working people to be strong and economically secure; therefore, be it

Resolved, That this 52d convention of the California State Federation of Labor declares an unalterable policy of calling for

outright repeal of the Taft-Hartley law and all other anti-labor legislation.

Referred to Committee on Resolutions. Filed, p. 181. See Policy Statement IV.

Support Italian-American Labor Committee

Resolution No. 145-Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, The American Federation of Labor has accorded great recognition to the Italian-American Labor Committee for its achievements of building friendship not only for the American labor movement, but for American democratic ideals among the working people of Italy; and

Whereas, That Italian nation is still plagued by extremists both of Communist and Fascist orientations, making it imperative that the struggle for loyalty to democracy be won there; and

Whereas, The Italian-American Labor Committee has been successful, though an American institution, in combatting both Communism and Fascism in Italy; and

Whereas, The leadership of the Italian-American Labor Committee is composed of the most highly respected leaders in the American labor movement, who are of Italian origin; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor expresses its solidarity with the Italian-American Labor Committee, and urges support of its mission.

Referred to Committee on Resolutions. Adopted, p. 228.

Fair Employment Practices Lsgislation

Resolution No. 146—Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack

Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, The recent slump in employment demonstrated that in periods of less than full employment, members of minority groups are the last to be hired and the first to be fired; and

Whereas, It is still true that members of minority groups, when given employment, are placed in the most menial occupations, regardless of education or training, and have the greatest difficulty in obtaining promotion, regardless of seniority; and

Whereas, The only protection members of minority groups have in employment and security today comes from the union contract; and

Whereas, Desirable and necessary as union protection is to minority workers, their only overall protection for all workers can come from fair employment practices legislation; and

Whereas, In states such as New York, where anti-discrimination in employment legislation has been in force for a number of years, it has functioned successfully; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor reaffirms the position taken by previous conventions in support of legislation to secure fair employment practices for the protection of members of minority groups, and it further declares itself in support of such legislation on all levels—federal, state, and municipal.

Referred to Committee on Resolutions. Adopted, p. 205.

Public Education

Resolution No. 147—Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kop-

sell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, Free public education in the United States is in large part an accomplishment of the organized labor movement; and

Whereas, The overwhelming majority of the students in the American school system are the sons an daughters of working people; and

Whereas, The ideals and attitudes people bring into their daily living are in great part shaped by what they learned in the schools; and

Whereas, The agencies of political reaction, allied against the economic and social objects of organized labor, are expending great sums of money to flood the schools with text books and visual media which expound their point of view; and

Whereas, These agencies of reaction, through political organization dominate boards of education so that only what pleases the most backward elements in society can be taught in the public schools; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor instructs its incoming Executive Council to devise a program of making available educational material more consonant with the views of organized labor for introduction into the school system; and be it further

Resolved, That all affiliates of the California State Federation of Labor be directed to bend every effort in local school board elections to bring into those school boards, office holders whose ideas will make it possible for the children of America to be educated in the ideals and principles of true democratic life.

Referred to Committee on Resolutions. Filed, p. 197. See Resolution No. 108.

Fraternal Greetings to the National Association for the Advancement of Colored People

Resolution No. 148-Presented by Vir-

ginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles: Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, The National Association for the Advancement of Colored People has, through the years, made great contributions to the betterment of conditions under which Negroes in America live, its most recent achievement being the historic decision in which the Supreme Court of the United States outlawed segregation in public schools; and

Whereas, The program the NAACP is in basic agreement with the social program of the California State Federation of Labor; and

Whereas, This interracial organization has scored its achievements under great difficulties due to inadequate financing and small staff; and

Whereas, Much must still be done before the American Negro can enjoy all his rights as a citizen and a human being; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor extends the hand of fraternal greeting to the National Association for the Advancement of Colored People, congratulates it on its most recent great victory before the Supreme Court of the United States, and commends it to all affiliated central bodies and local unions for support.

Referred to Committee on Resolutions. Adopted, p. 228.

Atomic Power for Peaceful Uses

Resolution No. 149—Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment

Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, Cost and availability of power is a major factor in the economic health either of a region or nation; and

Whereas, Development of atomic power for peacetime uses is a great imponderable factor that will affect the ecenomy of the entire American nation in future years; and

Whereas, The United States government has expended billions of dollars in development of atomic energy, the benefits of which will be felt in extension of atomic power for peaceful pursuits; and

Whereas, The proposal of the national administration to give away a monopoly on atomic power, which has been developed through the expenditure of billions in public funds, to a few chosen favorites, is the most flagrant give-away in the entire administration program to give away the public's wealth to private monopolists; and

Whereas, This dissipation of a public trust has been halted so far by a handful of far-sighted liberals who have founght the plot with every means at their disposal on the floor of the United States Senate; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor hails those Senators who fought the giveaway of atomic power as true guardians of the public welfare; and be it further

Resolved, That this resolution be forwarded to the forthcoming convention of the American Federation of Labor for its action.

Referred to Committee on Resolutions. Adopted, p. 198.

Oppose Segregation in Housing

Resolution No. 150—Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kop-

sell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, Segregation in housing is a form of discrimination that is a source of serious conflict and frequent violence; and

Whereas, The right of an individual to live in the residential area of his choice is a basic right of democracy that must not be abridged; and

Whereas, The Supreme Court has declared restrictive covenants unenforceable, taking away from segregated housing any standing it might have had in law; and

Whereas, Public bodies must lead the way in complete elimination of housing segregation; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor declares its opposition to segregation in housing anywhere in the United States and calls for federal legislation that will prohibit

- 1. Segregation of tenants in any housing project financed through public funds.
- 2. Segregation in any housing project or individual apartment houses or homes where funds either for construction or alteration are insured through a federal program; and be it further

Resolved, That this expression be communicated to federal housing agencies, and to the California Senators and Congressmen.

Referred to Committee on Resolutions. Adopted as amended, p. 205.

Health Insurance

Resolution No. 151—Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and

Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, Serious or prolonged illness is a tragedy that can never be far from the mind of a wage-earner; and

Whereas, Unless the wage-earner is covered by a health plan either through his union or on a voluntary basis, medical and hospital bills could bring about years of impoverished struggle to pay off the financial burden imposed by such bills; and

Whereas, Even where present plans are adequate, only a small proportion of people are covered by such plans, and

Whereas, The American Medical Association's lavish propaganda campaign to label a program of general health insurance as "Socialism" is not only an untruth damaging the health of millions of Americans, but also a campaign against greater economic security for the vast majority of doctors; and

Whereas, President Eisenhower's proposal for reinsurance of risk in health insurance was less even than a good beginning in providing the people with necessary protection from the cost of illness; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor favors a comprehensive program of prepaid health insurance for all Americans which will at the same time cushion working people who can least afford it from the devasting hardship of meeting the sky-rocketing costs of medical care; provide the doctors all over the country with a steady income on which they can depend; and provide new facilities for the training of medical students and developing of new medical research.

Referred to Committee on Resolutions. Filed p. 186. See Resolution No. 163.

Federal Aid to Education

Resolution No. 152—Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment

Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, The level and quality of public education is lowest in those states in the poorest financial position to support their educational institutions; and

Whereas, Illiteracy or lack of information in any section of the United States adversely affects the welfare of the people in every other section, making public education a matter of national rather than state concern; and

Whereas, Those states where educational facilities are poorest are most likely to be in the reactionary grip of the most antisocial elements in American political life; and

Whereas, Even in more advanced states, educationally speaking, needs exist for expanded school building construction, medical facilities, free lunch programs, and teacher training; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor places itself firmly on record in favor of federal aid to state educational facilities wherever needed to the end that American youth can be provided with the best possible physical facilities to aid in its proper education; and be it further

Resolved, That such aid be withheld from any state or school district not yet in compliance with the decision of the Supreme Court outlawing segregation in education.

Referred to Committee on Resolutions. Adopted, p. 197.

McCarthyism

Resolution No. 153—Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and

Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512, Los Angeles.

Whereas, The question of Joseph Mc-Carthy and the disease to which he has given his name has become a matter of paramount political importance to the American people; and

Whereas, The repression of freedom to speak, condemnation on the basis of suspicion or accusation, undermining of the people's confidence in their instruments of government, and appeals to vigilante action, the sum total of which makes up the body of that new social philosophy called McCarthyism, is abhorrent to the principles on which this nation has functioned; and

Whereas, By debasing the fight against communism to his own unethical specifications, McCarthy has in fact been of great help to the Communists; and

Whereas, Inestimable harm has been done to this nation's foreign policy by the inability of people in other parts of the world to justify our profession of democratic ideals with the practice of McCarthyism; and

Whereas, The excesses in conduct of which Senator McCarthy has been guilty have finally brought him before the bar of public opinion to answer for his debauching his position as a United States Senator; and

Whereas, The cause of decency can best be served by the quarantining of McCarthy and McCarthyism from the political body of the American people; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor adds its voice to that of the millions of Americans who are revolted at the horror of McCarthyism, and expresses the hope that the United States Senate display the statesmanship and courage to which earlier Senates have risen so that the world may finally be aware that McCarthyism and Americanism are not the same.

Referred to Committee on Resolutions. Adopted, p. 205.

Civil Rights

Resolution No. 154—Presented by Vir-

ginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97. Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451, Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512. Los Angeles.

Whereas, The recent decision of the United States Supreme Court outlawing segregation in the public schools of this nation is a most historic step forward in the struggle to gain full civil rights for all people in America regardless of race, nationality, religion or color; and

Whereas, Proclamations by reactionaries in some southern states that they will resist elimination of this segregation makes possible the danger that extreme measures such as bombings, lynchings, or tar and featherings may be used in a vain attempt to hold back the calendar of progress; and

Whereas, The Supreme Court decision should properly be followed by federal legislation eliminating poll taxes and other disabilities against a free electorate; and

Whereas, Those states in which minority group members most need protection are the very states where proper legislation is least likely to be enacted; and

Whereas, Denials of civil rights to members of minority groups are not unknown in states considered more liberal and advanced than in some southern states; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor declares itself in favor of the enactment of legislation by the United States Congress to secure for all people protection in their civil rights, so that freedom of vote can be guaranteed by federal law, and that the occurrence of such things as lynchings, Cicero riots, Los Angeles bombings, or other outrages against the persons of minority group members can be subject to effective federal prosecution.

Referred to Committee on Resolutions. Filed, p. 199. See Resolution No. 16.

Amend McCarran-Walter Act

Resolution No. 155-Presented by Virginia King, Cloak Makers No. 55, Los Angeles; Max Mont and Josephine Kaplan, Cloak Finishers No. 58, Los Angeles; Jack Cohen, Ladies Garment Workers No. 84, Los Angeles; Fannie Borax, Bertha Kopsell and Rose Marrill, Ladies Garment Workers No. 96, Los Angeles; Benjamin Surasky, Ladies Garment Workers No. 97, Los Angeles; John Ulene, Dora Wolf, and Louise Tuggle, Sportswear and Cotton Garment Workers No. 266, Los Angeles; Sigmund Arywitz, Ladies Garment Workers No. 445, Los Angeles; Jenny Castellano, Ladies Garment Workers No. 451. Los Angeles; Gertrude Harrison, Ladies Garment Workers No. 482, Los Angeles; Samuel Otto, Ladies Garment Workers No. 496, Los Angeles; Essie Branner and Isidor Stenzor, Ladies Garment Workers No. 512. Los Angeles.

Whereas, The American Federation of Labor and the California State Federation of Labor have expressed their opposition to the McCarran-Walter Immigration Act in its present form and have presented recommendations for its amendment; and

Whereas, Each day, information of new injustices under the McCarran-Walter Act comes to public attention; and

Whereas, Provisions of the Act are not only unjust and unreasonable but hold the American people up to ridicule before world opinion; and

Whereas, The United States of America as a great bastion of world democracy must continue to be a haven and a goal for the oppressed and dispossessed all over the world; and

Whereas, The most glaring injustice of the McCarran-Walter Act is that it makes entry into the United States most difficult for those who need it most; and

Whereas, Many bills have been presented to the Congress which would amend the Act to remove its objectionable features, so far without success; therefore be it

Resolved, That this 52d convention of the California State Federation of Labor declares its support for legislation which would amend the McCarran-Walter Act so that those most in need of admittance to the United States can obtain such admittance, and so that, without exposing the United States to Communist infiltration, students, scientists, and artists can be free to visit this country without the restrictions that now do discredit to our history and traditions.

Referred to Committee on Resolutions. Adopted, p. 205.

Department of Employment to be Responsible for Advising Communities on Availability of Jobs

Resolution No. 156—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Amos McDade and Jessie Harris of Miscellaneous Employees Union No. 110, San Francisco.

Whereas, New industries are constantly being started in California and old plants moving to new locations; and

Whereas, The news of these job opportunities in new areas usually does not reach the working people until the plant is in operation, at its new location; and

Whereas, The real estate speculators and the business community seems to know the location of these new plants years before they open; and

Whereas, Working people, especially those of minority groups, usually the last hired and first fired for lack of seniority, should be encouraged to plan their moves in terms of where jobs are available and should be encouraged to apply for jobs in advance of their moves; now therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor call upon the California Department of Employment to make a continuous survey of new industries and business developments in order to know the availability of new job opportunities, that this Department be called upon to develop a procedure for regularly notifying the labor movement and organizations of the minority groups in California of these new job opportunities, and that this Department be called upon to develop procedures for coordinating job opportunity information with Departments of Employment in other states in order to truthfully inform individuals of job opportunities elsewhere; and be it further

Resolved, That copies of this resolution be sent to the head of the California Department of Employment.

Referred to Committee on Resolutions. Adopted, p. 180.

International Affairs—An Affirmative, Consistent American Foreign Policy

Resolution No. 157—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Amos McDade and Jessie Harris of Miscellaneous Employees Union No. 110, San Francisco.

Whereas, The danger of all-out war has increased during the past year; and

Whereas, This year has been marked

by a deterioration of American prestige abroad and loss of working cooperation among the democratic nations of the "West"; and

Whereas, Russia has been strengthened by America's indecision by the divisions between the allies, and by the unrealistic and often contradictory declarations on foreign policy by spokesmen for the present administration; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor reaffirm its demand for a foreign policy based on the following principles:

- 1. Support of the United Nations and of American leadership to make the U.N. a more effective instrument for handling friction between nations and for raising the standard of living in the more impoverished areas of the world.
- 2. An end to the old colonialism on which much of the recent success of the Communist nations has been nourished and that conversely we aid the democratic forces abroad, especially the non-Communist trade unions.
- 3. Increased economic aid to both feed people and to increase their ability to feed themselves tomorrow and to raise their standard of living so that they will be less likely to fall victims of Communist or other totalitarian propaganda. This program is especially needed in Asia and Latin America.
- 4. American support of Internation Covenants, such as those U.N. proposals covering Human Rights and Genocide to establish the moral leadership of the Democracies, especially the United States, and to begin to develop a machinery for outlawing international gangsterism and feudalism; and be it further

Resolved, That copies of this resolution be sent to Secretary of State, John Foster Dulles; the President of the United States, Dwight D. Eisenhower; and our California Senators and Congressmen.

Referred to Committee on Resolutions. Filed, p. 180. See Policy Statement I.

Civil Rights

Resolution No. 158—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Amos McDade and Jessie Harris of Miscellaneous Employees Union No. 110, San Francisco.

Resolved, That the 52d convention of the California State Federation of Labor go on record as follows:

We reaffirm our support of those noncommunist organizations which have led the fight for equal rights for all American citizens, and we particularly commend the uncompromising struggle of the National Association For The Advancement of Colored People that has for 43 years been utilizing the constitution of our nation to make democracy more of a reality for all Americans, and we align ourselves with their present demands:

- 1. That Rule 22 of the United States Senate which permits filibusters and enables a monority of the Senate's members to dictate to the majority what laws should and should not be enacted, be amended to permit a majority of Senators present and voting to limit and close debate.
- 2. We pledge ourselves toward the enactment of federal legislation making lynching and other mob assaults on persons or property because of race, color or religion or national origin a federal crime forbidden alike to public officials and private citizens.
- 3. Likewise we pledge our efforts for the enactment of federal legislation abolishing the poll tax as a prerequisite to the right to vote.
- 4. We urge appropriate Congressional action expanding and strengthening the Civil Rights section of the Department of Justice and elevating its status to that of a full division of the Department and we recognize the importance of such action to members of organized labor particularly as our efforts to organize in some sections of our country have been seriously hampered by the acts of violence directed against our brothers without opportunity for proper investigation or redress through the Department of Justice as it is presently established.
- 5. We urge immediate statehood for Hawaii and Alaska.

Referred to Committee on Resolutions. Point 5 of Resolved adopted, remainder filed, p. 199. See Resolution No. 16.

Commend California Federation for Civic Unity

Resolution No. 159—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Amos McDade and Jessie Harris of Miscellaneous Employees Union No. 110, San Francisco.

Whereas, The American Federation of Labor traditionally has been in the forefront of those fighting for equal rights for all citizens and recognizes that Americans cannot exercise world leadership for the cause of freedom unless we put into daily practice our basic belief that all men are created free and equal; and Whereas, Membership in our trade unions has given us special understanding of the fight of minority peoples for equal rights and true brotherhood, and a special obligation to participate actively in this fight; and

Whereas, Werecognize that the struggle for equal job opportunities, equal housing opportunities and living opportunities and freedom from discrimination of any kind exists in California today; and

Whereas, In this state today many minority organizations—Oriental, Mexican, Negro, Filipino and others—have joined with other civic and religious groups to form the California Federation for Civic Unity, to work more effectively for their common goals, both in their local communities and through united effort for state legislation to insure civil rights; and

Whereas, The California Federation for Civic Unity has provided effective coordination and assistance on the state level for all genuinely democratic organizations working for human rights; now, therefore, be it

Resolved, That the 52d covention of the California State Federation of Labor commends the California Federation for Civic Unity to its affiliated local unions and ceneral bodies as an organization worthy of support and cooperation in our mutual fight for equality of opportunity for all citizens, regardless of race, creed, color or national origin.

Referred to Committee on Resolutions. Filed, subject matter referred to Executive Council, p. 228.

Training for Job Opportunities

Resolution No. 160—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Amos McDade and Jessie Harris of Miscellaneous Employees Union No. 110, San Francisco.

Whereas, Young people of many minority groups have been unable to successfully bid for skilled jobs or professional positions because they have lacked the necessary training for such work; and

Whereas, Many such minority group young people are not attempting to get the necessary training, feeling their race or national origin or religion makes it unlikely they would be able to get work in a skilled trade or profession; and

Whereas, The general atmosphere of discouragement and hopelessness among many of these young people has destroyed much initiative and self-respect which are

so essential to the functioning of American democracy; now, therefore be it

Resolved, That the 52d convention of the California State Federation of Labor call upon the State Division of Apprenticeship Standards to redouble its already praiseworthy efforts to interest young people of minority groups in its training program for skilled trade jobs; and be it further

Resolved, That we contact the school officials through appropriate committees of the State Federation of Labor and of our central labor councils to develop a program for the encouragement of young people, including those who are members of one of the minority groups, to acquire the training necessary to realistically apply for professional or skilled jobs; and be it further

Resolved, That we urge all school systems to employ counselors who are trained to give sound guidance and inspiration to students of minority groups; and be it further

Resolved, That we call on all units of government, all employers, all unions and all professional groups to apply the principle of merit in filling jobs and in upgrading workers so that all qualified members of minority groups will have an equal opportunity to fill better jobs for which they have been trained; and be it further

Resolved, That copies of this resolution be sent to the necessary officials and public bodies.

Referred to Committee on Resolutions. Adopted as amended, p. 205.

For a Bill of Particulars to Outlaw McCarthyism

Resolution No. 161—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Amos McDade and Jessie Harris of Miscellaneous Employees Union No. 110, San Francisco.

Whereas, A smear technique, correctly labeled McCarthyism, has arisen in America and is as truly undemocratic as the cause which it pretends to be fighting; and

Whereas, More and more Americans are awakening to the dangers of this threat to our democratic liberties and institutions and labor's voice, as in last year's convention, must join in condemnation of these procedures; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor does hereby go on record against McCarthyism in all its forms, and calls upon our Congressional and Senatorial representa-

tives as well as the President of the United States to pass a law or laws, setting forth a bill of particulars to make impossible this outrageous attack of McCarthyism on the fundamental of our Constitution, the American concept of justice and fair play, and democratic liberties and institutions; and be it further

Resolved, That copies of this resolution be sent to the proper government officials.

Referred to Committee on Resolutions. Filed, p. 205. See Resolution No. 153.

Develop More Effective Legislative and Political Cooperation

Resolution No. 162—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Amos McDade and Jessie Harris of Miscellaneous Employees Union No. 110, San Francisco.

Whereas, The American Federation of Labor is on record in support of the aspirations of various minority groups for equal job opportunity, an end to segregation and other legislative demands in the field of civil rights; and

Whereas, The Negro, Mexican-American, and other minority communities are becoming increasingly well-organized and effective in pressing their demands upon legislative bodies; and

Whereas, These minority groups generally support labor's legislative demands in such important cases as opposition to "hot cargo" legislation, revision of the Taft-Hartley Act, more public housing, etc.; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor give leadership and assistance to the development of more coordination and cooperation on issues of mutual interest to the AF of L and the organized minority groups in order to achieve a more effective and powerful working force on the state legislative front.

Referred to Committee on Resolutions. Adopted, p. 206.

Favor National Prepaid Health Insurance

Resolution No. 163—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Amos McDade and Jessie Harris of Miscellaneous Employees Union No. 110, San Francisco.

Whereas, The growth of voluntary health insurance is commendable, labor, through collective bargaining agreements, assuming a major share of the responsibility for this extensive growth; and

Whereas, In spite of this growth millions of Americans, particularly in the middle and lower income groups are without adequate health protection; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor does hereby go on record in favor of incorporating in the Social Security law a provision for national prepaid health insurance.

Referred to Committee on Resolutions. Adopted p.~186.

FEPC

Resolution No. 164—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Amos McDade and Jessie Harris of Miscellaneous Employees Union No. 110, San Francisco.

Whereas, We recognize that when the economic security of any portion of our citizenry is endangered the entire economy is threatened, particularly the security of the working man; and

Whereas, We know that, within our state, Negroes, Mexican-Americans and members of other racial minorities are not extended an equal opportunity to compete for employment or upgrading along with white workers; and

Whereas, We deplore and condemn such discrimination and consider it a governmental responsibility to take steps towards its immediate elimination; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor pledge itself to work for the enactment of federal legislation prohibiting discrimination in employment because of race, color, religion or national origin; we urge all affiliated unions, without relaxing their demands for such legislation, to take the initiative in getting such legislation endorsed and passed in this state and in their local communities.

Referred to Committee on Resolutions. Filed, p. 205. See Resolution No. 146.

Conservation of Our Nation's Resources

Resolution No. 165—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Amos McDade and Jessie Harris of Miscellaneous Employees Union No. 110, San Francisco.

Whereas, There are many indications in the activities and statements by the leadership of the dominant party in power in Washington, D.C., pointing to a give-away policy relating to our great recla-

mation projects, public lands and our national forests, and against further development of much needed reclamation projects and other sources of public power; and

Whereas, Labor has always stood for the conservation and development of our nation's national resources; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor hereby go on record against the transfer of our great reclamation projects to private industry; against the exploitation of our public lands by private industry or their transfer to private industry; against transfer of ownership of our national forests or their exploitation by private industry; and for the continued use, growth and expansion of publicly developed reclamation projects; and for public development of other sources of power; and be it further

Resolved, That copies of this resolution be sent to the President of the United States; and to our Congressional senators and representatives; to Secretary of the Interior, Douglas McKay; Vice President Richard M. Nixon; Honorable A. L. Miller, Chairman, House Committee on Interior and Insular Affairs; Senator Guy Cordon, Chairman Senate Committee on Interior and Insular Affairs; and to the head of the Atomic Energy Commission.

Referred to Committee on Resolutions. Adopted as amended, p. 198.

Congratulate Leadership for Successful Educational Conferences

Resolution No. 166—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Amos McDade and Jessie Harris of Miscel-Employees Union No. 110, San Francisco.

Whereas, The California State Federation of Labor has successfully conducted an educational conference on workmen's compensation, demonstrating a real interest in those problems of concern to labor and a need for such conferences; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor congratulate its leadership for organizing and conducting such a successful conference; and be it further

Resolved, That we respectfully suggest that more educational conferences be held, and that if possible one be on the general topic of leadership training and leadership responsibility in the labor movement.

Referred to Committee on Resolutions. Adopted, p. 197.

Government Responsibility Relating to Problem of Unemployment

Resolution No. 167—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Amos McDade and Jessie Harris of Miscellaneous Employees Union No. 110, San Francisco.

Whereas, Reliable sources estimate there may be seven million unemployed workers by February, 1955; and

Whereas, Growing unemployment is not only inhumane, but if not checked, is a cancerous condition which multiplies itself and endangers the economy and security of our country; and

Whereas, The government has a definite responsibility to check this condition and take an affirmative step to guarantee that all who want to work can work at decent self-respecting wages; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor does hereby go on record in favor of the following program:

- 1. Call upon President Dwight D. Eisenhower to alert the nation to the dangers of growing unemployment.
- 2. That we call upon the President of the United States and our Congressional and Senatorial representatives to develop an immediate program to absorb the unemployed seeking work and that such a program deal with useful and needed projects such as slum clearance and housing, reclamation projects such as the much needed Missouri Valley Authority, the taking off the shelf of blueprints or plans for needed government buildings, roads, etc.
- 3. That the President of the United States be asked to call a conference of the Governors of the various states for the purposes of a discussion of the problem and the promotion of measures such as the construction of much needed school buildings, etc., on a state and local level, etc.
- 4. That the California State Federation of Labor circularize its local unions with information setting forth the reasons for this resolution and urging them to take action calling our governmental officials to take steps to alleviate the problem of unemployment.

Referred to Committee on Resolutions. Filed, p. 180. See Resolution No. 74.

Implement Supreme Court Decision Banning School Segregation

Resolution No. 168—Presented by Helen

Wheeler, A. T. Gabriel, Frank Collins, Amos McDade and Jessie Harris of Miscellaneous Employees Union No. 110, San Francisco

Whereas, The United States Supreme Court recently declared, "in the field of public education the doctrine of 'separate but equal' has no place," making this the law of the land and imposing a duty on all good Americans to bring about desegregation in any public school where racial segregation now exists; and

Whereas, The implementation of legal victories depends on the ever broadening scope of labor's policies and principles in the area of local or community activities, recognizing that many rights, opportunities and responsibilities of first class citizenship are not dependent on legal action but much more so on the molding of public sentiment and the initiation of public pressure to make democracy work; and

Whereas, If desegregation in public schools is to be a reality, teachers and administrative personnel as well as pupils must be desegregated in good faith; and

Whereas, Most of the free world has commented favorably on the May 17th decision of the Supreme Court, a decision rendered under the leadership of the former governor of our great state, which further imposes upon all democratically minded citizens and the various branches of our governmental structure the responsibility of bringing about the full implementation of this decision; and

Whereas, While the school segregation case decided on May 17, 1954 by the Supreme Court has implications in other areas such as restrictive covenants, discrimination in the armed forces, employment, etc.; and

Whereas, Organized labor has a definite stake in the implementation of this decision in the deep South and everywhere else in that an educated people is an asset to the labor movement and a fundamental prerequisite for the true functioning of a democratic society; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor does hereby go on record for the following program in order to implement this historic decision:

1. That we congratulate the National Association for the Advancement of Colored People for its long and tireless efforts and legal battles to bring about this decision, endorse its Fight For Freedom Fund, including the Holiday Freedom

Seal Campaign, and urge all local unions to support this fund drive.

- 2. That our federal government adopt an affirmative and effective policy stating the granting of federal aid in any form requires a positive pledge that all programs made possible or assisted thereby must be free from racial segregation or discrimination.
- 3. That the federal government, along the lines recently enunciated by George Meany, Secretary of the American Federation of Labor, greatly increase federal aid to education in the South, and on the basis of the policy outlined above, and for the purpose of removing any financial block to the ending of segregation in our schools.
- 4. That we endorse and call to the attention of ourselves and our members the following statement of the late Hugo Ernst, President of the Hotel and Restauant Employees' and Bartenders International Union: "We can take it upon ourselves to eliminate all traces of jimcrow in our own local union affairs, and carry the same spirit into other areas of our churches, for example, that members of all races and nationalities be welcomed into the congregation.

"Most important, we can, each of us, give special attention to changing our own attitudes toward people of different color, race, religion or nationality."

5. That we congratulate the President of the United States, Dwight D. Eisenhower, for his forthright leadership in implementing this decision by ordering desegregation of all schools located on military posts and reservations, and that we request him to show and exercise the same leadership to end discrimination and segregation in other pressing areas of our society; and be it further

Resolved, That copies of this resolution be sent to the President of the United States and all our Senatorial and Congressional Representatives and to all our California affiliated locals.

Referred to Committee on Resolutions. Adopted, p. 205.

Preserve Intact Our National Parks and Monuments

Resolution No. 169—Presented by Helen Wheeler, A. T. Gabriel, Frank Collins, Amos McDade and Jessie Harris of Miscellaneous Employees Union No. 110, San Francisco.

PREAMBLE

Dinosaur National Monument is a sys-

tem of canyons in Utah and Colorado through which flow the Yampa and the Green Rivers, tributaries of the Colorado River.

Dinosaur National Monument was first created in 1915. It then comprised 80 acres of land and was established to protect the interesting and scientifically important dinosaur bones that had previously been discovered in the area. In 1938 the Monument was enlarged to 200,000 acres to protect the magnificent canyons of the Lodore and Yampa and such spectacular natural features as Steamboat Rock at the confluence of the Green and Yampa Rivers.

In recent years, the Bureau of Reclamation has planned for a series of dams in the Upper Colorado Basin, including two, Split Mountain and Echo Park, which saur National Monument and which would would lie within the boundaries of Dinoinundate over one hundred miles of these beautiful river canyons.

The question of whether these dams saur has become a controversy of national shall be built within the borders of Dinoproportions and Congress must make the final decision on this important matter.

Now

Whereas, Dinosaur National Monument is a unit of the national park system which by law of Congress must remain unimpaired for the enjoyment of this and future generations; and

Whereas, The construction of Echo Park and Split Mountain dams would abrogate this law and by its precedent jeopardize the existence of other units of the national park system such as Grand Canyon, Mammoth Caves, Kings Canyon and Glacier National Park, which also have river valleys with attractive dam sites; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor disapproves of the construction of Split Mountain and Echo Park dams in Dinosaur National Monument because suitable alternate sites are available; and be it further

Resolved, That we subscribe to the general principle that our national park system was created to preserve the scenic and geologic wonders of our country for the enjoyment of this and future generations, and consequently we must protect it from uses and abuses which will ruin it for those who come after us; and be it further

Resolved, That copies of this resolution be sent to President Eisenhower; Secretary of the Interior, Douglas McKay; Vice President Richard M. Nixon; Honorable A. L. Miller, Chairman, House Committee on Interior and insular Affairs; Senator Guy Cordon, Chairman Senate Committee on Interior and Insular Affairs; and to all our California Senators and Congressmen; and be it further

Resolved, That a copy of this resolution be submitted to the coming National Convention of the American Federation of Labor.

Referred to Committee on Resolutions. Adopted as amended, p. 198.

Dispute with Shell Chemical Company

Resolution No. 170 — Presented by Raoul A. Vincilione of Inland Boatmen's Union of the Pacific, San Francisco; and Masters, Mates & Pilots No. 40, San Francisco

Whereas, The Shell Chemical Company has contracted with the Tidewater Shaver Barge Lines of Umatilla, Oregon, for the regular scheduled coastwise towing of barges of anhydrous ammonia from the Shell Chemical plant in Pittsburg, California, to a terminal near Portland, Oregon, for eventual distribution of the product in the upper Columbia River farm area; and

Whereas, the Tidewater Shaver Barge lines now operate in the towing industry in the upper Columbia River area under contract with a duly certified so-called "independent" union, which was actually encouraged by the company to avoid dealing with legitimate unions in the area; and

Whereas, Wages, hours, manning and working conditions in this "independent" union contract are far inferior to those existing under standard agreements with legitimate unions in the area; and

Whereas, This differential in working conditions is even much more marked as to the agreements which cover these tugboats when sent to sea for off shore or coastwise towing (e.g., standard union agreements with other employers establish a 12 to 14-man crew on a three-watch basis for seagoing tugs, whereas Tidewater Shaver in the past have sent tugs to sea under their so-called "independent" union agreement with as little as 5 to 7 men aboard working on a two-watch system of 12 hours daily straight-time work); and

Whereas, the Shell Chemical Company is the direct economic beneficiary of a cheap bid by the Tidewater Shaver Barge Line for this coastwise tow based on their sub-standard labor conditions; and

Whereas, The Inlandboatmen's Union of the Pacific, San Francisco Division, SIU-AFL, and Masters, Mates and Pilots, Local 40, AFL, have offered to negotiate and conclude an agreement with the Tidewater Shaver Barge Lines based on the wages, hours, manning, and working conditions established under standard agreements for this type of towing, which offer was rejected by Tidewater Shaver Barge Lines on the basis of hiding behind

oir contract with the so-called "independent" union; and

Whereas, The above two local AFL unions have protested strongly to the Shell Chemical Company against this attempted importation of the sub-standard labor conditions of the Tidewater Shaver Barge Lines into the San Francisco Bay area as an attempt to break down wages, hours and working conditions secured by the legitimate processes of collective bargaining and as being a threat to present AFL union agreements in this area; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor hereby go on record as condemning the Shell Chemical Company if it persists in a course of action that can only disrupt stabilized labor relations in the towing industry on the West Coast and which could even lead to serious industrial conflict; and be it further

Resolved, That the convention hereby instructs the Secretary of the State Federation of Labor to utilize his good offices in efforts to persuade the Shell Chemical Company that said company as a directly interested party should insist that the Tidewater Shaver Barge Lines must meet and live up to all prevailing standards as to wages, hours, manning and working conditions in the fulfillment of its towing contract with the Shell Chemical Company; and be it finally

Resolved, That if the Shell Chemical Company refuses to insist upon the preservation of prevailing labor standards established by collective bargaining in the industry, then the officers of this Federation shall give all possible publicity to this condemnation of the Shell Chemical Company and shall give whatever legal support they can to the Inlandboatmen's Union of the Pacific and the Masters, Mates and Pilots in fighting this threat to their existing labor contracts.

Referred to Committee on Resolutions. Re-referred to Committee on Labels & Boycotts, p. 154. Adopted as amended, p. 230.

In Memoriam-Abram Muir

Resolution No. 171—Presented by John

Hogg of Building and Construction Trades Council. San Francisco.

Whereas, Death came to Brother Abram Muir on May 30, 1954, after a lifetime of devoted service to his fellow workers and to the cause of organized labor; and

Whereas, The distinguished career of Brother Muir spanned many years of tireless activity; during the past quarter-century, so crucial to labor, his tasks and accomplishments were manifold in his capacity of highest ranking official of the International Brotherhood of Carpenters in the eleven western states, Hawaii and Alaska; and

Whereas, Labor has sustained a grave loss in the passing of this outstanding leader, for the rare combination of ability, integrity and warm humanity which was his in full measure will not easily be replaced; therefore be it

Resolved, That, upon adjourning, the 52d convention of the California State Federation of Labor express, by a moment of silence, our sorrow and regret that this brother has been taken from us, and our gratitude for the gifts his wisdom and unswerving loyalty bestowed upon the labor movement through all the years.

Referred to Committee on Resolutions. Adopted, p. 229.

Fair Employment Practices Act

Resolution No. 172—Presented by Frank Lindahl, Gunnar Benonys, Lewis Wilson, Edgar Johnson and Wayne Hultgren of Carpenters Union No. 36, Oakland.

Whereas, Due to the present scarcity of work many competent craftsmen are finding it difficult to secure employment; and

Whereas, Even in times when work is plentiful a certain segment of these craftsmen, notably those who have reached a mature age and those who belong to minority groups, find it difficult to obtain and hold jobs due to discriminatory practices in use by certain employers; and

Whereas, These men are especially affected by these discriminatory practices when work is scarce as they are the last to be hired and the first to be fired; and

Whereas, The continuation of these practices by these employers not only affects these groups adversely but affects all labor as they tend to create an unemployment labor pool which can be used as a club over the heads of those who are employed or seeking employment; and

Whereas, The Constitution of the United States guarantees equal rights to all citi-

zens regardless of race, creed or color; and

Whereas, The continuation of these practices constitutes a direct violation of these Constitutional guarantees; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record to do all in their power to help pass legislation to create a Fair Employment Practices Act which will help eliminate these unfair practices.

Referred to Committee on Legislation. Adopted, p. 236.

Public Works Employment

Resolution No. 173—Presented by William H. Knight and J. L. Hazard of Lumber & Sawmill Workers, Calif. State Council, San Francisco.

Whereas, During the years 1953 and 1954 there has been an increasing problem of unemployment; and

Whereas, This unemployment is due to lower war production requirements; and

Whereas, We cannot plan our economy on a war economy and reject the concept that full employment can exist only during periods of national emergency; and

Whereas, We further reject the concept that an unemployed pool of workers is necessary in a peacetime economy; and

Whereas, Private employment cannot be called upon to meet the rise and fall of public defense production requirements; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor determine to use its full resources towards planning with the people of California and the state legislature to at all times be prepared for necessary public works employment which would benefit the people of California; and be further

Resolved, That because this problem should be met on a national, as well as on a state level, that we call upon the local, state and national governments to immediately institute a program of public works projects to maintain a balanced full employment.

Referred to Committee on Resolutions. Adopted. p. 181.

Procedure for Bidding on State Jobs

Resolution No. 174—Presented by William H. Knight and J. L. Hazard of Calif. State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The working people of the

state of California are the principal supports for state building projects, such as schools, state buildings, highways, etc.; and

Whereas, These working people, who are the principal taxpayers, are losing millions of dollars each year in wages, because the manufactured materials for these various projects are continually being sublet to manufacturers outside of the state of California; due to the fact that manufacturers within the state are not given a chance to bid this work on an equal basis; and

Whereas, In order to establish equality of bidding "nation-wide," the specifications or plans as drawn by the state should not refer to any specific manufacturer's catalogue as a standard of material and workmanship, unless all firms bidding on jobs be furnished a copy of this catalogue so that they may, in bidding, be able to determine what standard and to a grea degree what type of construction is necessary; and

Whereas, This not only concerns working people within the state of California but also large manufacturing plants which hire a preponderance of people and which pay various taxes to the state of California, which tends to help carry on the building program of the state; and

Whereas, A great many people are moving into this state and establishing permanent residence, and in order to maintain a stable economy for the state it behooves us to have laws which will protect the manufacturers and working people against loss of profits and wages and to insure the state that these people will not become a burden due to the lack of employment; now therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor instruct its legislative representative to present a bill into the next session of the legislature which would prevent state architects from referring to specific manufacturers catalogues as specifications, standard or workmanship and/or types of contruction, unless such catalogue, brochure or pamphlet be issued to each interested bidder, in order that they may have full knowledge of the state's desire pertaining to the work for which they intend to submit a bid.

Referred to Committee on Legislation. Adopted as amended, p. 238.

U.S. Forest Service and State Division of Forestry to Re-evaluate Fire Fighting Wage Rates

Resolution No. 175-Presented by Wil-

liam H. Knight and J. L. Hazard of Lumber and Sawmill Workers, California State Council, San Francisco.

Whereas, The protection of public and private forest lands is of vital importance to the people of the State of California for the protection of our economy and water resources; and

Whereas, Whenever and wherever fire exists, all citizens are subject to call to fight fire; and

Whereas, Many such persons are employed at the time they are called to fight fire; and

Whereas, It should be the policy of the U. S. Forest Service and the State Division of Forestry to compensate for fire fighting time by the payment of wages comparable to wages of private employment; and

Whereas, The wage rates established by the U. S. Forest Service Wage Board and the State Division of Forestry have not been revised for several years and are currently far below existing wage rates; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor determine that the Federation will assist all interested affiliated unions in obtaining hearings before the U. S. Forest Service Wage Board and State Division of Forestry to re-evaluate the existing fire fighting wage scales.

Referred to Committee on Resolutions. Adopted p. 183.

Opposition to Legislation Without Laws

Resolution No. 176—Presented by William H. Knight and J. L. Hazard of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, The Labor-Management Relations Act of 1947, as amended, is presently being interpreted and applied in drastically different ways from those the National Labor Relations Board or the courts have heretofore applied to said Act; and

Whereas, New and different interpretations and policies detrimental to labor are being instituted daily by simply changing the personnel of the National Labor Relations Board; and

Whereas, These new interpretations and policies are being made by employers appointed as public members of the Board and in many cases are deliberately discriminatory against labor; and

Whereas, The Board has recently estab-

lished direct anti-union discriminatory policies in its action allowing employers to inquire as to the membership or non-membership in the union by employes or applicants for employment; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor determine that its good offices be used to request and influence the Administration to enunciate a policy of impartial application of the Act and that such impartiality be demonstrated by either the removal of employers from public membership on the Board or by establishing a balance by appointing an equal number of union members as public members of the Board; and be it further

Resolved, That copies of this resolution be sent to the President of the United States, the Secretary of Labor and to the Chairman of the National Labor Relations Board

Referred to Committee on Resolutions. Adopted, p. 182.

Collective Bargaining for District Hospital Employees

Resolution No. 177—Presented by Al M. Hurson and Jimmy Murphy of Hospital & Institutional Workers Union No. 250, San Francisco.

Whereas, District hospitals have become established in many communities throughout the state of California; and

Whereas, The problems of workers employed in such district hospitals are typical of hospital worker problems in private institutions; and

Whereas, Collective bargaining has brought countless benefits to hospital workers in both private and public hospitals, but district hospitals thus far have succeeded in evading bona fide collective bargaining; and

Whereas, It is essential for the public welfare that the rights of employees of district hospitals be fully safeguarded; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor promote legislation that will require district hospital management to engage in collective bargaining with representatives of its employees.

Referred to Committee on Legislation. Adopted, p. 233.

Endorse Poultry Cleanup Campaign

Resolution No. 178—Presented by Executive Council of California State Federation of Labor.

Whereas, Recent disclosures to the Amalgamated Meat Cutters and Butcher Workmen reveal the shocking existence of filth, unwholesomeness and the utter lack of sanitation in certain areas of the poultry industry; and

Whereas, At the present time there exists no compulsory federal regulations governing the slaughtering, inspection, grading, labeling, processing, or handling of poultry, as is true in the case of beef, pork, veal and other meats and meat products; and

Whereas, Only very few states have any poultry regulation or inspection program whatever; and

Whereas, Less than 20 per cent of the commercial poultry supply of the nation comes under federal inspection and then only on a voluntary basis, which in many respects is absolutely meaningless; and

Whereas, The Amalgamated Meat Cutters and Butcher Workmen and its affiliated local unions have pledged themselves to the task of arousing the American people to the great hazard to health and welfare of the consuming public that exists in this poultry situation; and

Whereas, The support and cooperation of Congress, the state legislature, municipal officers, and every group of consumers in the nation, especially organized labor, is earnestly solicited in this cleanup drive and campaign for effective compulsory poultry regulation and inspection, not only on the federal, but on the state and local levels as well; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor go on record endorsing the poultry cleanup campaign launched by the Amalgamated Meat Cutters and Butcher Workmen; and be it further

Resolved, That this Federation and its affiliated central bodies, at the earliest opportunity, take such other legitimate steps within its power as may be necessary to aid in the success of this worthy project in the interest of the health and welfare of the entire nation.

Referred to Committee on Resolutions. Adopted, p. 229.

Oppose Peaceful Co-Existence with Soviet Union

Resolution No. 179-Presented by Execu-

tive Council of California State Federation of Labor.

Whereas, There is a movement now underway to sell the American people on a program of peaceful co-existence with the Soviet Union and its communist totalitarianism; and

Whereas, It is quite evident that those individuals, who espouse such peaceful co-existence, are the victims of a blindness caused by expediency; and

Whereas, History has repeated itself time and time again to prove beyond question that peaceful co-existence with totalitarian dictators and gangsters is the sure prescription for a slow but sure death of a democracy and its democratic institutions; and

Whereas, The Soviet Union and its communist totalitarianism is a perfect example to illustrate the diabolical conspiracy to kill freedom wherever it exists in the world; for instance:

- 1. The dictators of the Soviet Union and their communist stooges in the United States have on several occasions publicly called for the violent overthrow of the United States Government and the establishment of a dictatorship by the so-called proletariat under the red flag.
- 2. The dictators of the Soviet Union and their communist stooges and puppets have, through aggressive acts, enslaved millions of people in other lands by denying basic freedoms and by subjecting opposition to brain washing and death.
- 3. The dictators of the Soviet Union and their fellow travelers call for peace, yet the Soviet Union's record since the end of World War II has been one of military build-up and armed aggression which forced the United States and the free world to rebuild their armed forces; and

Whereas, The declaration of that great emancipator, Abraham Lincoln, to the effect that this nation could not continue half slave and half free might well be extended on a world basis today; and

Whereas, The American Federation of Labor knows by experience that there is no basis for compromise between free labor and the totalitarian dictators of the Soviet Union; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as opposing any program of peaceful co-existence with the Soviet Union based upon appeasement or compromise of the basic freedoms of mankind; and be it further

Resolved, That this convention call upon our government and the free nations of the world to take a firm enough position to force the Soviet dictators to prove now, once and for all, whether they want war or peaceful co-existence based upon freedom and prosperity for all mankind; and be it further

Resolved, That a copy of this resolution be sent to the annual convention of the American Federation of Labor requesting concurrence.

Referred to Committee on Resolutions. Adopted as amended, p. 180.

Housing Program

Resolution No. 180—Presented by Executive Council of California State Federation of Labor.

Whereas, The current housing construction rate of about one million units a year must be doubled to make available livable homes to the nearly one-third of American families forced to live in dwellings below even minimum standards for family living and to meet the additional needs of our rapidly expanding population; and

Whereas, A doubled rate of housing construction is essential to help maintain economic prosperity and full employment; and

Whereas, The overwhelming proportion of the additions to our housing supply must come from new construction and cannot be made available by haphazard paint-up and patch-up schemes, such as the so-called "urban renewal" program sponsored by the Administration; and

Whereas, The requirements of low and middle-income families who have the most desperate need for decent housing at rents and selling prices they can afford have been virtually ignored in government programs of financial assistance to private speculative builders; and

Whereas, Congress, in the Housing Act of 1954, has tragically weakened the nation's housing program by:

- 1. Limiting low-rent public housing construction to a token 35,000 units for one year, despite overwhelming evidence that only low-rent public housing can make available decent homes to low-income families at rents within their means.
- 2. Providing additional incentives to speculative builders to continue to concentrate on construction of high-priced houses, while doing nothing to assist construction of moderate-priced homes that

workers and other middle-income families can afford

3. Taking only incomplete and largely ineffective measures to inject urgently needed safeguards in the programs of federal assistance to speculative builders and mortgage-lending institutions, despite the shocking evidence of widespread frauds in the mortgage insurance program administered by the Federal Housing Administration which have permitted unscrupulous builders and contractors, with the connivance of FHA officials, to despoil building trades workers, consumers and the government of hundreds of millions of dollars; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor go on record as urging the Congress to enact a housing program which will make possible a doubled rate of residential construction and will assure especially that the urgent needs of low and middle-income families for decent housing accommodations within their means are met. This program should include:

- 1. Resumption of the low-rent public housing program at an annual rate of at least 200,000 units a year.
- 2. An expanded urban redevelopment program providing necessary financial assistance to cities for slum clearance, replanning and rebuilding of metropolitan areas.
- 3. Increased federal assistance for housing for middle-income families through reduced interest rates and lengthened amortization periods. These homes should meet adequate standards of space, construction and availability of community facilities. Priority for assistance under this program should be assigned to genuine cooperative and non-profit housing.
- 4. Full protection of consumers in all housing programs involving federal financial assistance in any form, including:
 - a. A strengthened mandatory builder's warranty against any structural defects that may develop within the first two years after completion of the house.
 - b. A "lapsed payments" plan permitting home purchasers to postpone regular payments for a limited period when forced to do 30 by unemployment, illness, death in the family or other unpreventable causes.
 - c. Establishment of an advisory committee to the Housing and Home Finance Agency representing labor, homeowners, tenants and other consumer interests.

5. Requirement for payment of the prevailing wage to all workers engaged in construction under federally assisted housing programs; and be it further

Resolved, That the American Federation of Labor take action to secure introduction and enactment of this program early in the next session of Congress.

Referred to Committee on Resolutions. Adopted, p. 196.

Prevent Further Encroachment of Certain Unlicensed Contractors in Building Industry

Resolution No. 181—Presented by California State Association of Electrical Workers

Whereas, Many persons have constructed individual dwellings, multiple dwellings and commercial buildings using so-called "owner-builder permits" issued through building inspection departments, and after completion, many of these buildings have been sold; and

Whereas, These owner-builders in many cases have hired or used persons of little known knowledge of respective trade practices in building construction, resulting in numerous inspections being made to job sites where inspectors occupy the role of workers rather than judges of competency; and

Whereas, The hours, wages and conditions of union building trades mechanics will be jeopardized if the operation of owner-builder or unlicensed contractors continues to spread in our state; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor instruct the Federation's legislative representative to obtain the introduction of legislation to amend Section 7044 of the Business and Professions Code as follows:

"Amendment: An act to amend Section 7044 of the Business and Professions Code relating to building or contracting without a license.

"The People of the State of California do enact as follows:

"Section 1. Section 7044 of the Business and Professions Code is amended to read:

"This chapter does not apply to owners of property, building or improving structures for the occupancy of such owner and not intended for sale if the structure is occupied and used by the owner upon completion.

"In all actions brought under this chapter, proof of the sale or offering for

sale of such structures by the ownerbuilder within one year after completion of same is presumptive evidence that said construction was undertaken for purposes of sale."

Referred to Committee on Legislation. Adopted, p. 236.

Increase Maximum Unemployment Insurance Benefit to \$40

Resolution No. 182—Presented by California State Association of Electrical Workers.

Whereas, The state Unemployment Insurance Act of 1935 was enacted to alleviate the suffering of destitute workers who were unemployed through no fault of their own; and

Whereas, The federal unemployment insurance law established only minimum standards in the initiation of this type of social legislation with the intent of increasing the benefits as time went on; and

Whereas, The \$15.00 maximum benefit of 1935 amounted to 61 per cent of the average weekly earnings of \$24.64 in all industries of California; the present \$30.00 maximum has dropped to approximately 30 per cent of the average weekly earnings; and

Whereas, The newspapers and present unemployment insurance officials are devoting time and money to harass and prosecute for fraud workers who, they claim, are "chiseling", at the same time, many employers who are delinquent in payments up to six million dollars—according to the head of Department of Employment, Mr. Burkett—are not being prosecuted or the cases even publicized; and

Whereas, Attempts have been made by the Department of Employment to force workers to take jobs outside of their regular field of work which tends to cut their own wage scales; and

Whereas, The welfare of many families and the economic condition of our state depends on the improvement and just administration of this law; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor recommend to the legislature a \$40.00 weekly maximum benefit as a step toward getting two-thirds of the average weekly wage (\$79.00); and be it further

Resolved, That the California State Federation of Labor establish a committee or department to assist local unions in overcoming the red tape of the Department of Employment which their members are

subjected to in filing for benefits under the unemployment insurance law.

Referred to Committee on Legislation. Filed, p. 204. See Policy Statement V.

Increase Temporary Disability Benefits

Resolution No. 183—Presented by California State Association of Electrical Workers.

Whereas, The Labor Code at present uses the figure of \$53.85 per week as a "maximum" on which to base temporary disability indemnity for industrially injured workers; and

Whereas, This figure is unrealistic when viewed against the background of actual average wages paid in California industry generally, and results in temporary disability indemnity payments of \$35.00 per week, which is far below the amount needed for the maintenance of the families of industrially injured workers on a minimum standard of health and decency at present-day prices of food, clothing and shelter; and

Whereas, The actual average wage paid in California industry generally, according to statistics of our State Division of Labor Statistics is in excess of \$70.00 per week; therefore be it.

Resolved, That the 52d convention of the California State Federation of Labor instruct the Federation's legislative representatives to obtain the introduction of legislation amending the Labor Code so as to provide for using \$75.00 per week as a "maximum wage" on which to base temporary disability indemnity payments, instead of \$53.85, in order to secure for industrially injured workers compensation payments between \$45.00 and \$50.00 per week during periods of temporary total disability.

Referred to Committee on Legislation. Filed, p. 232. See Policy Statement VII.

Reimbursement for Examinations

Resolution No. 184—Presented by California State Association of Electrical Workers.

Whereas, Workmen recovering from industrial accidents are frequently called for examination by physicians on the panels of insurance companies for the convenience of the carrier; and

Whereas, The reports of examinations by insurance company physicians are used primarily for cutting losses of insurance carriers, and only secondarily for the benefit of the workmen; and

Whereas, These examinations cause the

workers to lose wages, in addition to those already lost through the industrial injury; and

Whereas, There is currently no provision of the Labor Code under which workmen can recover wages lost through examinations by insurance company physicians; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor instruct the Federation's legislative representative to obtain the introduction of legislation amending the Labor Code, so that workers will be reimbursed by insurance carriers for all out-of-pocket expenses, including wages, incurred while submitting to examinations by insurance carriers' physicians.

Referred to Committee on Legislation. Adopted, p. 233.

"Free Choice of Doctors" in Industrial Injury Cases

Resolution No. 185—Presented by California State Association of Electrical Workers.

Whereas, The Labor Code as it is now written provides for control of medical treatment for industrially injured workers by the insurance carriers, unless such treatment is neglected or unreasonably delayed; and

Whereas, This control of medical treatment by insurance carriers frequently results in improper and inadequate care, loss of time and earning ability, and diffirulty in changing doctors; and

Whereas, All insurance companies are strong defenders of the position taken by medical associations regarding "free choice of doctors by patients," except in the treatment of industrial injuries; and

Whereas, The insistence of insurance carriers on controlling medical treatment of industrially injured workers is primarily for the purpose of insuring the carriers of medical reports which can be used as evidence to help them reduce losses, disregarding the rights and welfare of injured workers; and

Whereas, The State Compensation Insurance Fund allows industrially injured workers to choose any competent doctor for treatment, without objection, thus maintaining the "free choice of doctor by patient" position favored by American doctors generally; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor instruct the Federation's legislative representative to obtain the introduction of

legislation to amend the Labor Code so that workers injured on-the-job will be treated as "patients" within the accepted meaning of that word, by allowing "free choice" of any competent doctor for the treatment of industrial injuries; and be it further

Resolved, That the medical profession of California, through all county medical associations, be requested to assist in this effort to provide "free choice of doctors" for industrially injured workers, thus putting private insurance carriers on the same basis regarding medical treatment and reports as the State Compensation Insurance Fund.

Referred to Committee on Legislation. Adopted as amended, p. 233.

Increase Department of Industrial Relations Appropriation

Resolution No. 186—Presented by California State Association of Electrical Workers.

Whereas, The Department of Industrial Relations, whose function, through its eight Divisions of Industrial Accidents, Industrial Safety, Housing, Labor Law Enforcement, Industrial Welfare, Labor Statistics, Apprenticeship Standards and the State Compensation Insurance Fund, is to foster, promote and develop the welfare of the wage earners of California, to improve their working conditions, and to advance their opportunities for profitable employment, is insofar as working people are concerned, the most important Department of our state government; and

Whereas, Due to inadequate financial appropriations by the past several sessions of the legislature, all of the Divisions of the Department of Industrial Relations are seriously handicapped in their efforts to carry out their duties and responsibilities under the law; and

Whereas, On account of the industrial growth of California, with its attendant toll of ever-increasing industrial injuries, the Division of Industrial Accidents is now, due to budget limitations, utterly unable to perform its duty of providing speedy adjudication of claims arising from industrial accidents, and is working under a greater caseload than any other Division of the Department of Industrial Relations; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor determine to do everything within its power to see that substantially increased appropriations are provided by the next session of the legislature for the eight Divisions of the Department of Industrial Relations: and be it further

Resolved, That special attention be paid to the appropriation for the Division of Industrial Accidents, so that sufficient personnel can be employed to reduce the backlog of cases now piled on the desk of every referee of the Industrial Accident Commission, to shorten the time between the filing of claims and the dates on which claims can be set for hearing, and in general, to enable the Industrial Accident Commission to render the speedy service to industrially injured workers envisioned in all workmen's compensation legislation.

Referred to Committee on Resolutions. Adopted. p. 186.

Change Regulations Governing 7-Day Waiting Period for U. I. Benefits

Resolution No. 187—Presented by California State Association of Electrical Workers

Whereas, Many workers of the building and construction trades, by the temporary nature of their jobs, are subject to periods of unemployment during the year; and

Whereas, The periods of unemployment between jobs can be many, resulting in a great amount of lost time uncompensated by unemployment insurance; and

Whereas, The waiting time from the day of layoff to the date of the first unemployment insurance check now may be greatly increased due to changes in the regulations governing the seven-day waiting period; and

Whereas, This change in regulations particularly discriminates against the building and construction workers and those other workers subject to many layoffs during the year; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor most emphatically protest the regulations which make this injustice possible, and determine to use its good offices toward securing a new and just regulation governing the seven-day waiting period.

Referred to Committee on Resolutions. Non-concurred, p. 183.

Jurisdiction of Electrical Workers

Resolution No. 188—Presented by California State Association of Electrical Workers.

Whereas, The architects and engineers include work, properly the jurisdiction of the electrical trade, in other than the electrical specification; and

Whereas, Such practice results in our work being sub-let to other trades, resulting in costly jurisdictional disputes, loss of time and failure of the job to proceed in an orderly manner and be completed on schedule; and

Whereas, Such practice results in a great loss of work to members of the IBEW and a dollar volume loss to our contractors; therefore be it

Resolved, By the 52d convention of the California State Federation of Labor, that the IO, the State Electrical Association, the various chapters of the NECA, and all IBEW locals work in cooperation to bring to the attention of all architects and engineers apprising them of these jurisdictional problems and, if such practices continue, makes it difficult to surmount; and be it further.

Resolved, That this convention go on record, adopting the aims, purposes and intent of this resolution, and a letter be sent all architects and engineers asking their cooperation and giving them a copy of the IBEW jurisdiction.

(Form letter to be sent to all architects and engineers.)

Dear Sir:

The Building and Construction Trades Department, A F of L, recognizing the problem of jurisdictional disputes in the construction industry, and the chaotic condition and costly work stoppages which would continue, unless some orderly procedure for the assignment of work by contractors and the protests of such assignment by unions, was established so that work stoppages, due to jurisdictional disputes, could be eliminated.

In the procedural rules and regulations of the National Joint Board for settlement of jurisdictional disputes, (Building and Construction Industry) we find a dual responsibility:

(a) Contractor's Responsibility—To make a specific assignment of the work. Such assignment of work to be based on where an agreement of record between the disputing trades applies, the contractor shall assign such work in accordance with agreements and decisions of records, compiled in the "Green Book," published by the Building & Construction Trades Department, A F of L, "Agreements and Decisions Rendered Affecting the Building Industry." Where a national agreement between the disputing trade applies and has been filed with the joint board and attested by the chairman, even though not an agreement of record, the contractor shall assign the work in accordance with such an agreement.

(b) Where no decision or agreement applies, the contractor shall assign the work in accordance with the established practice in the area (geographical area of the local building trades council) in which the job is located.

Architects and Engineers Responsibility—There is also a responsibility of the architects and engineers, if the above intent is to be effective to help eliminate jurisdictional quarrels. That responsibility is to assign all of that craft's work in the specifications of the respective contractor. Many times we find that a great deal of the electrical work is let to several sub-contractors (such as the sheet metal and the plumbing) whereby they have the electrical motors and line starters and all electrical controls in their contract, also including the installation of fixture rings. Such work is the rightful work of the electrician, and by being included in another craft's specification can only lead to disputes, low morale on the job, or costly delays.

We are including a complete list of the jurisdiction of the electrician for your information, and request your cooperation and assistance in our efforts to eliminate a serious problem confronting our industry that only leads to costly disputes and delays the completion of the job on schedule.

Your cooperation in this matter will be sincerely appreciated.

Very truly yours,

Referred to Committee on Resolutions. Non-concurred, p. 183.

State Public Policy on Collective Bargaining to Include Public Employees' Organizations

Resolution No. 189—Presented by Public Employees Conference.

Whereas, Section 923 of the Labor Code declares that the rublic policy of this state is to encourage labor organization and collective bargaining; and

Whereas, The Attorney General and a District Court of Appeals have ruled that this statute does not permit public legislative or governing bodies to negotiate or enter into collective bargaining agreements with organizations of public employees; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor instruct its legislative representative to in-

troduce legislation at the next session of the legislature amending Section 923 of the Labor Code to provide, specifically, that its provisions shall be followed by a public legislative or governing body in dealing with organizations of public employees.

Referred to Committee on Legislation. Adopted as amended p. 233.

High School Boards to Determine Tuition in Certain Junior High Schools

Resolution No. 190—Presented by Public Employees Conference.

Whereas, Section 8755 of the Education Code of the state of California provides that an elementary school district shall permit its seventh and eighth grade pupils to attend the junior high schools erected and maintained by the high school district within which the elementary district exists; and

Whereas, Said statute provides further that the tuition paid by said elementary district shall be fixed by the elementary board of education; and

Whereas, Said statute further provides that said elementary district may pay a tuition computed as any sum between the average net cost of educating students in the first six grades and the actual net costs to the high school districts; and

Whereas, The elementary boards are actually fixing the tuition at the minimum, to the loss of the high school district; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor instruct its legislative representative to obtain the introduction of legislation at the next session of the legislature amending this statute 30 as to remove from the elementary boards the power to determine the tuition to be paid and give said power to the high school boards, within limits already set by the statute.

Referred to Committee on Legislation. Non-concurred, p. 236.

Sickness and Accident Insurance for Teachers

Resolution No. 191—Presented by Public Employees Conference.

Whereas, The present sick leave provisions for public school teachers are inadequate to protect our teachers from loss of income due to extended illness or non-compensable injury; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor advise its legislative representatives to sup-

port legislation introduced by the California State Federation of Teachers at the next session of the legislature amending the Education Code to provide that each school district purchase on behalf of its teachers a sickness and accident insurance program which will maintain their income during cataclysmic illness or injuries.

Referred to Committee on Legislation. Concurred in intent, filed, p. 236.

Opposition to Proposed Changes in Teachers' Tenure Law

Resolution No. 192—Presented by Public Employees Conference.

Whereas, The California School Board Association proposes to introduce legislation in the 1955 session of the California legislature which will change the tenure laws presently in the Education Code; and

Whereas, The proposed changes would grant to local school boards the right of discharge of tenure teachers, and would remove this right from the local superior courts where it now rests by law; and

Whereas, This change would seriously weaken the right to tenure which our teachers now have; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor instruct its legislative representative to oppose, actively, such legislation when it is introduced and appear before the committees of both the Senate and Assembly, if need be, to argue against such measures.

Referred to Committee on Resolutions. Adopted, p. 197.

Broaden California Teacher Tenure Law

Resolution No. 193—Presented by Public Employees Conference.

Whereas, The present tenure laws of the state of California as found in our Education Code permit school districts of less than 850 average daily attendance not to grant tenure; and

Whereas, The tenure laws have proven to be of great benefit to our system of public education, and are known to be the basic security for the public school teacher; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor instruct its legislative representative to introduce legislation at the 1955 session of the California legislature amending the Education Code to extend the benefits of tenure to all school districts in the state, regardless of size.

Referred to Committee on Legislation. Adopted, p. 236.

Increase Minimum Annual Salary of Teachers to \$4,000

Resolution No. 194—Presented by Public Employees Conference.

Whereas, Section 13842 of the California Education Code provides that no credentialed school teacher shall receive a salary of less than \$3,400 per year; and

Whereas, Many school districts have a large turnover of employment and seldom pay more than the minimum; and

Whereas, The national minimum subsistence level income of a family of four has been found to be \$4,000; and

Whereas, Our school systems are losing many promising young teachers, and requiring others to seek out and hold other, outside jobs; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor instruct its legislative representative to obtain the introduction of legislation at the next session of the legislature amending Section 13842 of the Education Code of the State of California so as to provide for a minimum annual salary of \$4,000.

Referred to Committee on Legislation. Filed, p. 236. See Policy Statement XI.

Teach Conservation in Public Schools

Resolution No. 195—Presented by Public Employees Conference.

Whereas, American natural resources are the great basic wealth of all the people; and

Whereas, An intelligent electorate is required to protect these natural resources from all manner of depredation; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor recommend and take whatever action may be necessary to the end that the economic, political, and safety factors involved in conservation of natural resources of our country be required to be taught in all grades of our public schools.

Referred to Committee on Resolutions. Adopted as amended, p. 198.

Consolidation and Unification of School Districts

Resolution No. 196—Presented by Public Employees Conference.

Whereas, There are presently in the Education Code statutes which foster and encourage the consolidation and unification of school districts throughout the state; and

Whereas, This program is designed to effect economies within our school system, and to permit the smaller districts to benefit from the added wealth of the larger districts; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor lend its support to this program, encourage it throughout the state, and participate in the local deliberations arising out of consideration of the program.

Referred to Committee on Resolutions. Adopted, p. 197.

Name Public Schools After Outstanding Labor Leaders

Resolution No. 197—Presented by Public Employees Conference.

Whereas, This state is embarking on a great school building program in which numerous new public schools will be erected; and

Whereas, It is customary to name said schools after the great men of our country to the end that their names may be for a time placed before impressionable minds; and

Whereas, Organized labor proudly numbers within its history men and women whose lives have inspired thousands of Americans and who, themselves, have contributed greatly to the progress of this country; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor instruct central labor councils throughout the state to request of local school boards that they consider the naming of public schools after our great labor leaders, such as Samuel Gompers and others like him.

Referred to Committee on Resolutions. Adopted, p. 198.

Expose Anti-Labor Propaganda in Public Schools

Resolution No. 198—Presented by Public Employees Conference.

Whereas, It is known that many texts used in our public schools reflect antilabor bias, and are written, illustrated, or edited by persons who are subsidized by the National Association of Manufacturers; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor create a committee, and set aside a fund to study the problem, and prepare reports to expose this propaganda infiltration into our public schools; and be it further

Resolved, That texts and pamphlets be

prepared for public school use, designed to teach and demonstrate the great part which labor has played in the development of this country.

Referred to Committee on Resolutions. Concurred in intent, filed, subject matter referred to Executive Council, p. 198.

Do Not Patronize Motion Picture "Salt of the Earth"

Resolution No. 199—Presented by California State Theatrical Federation.

Whereas, The Hollywood A F of L Film Council, composed of unions and guilds representing 24,000 employees in the motion picture industry, has previously warned all A F of L members to be on guard against the film, "Salt of the Earth," produced under non-union conditions by persons identified as Communists and Communist-line supporters; and

Whereas, Executives of other A F of L bodies, including the California State Federation of Labor and the Los Angeles Central Labor Council, have taken similar action; and

Whereas, Despite these warnings, some AF of L bodies have been duped into urging AF of L union members to see this picture, proceeds from which will aid Communist causes; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor urge all A F of L members not to aid the Communists by patronizing the picture, "Salt of the Earth."

Referred to Committee on Labels & Boycotts. Adopted, p. 230.

Require Non-Profit Organizations to Pay Unemployment and Social Security Taxes

Resolution No. 200—Presented by California State Theatrical Federation.

Whereas, Organized labor has made vigorous efforts to secure passage of laws to improve unemployment and social security benefits, yet other laws have been enacted that make it possible for certain employers to deprive the worker of the unemployment and social security benefits he can accumulate; and

Whereas, This is made possible through what is known as non-profit organizations and these non-profit organizations do not pay anything towards unemployment or social security benefits nor deduct from the worker's salary any portion toward these benefits; and

Whereas, This may deprive a worker from receiving unemployment benefits in time of need; and Whereas, This can materially affect the amount of social security benefits that a worker may receive; and

Whereas, This condition does affect the workers in the amusement field; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor instruct the Federation's legislative representative to obtain introduction, and make every effort possible to secure enactment of legislation to require these non-profit organizations to pay their just share of unemployment and social security taxes, which will make it possible for deductions to be taken from the workers' salaries so they can be eligible for their unemployment and disability benefits and maintain their social security standing.

Referred to Committee on Legislation. Adopted p. 204.

Increase U. D. I. Hospital Benefits

Resolution No. 201—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The matter of proper medical and hospital care has become an issue of commanding importance in American life; and

Whereas, The burden of health and financing presses most cruelly on the wage earner of America; and

Whereas, The unemployment disability insurance law of California provides for certain hospital care payments for those unemployed because of illness; and

Whereas, The present unemployment disability insurance law maximum rates of not more than \$10.00 per day for 12 days for each disability are totally inadequate in the face of soaring hospital costs; and

Whereas, The Unemployment Disability Insurance Fund has been built alone by the monthly contributions of the workers of California; and

Whereas, \$15.00 per day for board and room hospital charges is now the minimum and not the maximum; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor instruct the Federation's legislative representative to obtain the introduction of legislation at the 1955 general session of the state legislature in Sacramento proposing that the daily benefit be increased to \$15.00 and the maximum period of daily benefits be extended to 15 days.

Referred to Committee on Legislation. Concurred in intent and filed, p. 232.

Include Pregnancy Benefits Under U. D. I.

Resolution No. 202—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The California disability insurance law was enacted to compensate workers for a portion of their wage loss during times of financial distress caused by physical disability; and

Whereas, This law, as presently written, arbitrarily removes from coverage any disability caused by or arising in connection with pregnancy; and

Whereas, More than one-half of the women in the labor forces are married, and working to help meet daily living expenses; and

Whereas, The services of married women are needed to help satisfy the production demands of the nation during both war and peace; and

Whereas, For these reasons, it is inconsistent that women should continue to be denied benefits when in fact their disability arises from a common and natural cause; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor instruct the Federation's legislative representative to obtain the introduction of legislation amending the California unemployment disability insurance law to include coverage for disability caused by or arising in connection with pregnancy.

Referred to Committee on Legislation. Filed, p. 232. See Policy Statement VI.

Increase California Minimum Wage

Resolution No. 203—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, Minimum wages, maximum hours, and minimum standards of working conditions for women and minors in California are established by orders of the State Industrial Welfare Commission after holding public hearings; and

Whereas, The President of the United States himself recently declared that increasing the present minimum wage was desirable from the standpoint of maintaining an adequate floor on purchasing power during periods of declining economic activity; and

Whereas, The 75-cent minimum established by the Industrial Welfare Commission in 1952 was inadequate then and is even more inadequate today; and

Whereas, Assuming full employment at 40 hours per week for 52 weeks, a worker

earning 75 cents an hour would have an annual income of only \$1,560; and

Whereas, This amount is far below that needed to support a "minimum decency" standard of living anywhere in the United States, let alone in California, which is one of the highest cost-of-living areas in the nation; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor instruct the Secretary to request the Industrial Welfare Commission to reopen its wage orders in the near future for the purpose of raising the minimum wage in California to a realistic level.

Referred to Committee on Resolutions. Adopted, p. 183.

Permanent Child Care Centers

Resolution No. 204—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The matter of continuation of child care centers is now before the state legislature; and

Whereas, The AFL in California has consistently fought for the establishment and maintenance of this state service, so essential to the welfare of the working mothers of California and their children; and

Whereas, The present necessity for an all-out effort to increase production and mobilize all phases of our economy for defense purposes will result in further dislocations in family life unless there is a guarantee of the continuation of child care centers on a permanent basis; and

Whereas, Such an assurance of permanent child care centers will tend to release more and more persons for employment as the need for manpower in the defense effort increases; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor instruct the Federation's legislative representative to obtain the introduction of legislation providing that the state-operated child care center program be immediately established on a permanent basis throughout California, and that adequate provisions be made for proper care in the present centers and for the growth of this service as the need increases.

Referred to Committee on Legislation. Filed, p. 233. See Resolution No. 140.

Compulsory Filing of Proof of Compliance With Workmen's Compensation Law

Resolution No. 205-Presented by Cali-

fornia State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The Labor Code merely required an employer to post the name of his workmen's compensation carrier or the fact that he is self-insured; and

Whereas, The Labor Code now permits the Director of Industrial Relations to require an employer to furnish written notice of his carrier and compliance with the law; and

Whereas, No employer is required to file proof of compliance with the law through proof of insurance or self-insurance, and the result is that many employers are wilfully uninsured, so that upon injuries occurring to their employees, they do not respond with the necessary medical care and compensation; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor instruct the Federation's legislative representative to obtain the introduction of legislation amending the Labor Code, to make it compulsory for every employer to file with the Director of Industrial Relations proof of compliance with the Workmen's Compensation law through evidence either of the name of his carrier or his certificate of self-insurance.

Referred to Committee on Legislation. Adopted, p. 233.

Vote NO on Proposition 3

Resolution No. 206—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, There is a proposition to be submitted to the voters with respect to a revision of liquor administration entitled Proposition No. 3; and

Whereas, While purportedly aimed at correcting alleged abuses in the current administration of such program, it will in fact seriously impair the rights not only of individuals employed in the so-called liquor industry, but also employees generally as well as employers and the public; and

Whereas, If favorably approved, it will remove control of the administrators from the will of the people in this, that they will be appointed by the Governor and not elected as at present; and

Whereas, The enactment of this proposition will be highly undesirable; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor recommend a NO vote on Prop. No. 3 at the general election in November, 1954.

Referred to Committee on Resolutions. Filed. p. 206. See Policy Statement XV, as amended.

Amend Jurisdictional Strike Act

Resolution No. 207—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, In 1947, the legislature of the State of California enacted the California Jurisdictional Strike Act; and

Whereas, The purported purpose of such Act was to protect innocent neutral employers and other persons from being injured by actual jurisdictional disputes arising out of a controversy between two or more bona fide labor organizations by permitting such innocent neutrals to obtain a court injunction and damages where such an actual jurisdictional controversy exists; and

Whereas, Under present California law an employer may obtain a temporary court restraining order against union activity by merely claiming a jurisdictional controversy to exist between two or more labor organizations, without the necessity of a hearing where all parties concerned may present sworn testimony; and

Whereas, Since the adoption of such legislation, employers and employers associations have, by use of company-created, -supported, -fostered and -dominated unions, utilized the said Act with increasing frequency as a legal device to interfere with, prevent and frustrate legitimate labor organization activity in situations where no actual jurisdictional controversy between bona fide labor organizations in fact exists, and have obtained court injunctions against such activity; and

Whereas, Said Act has rarely been used in an actual jurisdictional controversy involving established labor organizations; and

Whereas, By reason of the foregoing, legitimate labor organization and activity and the California labor movement in general have been and are being greatly and irreparably damaged, and the said Act is not serving its original purpose; now, therefore, be it

Rescived, That the 52d convention of the California State Federation of Labor instruct the incoming Executive Council to make an exhaustive investigation and study of the California Jurisdictional Strike Act and the problems of labor organizations arising therefrom and shall

draft, to present to the next California legislature for adoption, such proposed amendments to the said Act as will prevent said Act from being used as a means of interference with and restraint and prevention of legitimate labor organization and activity, as set forth above; and be it further

Resolved, That the Executive Council of the California State Federation of Labor shall be authorized to and shall take any and all such steps as they deem advisable and necessary to carry out this resolution.

Referred to Committee on Legislation. Non-concurred, p. 234.

State Board of Examiners to License Operating Engineers and Boilermakers

Resolution No. 208—Presented by California Conference of Operating Engineers.

Whereas, The licensing of operating engineers and boilermakers, after having successfully passed a qualifying examination, is an established fact throughout the country; and

Whereas, This fact has been almost universally recognized by numberless cities, counties and states as a protection to the health and safety of their respective communities; and

Whereas, Proper installation and operation of stationary steam boilers, refrigeration equipment, and air compressors of a certain size and capacity in buildings and industrial plants requires a special knowledge and skill by the journeyman in the trade; and

Whereas, Improper installation and operation of stationary steam boilers is becoming more prevalent; and

Whereas, Such installations are a dangerous threat to life, health and property; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor go on record instructing its incoming officers to draw up a state law to the end that a State Board of Examiners be set up to examine journeymen operating engineers and boilermakers and be empowered to issue certificates of competency to those successful in passing said examinations.

Referred to Committee on Legislation. Substitute resolution submitted by sponsors adopted, p. 234.

Establish Industrial Accident Commission Branch Offices

Resolution No. 209—Presented by California Conference of Operating Engineers.

Whereas, For many years the Industrial

Accident Commission has been one of the few agencies of state government without any branch offices; and

Whereas, The absence of such branch offices has not only inconvenienced injured workmen, but in many cases has prevented the proper relief permitted to them under the workmen's compensation law; and

Whereas, Several branch offices have been instituted by the Commission in the state of California, but because of budget requirements they have been inadequately staffed; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor endorse the principle of established branch offices; and be it further

Resolved, That this convention endorse the establishment of additional offices; and be it further

Resolved, That both the existing branch offices and those branch offices hereafter established be adequately staffed in order to afford the greatest service to the injured workmen of the state.

Referred to Committee on Resolutions. Adopted. p. 186.

Eliminate Corner Beads on Exterior Plastering

Resolution No. 210—Presented by California State Conference of Plasterers and Cement Masons.

Whereas, It is not good practice in lathing and plastering to use corner beads on exterior plastering. The use of corner beads on exterior arrises invariably develop separation between bead and plaster and consequently produce leakage; and

Whereas, The practice of exterior corner beads is detrimental to the plastering industry, to the structure, and to the owner, particularly in salt air areas where corrosion develops in a shorter period; and

Whereas, In cognizance of the bad results of exterior corner beads on plaster, the City of Los Angeles, in its building code, prohibits such practice, and the California Lathing and Plastering Contractors Association states, "Corner beads shall not be used on arrises of exterior cement plaster for permanent grounds"; now, therefore, be it

Resolved, That this 52d convention of the California State Federation of Labor go on record in favor of furthering the purpose of this resolution, as has been done by the City of Los Angeles and the California Lathing and Plastering Contractors Association; and be it further

Resolved, That this convention instruct

its officers to assist in procedure of establishing the intent of this resolution on a statewide basis by code and legislative methods.

Referred to Committee on Legislation. Referred to Executive Council, p. 236.

Repeal Jurisdictional Strike Act

Resolution No. 211—Presented by California State Council of Retail Clerks.

Whereas, The most anti-labor elements in the state have seized upon the so-called California Jurisdictional Strike Act as a weapon to destroy bona fide trade unions and to prevent legitimate organizational activities; and

Whereas, This infamous law has thus fostered the return of the company union and the "yellow-dog" contract, thereby depriving working people of a free choice of representatives and free collective bargaining; and

Whereas, Office seekers, in an effort to gain favor with organized labor, have in recent past elections proclaimed their disapproval of the so-called Jurisdictional Strike Act, but have done nothing after being elected to bring about its repeal; now, therefore, be it

Resolved, That the 52d convention of the California State Federation of Labor record its vigorous opposition to the California Jurisdictional Strike Act and demand its immediate repeal; and be it further

Resolved, That this convention authorize its officers to take steps through any and all means at their command to bring about the repeal of this law.

Referred to Committee on Legislation. Filed, p. 234. See Resolution No. 30.

In Memoriam - Joseph Marshall

Resolution No. 212—Presented by Laborers State Caucus.

Whereas, God in his wisdom has taken from our midst one of the greatest and ablest leaders in the state of California, Brother Joseph Marshall, first vice president of the International Hodcarriers and Laborers Union of America, who tirelessly, for half a century, installed most of the Hodcarriers' and Laborers' charters in the state of California, and who rose within the ranks of labor to one of the highest positions; and

Whereas, Brother Marshall is mourned by his many friends in the labor movement, because of his warmth, love and devotion to the working man and his constant desire to help his fellowman; and Whereas, He will long be remembered by all who knew him; therefore be it

Resolved, That this 52nd convention of the California State Federation of Labor, upon adjournment, stand in silence and reverence in memory of our departed brother.

Referred to Committee on Resolutions. Adopted, p. 229.

Amend Barber Law to Provide 1500 Hours' Instruction for Beginners

Resolution No. 213—Presented by California State Association of Barbers and Beauticians.

Resolved, That the 52d convention of the California State Federation of Labor instruct the Federation's legislative representative to obtain the introduction of legislation amending the Barber Law so as to provide for 1500 hours of instruction for beginners in barber schools, instead of the existing 1000 hours now provided in the law.

Referred to Committee on Legislation. Adopted p. 231.

Raise Educational Requirements for Barber Schools

Resolution No. 214—Presented by California State Association of Barbers and Beauticians.

Resolved, That the 52d convention of the California State Federation of Labor instruct the Federation's legislative representative to obtain the introduction of legislation amending the Barber Law so as to provide for twelfth grade education as a prerequisite to entering barber schools, instead of the eighth grade prerequisite now provided in the law.

Referred to Committee on Legislation. Non-concurred, p. 231.

Amend State Cosmetology Act

Resolution No. 215—Presented by California State Association of Barbers and Beauticians.

Whereas, The Cosmetology Act now provides for a hairdresser and cosmetician or cosmetologist license; and

Whereas, This condition is not conducive to the best interest of public welfare and safety and health, and should be rectified at once; therefore be it

Resolved, That the 52d convention of the California State Federation of Labor instruct the legislative representative to seek amendment of the Cosmetology Act, as follows:

That Section 7330 of Article 3 of the

Cosmetology Act be amended to read "... A hairdresser, cosmetician, cosmetologist, is any person who engages under the immediate personal supervision of a licensed hairdresser, cosmetician, cosmetologist manager-operator, in the practice of cosmetology, except the branch of electrology, in a licensed cosmetology establishment."

That Section 7373, Article 6, 2nd paragraph be amended to read ". . . This license, except for renewal fees, entitles the holder, without additional cost, to engage in the practice of the occupations of a hairdresser, cosmetician, cosmetologist upon the public under the immediate personal supervision of a licensed hairdresser, cosmetician, cosmetologist manager-operator for a period of one year. During this period, the licensee shall not be entitled to manage a cosmetological establishment nor engage in the practice of cosmetology independent of supervision of a licensed hairdresser, cosmetician, cosmetologist manager-operator.

"Upon receipt of a notarized affidavit, showing completion of one year of actual shop experience in this state, the Board shall issue without examination a certificate of registration and license as a hair-dresser, cosmetician, cosmetologist manager-operator."

That Section 7382, Article 7 be amended to read "... A cosmetological establishment shall at all times be under the immediate personal supervision of a licensed hairdresser, cosmetician, cosmetologist manager-operator."

Referred to Committee on Legislation. Adopted, p. 231.

Resolution No. 216

Withdrawn at request of sponsors, p. 207.

Support Candidates Who Oppose "Right to Work" Bill

Resolution No. 217—Presented by Frank Lindahl, Gunnar Benonys, Lewis Wilson, Edgar Jonson and Wayne Hultgren of Carpenters Union No. 36, Oakland.

Whereas, The opponents of labor have in the past conducted a major campaign

to pass a so-called "right to work" bill; and

Whereas, Such bills are open shop bills aimed to destroy labor unions; and

Whereas, These same people are already preparing to pass such a bill during the next session of the state legislature, therefore be it

Resolved, That the 52d convention of the California State Federation of Labor demand of all candidates that they explicitly pledge to vigorously oppose any form of "right to work" or open shop bill; and be it further

Resolved, That the California State Federation of Labor especially fight to defeat any Assemblyman or Senator who supported the 1953 "right to work" bill.

Referred to Committee on Resolutions. Subject matter referred to CLLPE Executive Council, p. 207.

Fair Employment Practices Key Issue in 1954 Election

Resolution No. 218 — Presented by Charles E. Allen and Abraham Boyarsky of Painters Union No. 1348, Los Angeles.

Whereas, For a number of years past the California Federation of Labor has gone on record in favor of enactment of a fair employment practices law; and

Whereas, An increasing number of states have enacted such a law, while the legislature of California has still failed to enact such a law; and

Whereas, A most determined joint campaign in 1953 almost succeeded in seeing the passage of a fair employment practices law through the California legislature; now therefore, be it

Resolved, That 52d convention of the California Federation of Labor go on record to make fair employment practices a key issue in the 1954 election campaign; and be it further

Resolved, That this convention go on record to support only candidates from Governor to Assembly who pledge support of a fair employment practices law in the next session of the California legislature.

Referred to Committee on Resolutions. Subject matter referred to CLLPE Executive Council, p. 207.

Resolution No. 219

Withdrawn at request of sponsors, p. 207.

ROLL OF DELEGATES TO THE 1953 CONVENTION

This comprises the completed roll call of the 1954 convention, following the additions and changes made through the supplementary reports of the Committee on Credentials on successive days of the convention. In it is given the name of the city in which each local union and council is located, the name of the union or council represented and its total vote, the names of the delegates, and the vote each delegate was entitled to cast.

ALHAMBRA

Electrical Utility Wkrs. No. 47 (500) R. R. Rapattoni, 250 J. M. Kelly, 250

ANTIOCH

Carpenters No. 2038 (150) Blair F. Spires, 150

BAKERSFIELD

Allied Printing Trades Council (2)
J. G. Tucker. 1
Bldg. & Const. Trades Council (2)
J. L. Ritchie, 1
Butchers No. 193 (83)
Harold Hodson, 41
Charles A. Hohlbein, 42
Carpenters No. 743 (1125)
Walter Bronson, 562
R. C. Adams, 563
Central Labor Council (2)
Jack Ritchie, 1
Chauffeurs, Teamsters & Allied Printing Trades Council

Jack Ritchie, 1
Chauffeurs, Teamsters &
Helpers No. 87 (2197)
A. L. Bradley, 2197
Cooks & Waiters No. 550 (1076)
Claude S. Penn, 359
Arthur Kress, 358
Jack White, 359
Hod Carriers & Com. Laborers
No. 220 (400)
James White, 100
Delbert E. Chaves, 100
William F. Lewis, 100
Joseph E. Southern, 100
Painters No. 314 (325)
C. L. McBride, 162
Phillip Birch, 163
Plumbers & Steamfitters No.
460 (424)
Jack L. Ritchie, 424 Jack L. Ritchie, 424

BARSTOW

Theatrical Stage & M. P. Operators No. 730 (50) Harry K. Beauford, 50

BERKELEY

Painters No. 40 (150) John G. Heimans, 150

BURBANK

Culinary Wkrs. & Bartenders No. 694 (400) Dick Lacey. 200 Norma Lacey, 200 Oper. Plasterers No. 739 (516) Samuel Seay, Jr.. 258 Elmo Siefken, 258

CHICO

M. P. Projectionists No. 501 (62) William Van Ornum, 62

COMPTON

Carpenters No. 1437 (1613) Gus Trebbe, 1613

CORONA

Sales Drivers, Food Processors & Warehousemen No. 952 (272) Bill Mansfield, 272

CROCKETT

Sugar Refinery Empls. No. 20037 (1218)
A. W. Newman, 406
G. A. Paoli, 406
A. Regan. Jr., 406

EL CAJON

Carpenters No. 2398 (465) John E. Hunter, 465

EL CENTRO

Truck Drivers & Whsemen No. 898 (300) Ferdinand Bergrud, 100 John C. Marshall, 100 Aaron Mecham, 100

EL CERRITO

Teachers No. 866 (175) Paul McGinnis, 175

EL MONTE

Hod Carriers & Laborers No. 1082 (856)
Peter Ramult, 856
Painters No. 254 (709)
Hubert L. Frazee, 177
Paul Gardener, 177
John E. Sigler, 177
R. F. McNiel, 178

EUREKA

EUREKA

Barbers No. 431 (82)
Walter Buchanan, 82
Central Labor Council (2)
Albin J. Gruhn, 1
Cooks & Waiters No. 220 (425)
Allan Kilpatrick, 213
Lucille Pope, 212
Hod Carriers & Com. Laborers
No. 181 (158)
Albin J. Gruhn, 158
Teamsters. Warehousemen &
Auto-Truck Drivers No. 684 (852)
S. F. Burke, 852

FRESNO

Barbers & Beauticians No. 333 Garbers & Beauticians No. 333 (146)
M. E. Bruce, 146
Bldg. & Const. Trades
Council (2)
Paul L. Reeves, 1
H. T. Petersen, 1
Cooks, Pastry Cooks & Assts.
No. 230 (302)
Leo Vuchinich, 302 Leo Vuchinich, 302
Creamery Empls. & Drivers
No. 517 (500)
Ted C. Wills, 250
Ralph Olson, 250
Culinary & Hotel Service Wkrs.
No. 62 (764)
Geo. Rollis, 382
Helen L. Root, 382
General Teamerton, No. 421 General Teamsters No. 431 (3904) William Fowler, 1301 H. A. MacDonald, 1301 Chester Deroo, 1302

Hod Carriers & Com. Laborers No. 294 (550) Joe H. Dixon, 137 Jesse Bernard, 137 Dutch Epperson, 138 Chester Mucker, 138

Packing House Empls. & Warehousemen No. 616 (1198)Henry Hoff, 599 William Winters, 599

Plumbers & Steamfitters No. 246 (447) Paul L. Reeves, 224 Frank J. Peyton, 223 Post Office Clerks No. 339 (14) Benjamin V. Amirkhanian, 14 Retail Food, Drug, Liquor Clerks No. 1288 (950) George Kisling, 950

GILROY

Painters No. 1157 (27) Otto Sargent, 27

GLENDALE

GLENDALE
Barbers No. 606 (97)
Harry W. Rees, 97
Brick & Clay Wkrs. No. 774 (1356)
Rudy Granados, 339
Rotatile Keeping, 339
Everett Myers, 339
Ubaldo Herrara, 339
Carpenters No. 563 (1628)
Wm. F. Miller, 814
Earl Galpin, 814
Culinary Wkrs. & Bartenders
No. 324 (763)
Beulah Johnston, 763
Plumbers & Pipe Fitters
No. 761 (335)
John Jacob Brown, 84
Herbert Taylor, Sr., 84
Raymond Gibson, 84
John Loesch, 83 John Loesch, 83

GRASS VALEY

Culinary Wkrs. & Bartenders No. 368 (608) W. G. Jensen, 304 Floyd Eger, 304

GREENVILLE

Lumber & Sawmill Wkrs. No. 2647 (268) Robert Giesick, 268

HAYWARD

Cannery, Warehousemen, F. D. Drs. & Helpers No. 768 (1602) 768 (1602)
Frank Mattos. 801
Manuel Castro, 801
Carpenters No. 1622 (1000)
Leon McCool, 500
Marius Waldal, 500
Culinary Wkrs. & Bartenders
No. 823 (1347)
Leroy V. Woods. 674
Floyd Attaway, 673
Glass Bottle Blowers No. 53
(97) Glass Bottle Blowers No. 5:
(97)
Don G. Baker, 33
John A. Griffin, 32
James Plummer, 32
Painters No. 1178 (408)
Hacry F. Mickelsen, 408

HOLLYWOOD

Actor Equity Assoc. (85) Edd X. Russell, 43 Lee Harris, 42 Chester Mucker, 138

Moving Picture Machine Opers.
No. 599 (50)
Edward C. Irvin, 25
Dallas R. Page, 25

Affiliated Property Craftsmen
No. 4# (2000)
B. C. "Cappy" DuVal, 667
H. Web Arrowsmith, 667
Frank O'Connor, 666 A.F. of L. Film Council (2) George Flaherty, 1 Carpenters No. 1052 (1819) Glenn I. Casler, 1819

Film Technicians No. 683
(1000)
A. Alan Jackson, 1000
Make-up Artists No. 706 (300)
Fred B. Phillips, 300
Motion Picture Costumers
No. 705 (100)
Wm. L. Edwards, 100
M. P. Screen Cartoonists
No. 839 (300)
Donald M. Hillary, 300
M. P. Set Painters No. 729
(200)
M. P. Set Painters No. 729
(200)
M. P. Sound Technicians
No. 695 (300)
Dolph Thomas, 300
M. P. Studio Cinetechnicians
No. 789 (225)
Harry M. Shiffman, 112
Paul E. O'Bryant, 113
M. P. Studio Electrical
Technicians No. 728 (916)
James D. Tante, 916
M. P. Studio Laborers No. 727
(150)
Albert K. Erickson, 150
M. P. Studio Projectionists
No. 165 (296)
George J. Flaherty, 148
William E. Higgins, 148
Office Employees No. 174
(1200)
Max J. Krug, 600
Leroy Patterson, 600 Film Technicians No. 683 (1000) office Employees No. 174
(1200)
Max J. Krug, 600
Leroy Patterson, 600
Oper. Plasterers & Cement
Finishers No. 755 (150)
Ben A. Martinez, 150
Painters No. 5 (500)
Julius Golden, 500
Screen Actors Guild, Inc. (5000)
Pat Somerset, 834
Walter Pidgeon, 834
Edward Arnold, 833
George Chandler, 833
John Lund, 833
John Lund, 833
John Lund, 833
Screen Extra's Guild (3200)
Richard H. Gordon, 533
Franklyn Farnum, 533
Wm. H. O'Brien, 533
George Barton, 533
Jeffrey Sayre, 534
Curtis J. Hyans, 534
Studio Carpenters No. 946
(777)
R. V. Lockridge, 777
Studio Electricians No. 40
(300)
John P. Morgan, 300
Studio Grips No. 80 (300)
William J. Holbrook, 300
Studio Transportation Drivers
No. 399 (1000)

Studio Transportation Drivers No. 399 (1000) Ralph H. Clare, 1000

Studio Utility Empls. No. 724 (400)

(400)
Henry C. Wadsworth, 80
Cole Butterfield, 80
James Day, 80
Louis J. Marko, 80
Leonard C. Davies, 80

HUNTINGTON PARK

Butchers No. 563 (1166) R. S. Graham, 1166 Glass Bottle Blowers No. 146 (275)(275)
Howard Rose, 68
Cliff Valenciana, 69
Pat Rooney, 69
Mike Pindar, 69
Post Office Clerks, Calif.
Federation (2)
Frank Butterfield, 1

LANCASTER

Carpenters No. 2185 (374) Arvo Nukala, 374

LODI

Carpenters No. 1418 (209) Frank H. Held, 209

LOMPOC

Chemical Wkrs. No. 146 (267) Lee O. Jones, 134 Jack Frost, 133

LONG BEACH LONG BEACH
Automotive Empl. & Laundry
Drivers No. 88 (54)
Richard W. Flynn, 54
Bakers No. 31 (347)
Jack J. Zimmerman, 174
Herman M. Neilund, 173
Bartenders No. 686 (522)
Michael R. Callahan, 522
Bidg. & Const. Trades
Council (2)
Bryan P. Deavers, 1
Wayne J. Hull, 1
Carpenters No. 710 (2057)
William Parsons, 2057
Cement Finishers No. 791
(322) Carpenters No. 710 (2057)
William Parsons, 2057
Cement Finishers No. 791
(322)
Bryan P. Deavers, 322
Central Labor Council (2)
Edward L. Brown, 1
William Parsons, 1
Chauffeurs, Sales Drivers,
Etc., No. 572 (700)
Richard Seltzer, 116
Chester Washburn, 116
W. W. Donaldson, 117
Elton Cole, 117
Albert W. Kline, 117
Homer R. Hixon, 117
Culinary Alliance No. 681
(4333)
Jack T. Arnold, 722
Clayton R. Smith, 722
Kathryn Arnold, 722
Bertha Anderson, 722
Juanita McDougle, 723
Culinary Workers. Bartenders,
Hotel Service Employees,
Calif. State Council (2)
M. R. Callahan, 1
Frankie Behan, 1
Gen. Truck Drivers, Chauffeurs,
etc. No. 692 (250)
Ted Merrill, 62
Claude Ripley, 62
Rushel Blansett, 63
William Good, 63
Hod Carriers & Com. Laborers
No. 507 (1250)
E. M. Mueller, 250
Glenn K. Buss, 250
J. V. Brimhall, 250
C. C. Evans, 250
Lloyd T. McGinnis, 250
Lathers No. 172 (241)
Clarence B. Gariss, 241
M. P. Projectionists No. 521
(63)
Milton M. Helss, 63
Painters No. 256 (1229)
James H. Blackburn, 307
E. B. Webb, 307
Carl Fletcher, 307
W. J. Hull, 308
Plumbers & Steamfitters
No. 494 (682)
Harold E. McCray, 682
Retail Clerks No. 324 (450)
Richard L. Johnston, 450
Typographical No. 650 (179)
Clair I. Nye, 179

LOS ANGELES

LOS ANGELES

Advertising & Public Relations Empls. No. 518 (50) Ernest Brashear, 50 Allied Printing Trades Councils, So. Calif. Conference of (2) Peter J. Remmel, 1 Allied Printing Trades Council (2) Charles L. Brown, 1 Walter R. Stansberry, 1 Asbestos Wkrs. No. 5 (200) Albert E. Hutchinson, 100 Harry M. Walsh, 100

Bakers No. 453 (150)
James Rosen, 150
Bakers No. 37 (2905)
Ray C. Gulick, 484
Amos E. Price, 484
Archie E. Goodman, 484
Lee R. Ivey, 484
Robt. L. Moultrie, 484
G. B. Bates, 485
Bakers & Confectionery Wkrs.,
Joint Ex. Bd. of (2)
Vern Allend, 1
R. C. Gulick, 1
Bakery Drivers No. 276 (980)
Charles A. Bolton, 327
C. H. Leonard, 327
Charles Lang, 326
Barbers No. 295 (500)
Frank LeCain, 250
Alvin L. Holt, 250
Beautician's No. 295A (5)
Beautician's No. 295A (5)
Esther Reidenbaugh, 5
Beer Drivers & Helpers
No. 203 (300)
Wm. E. Brockhagen, 300
Bill Posters No. 32 (60)
C. C. Garnett, 60
Boilermakers No. 92 (1000)
Earl Gus Martin, 166
Thomas W. Matthew, 166
Marvin (Speed) Bryant, 167
I. E. (Mike) Reagan, 167
Palmer C. Lee. 167
Bookbinders & Bindry Women
No. 63 (125)
Walter R. Stansberry, 125
Brick & Clay Wkrs. No. 661
(100)
M. E. Andersen, 100
Bricklayers No. 2 (400)
Lyle Russell, 400 Bakers No. 453 (150) M. E. Andersen, 100
Bricklayers No. 2 (400)
Lyle Russell, 400
Bldg. & Const. Trades Council
(2)
Leo A. Vie, 1
Ralph A. McMullen, 1
Bldg. Material & Dump Truck
Drivers No. 420 (1600)
Henry E. Spiller, 800
Wm. J. Barry, 800
Building Service Employees Building Service Employees No. 193 (50) Ted Camp, 25 Frances Camp, 25 Cabinet Makers & Millmen
No. 721 (2084)
C. H. Burge, 1042
Harlan Poulter, 1042
Carpenters, Dist. Council of (2)
Earl E. Thomas, 1 Carpenters No. 25 (1836) Harold Schmidt, 918 C. T. Lehmann, 918 Carpenters No. 929 (1171) Roy E. Fankboner, 585 J. L. Robins, 586 Carpenters No. 1497 (2069) Jas. M. Stephenson, 1034 R. H. St. John, 1035 Carpenters No. 1976 (476) Nathan Fleisher, 476 Cement Masons No. 627 (890) Martin J. Nelson, 890 Central Labor Council (2)
W. J. Bassett, 1
Thomas Ranford, 1
Chemical Wkrs., Dist. Council
No. 5 (2)
Delmus Stutts, 1 City Employees No. 119 (56) John Condon, 28 Madiline Rhodes, 28 Madiline Rhodes, 28 Cleaners & Dye House Wkrs. No. 11 (100) John W. Kramer, 50 Richard Myers, 50 Cloak Makers No. 55 (458) Virginia King, 458 Cloak Makers No. 58 (458) Max Mont, 229 Josephine Kaplan, 229

Cooks No. 468 (2000)
Paul E. Greenwood, 333
Earl W. Jordan, 333
Charles Schroeder, 333
Pierre Desserrey, 333
George Roberts, 334
R. H. Rowe, 334
County Guards No. 790 (86)
Daniel Scannel, 86
Dairy Empl. Plant & Clerical
No. 93 (1501)
Mark S. Whiting, 301
Paul J. Blazina, 300
John H. Toney, 300
Delmar Powell, 300
Vernon Dandridge, 300
Department, Variety & Spec.
Store Clerks No. 777 (888)
Herschel Womack, 888
Dining Car Empls. No. 582 (408)
William E. Pollard, 204
Editorial Association (199)
Ralph Roddy, 99
Sid King, 100
Electrical Wkrs., Joint Ex.
Conference of (2)
W. A. Ferguson, 1
M. J. Collins, 1
Electrical Wkrs., Calif. State
Assn. of (2)
John Brown, 1
L. R. McCall, 1
Electrical Wkrs. No. 11 (1500)
L. R. McCall, 500
John G. Lawson, 500
M. W. Chapman, 500
Electrical Wkrs. No. B-18 (600)
Bert W. Thomas, 100
Patrick J. Burns, 100
Joseph B. Callaway, 100
Edwin L. Carter, 100
Walter L. Risse, 100
E. P. Taylor, 100
Electrical Wkrs. No. 1710 (500)
Frank J. Saliani, 250
Leo Morse, 250
Elevator Constructors No. 18
(150)
J. E. Dowd, 75 Elevator Constructors No. 18 (150) J. E. Dowd, 75 William D. Nickerson, 75 Federated Municipal Crafts, Council of (2) B. A. Mitchell, 1 L. A. Parker, 1 Fire Fighters Int'l No. 748 (359)
Edward H. Cokely, 8
Harry R. Curry, 90
Gene Larson, 90
Scott Poffenberg, 90 Firemen & Oilers No. 152 (50) George A. Bell, 25 Browne C. Hamilton, 25 Fitters, Welders & Helpers No. 250 (1000) R. J. Picard, 166 A. T. Baldo, 166 George Stein, 167 C. E. Bailey, 167 J. P. Smith, 167 S. Weisberg, 167 Food, Drug & Bev. Whsemen, and Clerical Empls. No. 595 (740) L. L. Sylvaine, 246 Maury Mendeloff, 247 Harold Witt, 247 Harold Witt, 247
Food Processors, Packers,
Warehousemen & Clerical
Empls. No. 547 (100)
Irwin C. Magisen, 100
Freight Drivers No. 208 (500)
John W. Filipoff, 84
Sidney H. Cohen, 84
Neal Evanikoff, 83
Aldo C. Pisetti, 83
William Widner, 83
Tom Kettlewell. 83
Freight Handlers Clarks & Freight Handlers Clerks & Helpers No. 357 (500) Victor J. Karaty, 250 John G. Grant, 250

Fruit, Produce Drivers & Warehousmen No. 630 (500)
Bill Andrews, 166
Floyd McMahon, 167
John D. Aubrey, 167
Government Empls., Pac. S.W.
Dist. Council of (2)
E. J. Newton, 1
Government Empls. No. 1167 (62) Government Empls., Pac. S.W.

Dist. Council of (2)

E. J. Newton, 1
Government Empls. No. 1167 (62)
James C. Coulter, 62
Gunite Wkrs. No. 345 (140)
Albert Smith. 140
Hay Haulers, Dairy Empls. &
Helpers No. 737 (100)
Jake Menage, 100
Hod Carriers No. 300 (3750)
Tony Salgado, 625
Ray Waters, 625
Mike Waters, 625
Edward Turley, 625
Joe Chacon, 625
Gilbert Martinez, 625
Hotel Service Employees
No. 765 (450)
John Giavononi, 150
Revorida Lewis, 150
Lola Williams, 150
House, Bldg. & Gen. Movers
No. 923 (173)
D. D. Miles, 86
Ralph S. Burns, 87
Ice Drivers & Cold Storage
Warehousemen No. 942 (150)
Irvin N. Gustafson, 50
Charles A. Neal, 50
Victor B. Quinn, 50
Insurance Agents No. 86 (352)
Dewey Graham. 176
Carl L. Hersh, 176
Iron Wkrs. (Shopmen) No. 509 (67)
Herbert M. Olson, 67
Laborers, So. Calif. Dist.
Council of (2)
H. C. Rohrbach, 1
W. Loyd Leiby, 1
Ladies' Garment Wkrs. 84 (229)
Jack Cohen, 229
Jack Cohen, 229
Jack Germant To Josephine Contraras, 78
Fannie Borax, 77
Rose Marrill, 78
Ladies' Garment Wkrs. No. 97
(229) Benjamin Surasky, 229 Ladies Garment Wkrs. No. 445 (83) Sigmund Arywitz, 83 Ladies Garment Wkrs. No. 451 (83) Jenny Castellano, 83 Ladies Garment Wkrs. No. 482 (225) Gertrude Harrison, 225 Ladies Garment Wkrs. No. 496 Samuel Otto, 225 Ladies' Garment Wkrs., No. 512 (91) Essie Branner, 45 Isidor Stenzor, 46 Lathers No. 42 (185) C. J. Haggerty, 92 Charlie Flanders, 93 Lathers No. 42-A (1150) William J. Tiret, 1150 Lathers. So. Calif. Dist. Council of (2) Andrew Johnston, 1 Laundry & Dry Cleaning Wkrs. No. 52 (300) Charles R. Goldstein, 10 Floyd M. Buckalew, 100 Edith Bradley, 100 Laundry, Line Supply & Dry Cleaning Drivers No. 928 (500) Jack J. Williams, 166 Joseph Caramagno, 16 John Leggieri, 167 Laundry Wkrs., Joint Council No. 2 (2) Tillie Clifford, 1

Line Drivers No. 224 (210)
H. L. Woxberg, 35
W. F. Dykes, 35
Donald V. Hester, 35
H. A. Barnes, 35
Joe McBride, 671
Nick G. Cordil, Jr., 671
Harry N. Sweet, 671
Clarence P. Hermeyer, 671
John T. Smith, 671
Machinists "M" No. 311 (335)
S. G. Goodman, 168
A. L. Smith, 167
Mallers No. 9 (352)
W. J. Bassett, 352
Weat Cutters No. 421 (2500)
Glenn Gilbreath, 833
John Tobin, 833
Geo. M. Swan, 834
Meat & Provision Drivers No. 626 (520)
A. J. Menard, 260
Mike M. Grancich, 260
Mechanical Supervisory Empls.
No. 180 (54)
R. Sudduth, 54
Metal Trades Council of
Southern Calif. (2)
Arthur J. Timmons, 1
Miscellaneous Empls. No. 440 (1758)
John L. Cooper, 293
Haryev Lundschen Arthur J. Timmons, 1

Miscellaneous Empls. No. 440
(1758)
John L. Cooper, 293
Harvey Lundschen, 293
Charles Harper, 293
Merlin Woods, 293
Fernando Felix, 293
Misc. Foremen & Supts. of
Public Works No. 413 (45)
B. A. Mitchell, 22
S. Zankich, 23
Moving Picture Projectionists
No. 150 (632)
Clyde W. Shuey, 632
Municipal Truck Drivers No.
403 (50)
John T. Gardner, 50
Musicians No. 47 (4000)
G. R. Hennon, 1333
Dr. Arthur J. Rando, 1333
Kelly Shugart, 1334
New Furniture & Appliance
Drivers No. 196 (202)
Thomas L. Young, 40
Earl Pitts, 40
Arthur Ryan, 40
Alvin E. Stewart, 41
William F. Carter, 41
Newspaper Pressmen No. 18
(380)
Willard Kent, 190
T. Q. McCollem, 190
Office Employees No. 30 (250)
Cynthia P. McCaughan, 63
Anne K. Sweet, 63
John W. Doolittle, 63
Jane Darlington, 61
Oper. Engineers No. 12 (2950)
R. B. Bronson, 991
W. C. Carroll, 991
Roy Bevers, 992
Joseph A. Mussro, 992
J. R. Groom, 992
H. M. McNeel 992
Oper. Stationary Engineers
No. 501 (850)
R. W. Tucker, 425
E. J. Leupp, 425
Painters Dist. Council No. 36
(2)
Julius L. Bence, 1
Chas. H. Marsh, 1
Painters No. 116 (1050) Julius L. Bence, 1 Chas. H. Marsh. 1 Painters No. 116 (1050) Wm. M. Burke, 350 Fred C. Cunningham, 350 Arthur Ingersoll, 350 Painters No. 434 (290) James A. Boyle, 290 Painters No. 1348 (250) Charles E. Allen, 125 Abraham Boyarsky, 125

Paint Makers No. 1232 (185)
Paul H. Nicely, 92
Clifford Stephenson, 93
Paper Handlers No. 3 (80)
Preston T. Wilson, 80
Photo Engravers No. 32 (400)
Peter J. Remmel, 400
Pipe Trades Dist. Council
No. 16, So. Calif. (2)
Everett E. Schell, 1
Plasterers & Cement Masons
of So. Calif., Dist. Council
of (2)
Ben A. Martinez, 1
Plumbers No. 78 (2440)
Edward C. Phelan, 1220
Mahlon J. Adams, 1220
Mahlon J. Adams, 1220
Post Office Clerks No. 64 (400)
John DeGhetto, 200
Melvin Andrews, 200
Printing Pressmen No. 78 (550)
C. G. Smith, 110
Frank Calderone, 110
Preston T. Wilson, 110
Harry C. Stark, 110
Robert Chase, 110
Printing Specialties & Paper
Converters No. 388 (1000)
Don McCaughan, 200
Jane Browning Peek, 200
Art Perez, 200
Susan D. Adams, 200
Stanley Elsis, 200
Provision House Wkrs. No.
274 (675)
Joseph A. Spitzer, 337
Frank Aiello, 338
Public Empls. A.F. S.C. &
M.E., Southern Calif.
Council of (2)
Daniel J. Scannell, 1
Railway Carmen No. 601 (330)
Charles R. Finney, 330
Re-enforced Iron Workers
No. 416 (150)
Frank Vaughn, 150
Retail Clerks, Food Div. No.
770 (9166)
Joseph T. DeSilva, 3055
Gus DeSilva, 3055
Carroll Weathers, 3056
Retail Milk Drivers No. 441
(1706)
James E. Prange, 341
Frank Mormino, 341
Patrick Kitching, 341 (1706)
James E. Prange. 341
Frank Mormino, 341
Patrick Kitching. 341
Henry Starr. 341
R. L. Warren 342
Shinglers No. 1125 (566)
Ray D. Nelson. 283
W. J. Eicher, 283
Sign & Pictorial Painters No. 831 (125) W. J. Eicher, 283
Sign & Pictorial Painters No.
831 (125)
Julius L. Bence, 125
Sportswear & Cotton Garment
Wkrs. No. 286 (500)
John Ulene, 166
Dora Wolf, 167
Louise Tuggle, 167
Sprinkler Fitters No. 709 (227)
John R. Ladika, 227
Stage Empls. No. 33 (200)
Carl G. Cooper. 200
Steel. Paper House, Chemical
Drivers etc. No. 578 (200)
Howard L. Barker, 200
Street, Elec. Rwy. & M.C.O.
Empls. No. 1277 (1000)
Francis J. Donnelly, 166
Victor E. Munyer. 166
Earle I. Strickland, 167
Raymond Gregg, 167
Fred L. Morris, 167
Andrew J. Mier. 167
Structural Iron Wkrs. No. 433
(325)
Ralph Larkin, 108 (325)(320)
Ralph Larkin, 108
Charles S. Noble, 108
James Chuly, 109
Teachers No. 1021 (89)
Linnea N. Alexander, 45
Mae Myers, 44 Teamsters Automotive Wkrs. No. 495 (302) James L. Porritt, 302

Teamsters Joint Council
No. 42 (2)
Paul D. Jones, 1
Cletus W. Chapman, 1
Theatre Wardrobe
Attendants No. 768 (50)
Lynn Cheshire, 50
Typographical No. 174 (1500)
Charles L. Brown, 300
Henry E. Clemens, 300
Sieg Grohse. 300
H. H. Hetrick, 300
Harry J. Lamb, 300
United Garment Wkrs. No. 94
(50)
Clarence Hillers, 50 Clarence Hillers, 50 United Garment Wkrs. No. 125 (458) United Garment Wkrs. No. 125
(458)
Carolyn S. Sly, 458
Van Storage & Furniture
Drivers No. 389 (720)
Charles F. Naccarato, 720
Waiters No. 17 (2350)
Charles Stirner, 470
Edward Simpson, 470
C. P. Cecil, 470
Charles F. Lenk, 470
John A. Terzago, 470
Waitresses No. 639 (4000)
Marie O'Keefe, 1333
Evelyn S. Murphy, 1333
Mae Stoneman, 1334
Wholesale Dairy & Ice Cream
Drivers No. 306 (500)
Charlie Powers, 83
Henry A. Merritt. 83
Daniel B. Peters, 83
Clyde E. Watson, 83
Harry R. Young, 84
Earl L. Houston, 84
Whlse. Delivery Drivers &
Salesmen's No. 848 (2672)
Leslie R. Beard, 445
Gay Lillefloren, 445
Gay Lillefloren, 445
Gay Lillefloren, 446
Hugh Williams, 446

MARTINEZ

MARTINEZ

Bldg. & Constr. Trades Council (2) (2)
Howard Reed, 1
Alton C. Clem, 1
Carpenters No. 2046 (300)
George H. Weise. 150
Archie J. Mooney, 150
Central Labor Council, Contra
Costa County (2)
G. A. Paoli, 1
Hugh Caudel, 1
Construction Laborers No. 324
(1000) Construction Laborers No. 324 (1000) John A. Cespuglio. 167 Clarence C. Cowell, 167 Ronald D. Wright, 167 Salvatore J. Minerva, 167 Herbert J. Shoup, 166 Hervie West, 166 General Truck Drivers No. 315 (1779) cheral Truck Drivers No (1779) Erle E. Carter 444 Thomas Thompson, 445 Jack Ahern, 445 Howard Reed, 445

MARYSVILLE General Teamsters No. 137

(1250)Vern Cannon, 1250

MAYWOOD

Glass Bottle Blowers No. 148 (200) Robert T. Young, 100 Neil Morrison, 100

MERCED M. P. Operators No. 564 (50) Ervin Fetzer, 50

MODESTO

Bldg. & Const. Trades Council
(2) R. L. Cloward, 1

Cannery Warehousemen & F.P.
Drivers, etc., No. 748 (400)
H. C. Torreano, 80
Wesley M. King, 80
Leroy Shelton, 80
Richard A. DeFord, 80
Ellmer Whittle, 80
Central Labor Council (2)
Frank Russo, 1
W. J. Kiser, 1
Chauffeurs-Teamsters No. 386 (1700)
Wendel J. Kiser, 425
Harry Mortensen, 425
Wm. E. Franklin, 425
T. A. Trull, 425
Culinary Wkrs. No. 542 (999)
Ray Berry, 999
Hod Carriers & Laborers
No. 1130 (290)
Frank Russo, 290
Plasterers & Cement Masons
No. 429 (61)
C. Al Green, 61
Plumbers & Steamfitters
No. 437 (200)
R. L. Cloward, 200
Stage Employees No. 564 (50)
Ervin Fetzer, 50

MONTEREY

Bldg. & Const. Trades Council (2) (2)
George E. Jenkins, 1
Central Labor Council (2)
Neils Pedersen. 1
Fish Cannery Wkrs. of the
Pacific (340)
John Hawk, 340
Hod Carriers & Com. Laborers
No. 690 (275) No. 690 (275) George E. Jenkins, 275 Seine & Line Fishermen (241) John Crivello, 241

NAPA

NAPA
Bartenders & Culinary Wkrs.
No. 753 (302)
Ernest E. Collicutt, 151
Stella M. Collicutt, 151
Bldg. & Const. Trades Council
(2)
Fred Schoonmaker, 1
Fred Daddi, 1
Carpenters No. 2114 (294)
Fred Shoonmaker. 294 Fred Shoonmaker, 294 Fred Shoonmaker, 294 Central Labor Council (2) W. W. Jinks, 1 Jesse Payne, 1 Hod Carriers & Gen. Laborers No. 371 (308) Frank Ullman, 62 Jesse O. Payne, 61 Fred Daddi, 62 W. W. Jinks, 62 R. L. Ross, 61 Machinists No. 1419 (197) W. S. Martin, 197

OAKLAND

Allied Printing Trades Council Fred Brooks, 1 Automotive Machinists No. 1546 (5002) A. J. Hayes, 1250 J. E. Clark, 1250 E. F. Andrews, 1251 Carl Englund, 1251 Auto & Ship Painters No. 1176 (228) (228)
Leslie K. Moore, 114
George Gray, 114
Bakers No. 119 (600)
Herbert Denk, 300
Wm. Wagner, 300 Bakers, 9th District Council (2) Henry Bartosh, 1 Bakery Wagon Drivers No. 432 (700) Joe J. Silva, 233 Lester M. Summerfield, 234 Joe B. Wangberg, 233

Federated Fire Fighters of

Barbers No. 134 (447)
Chris A. Silva, 223
S. J. Olsen. 224
Bartenders No. 52, (1360)
Steven J. Revilak, 340
James F. Murphy, 340
John F. Quinn, 340
Joseph J. Canale. 340
Boilermakers No. 39 (520)
Albert A. Coleman, 260
Harry E. Olander, 260
Bricklayers No. 8 (200)
James Purvis, 200
Bldg. & Const. Trades Council (2)
J. L. Childers, 1
Bldg. Service Empls. No. 18 (880)
W. Douglas Geldert, 220
Edna E. Lallement, 220
Benjamin J. Tusi, 220
Victor C. Brandt, 220
Victor C. Brandt, 220
Sutchers No. 120 (750)
Jack L. Doris, 250
Don Finnie, 250
S. E. Thornton, 250
Cannery Unions, Calif. State
Council of (2)
Vernon L. Pankey, 1
Cannery Warehousemen, Food
Processors, Drivers Etc.
No. 750 (4123)
Vernon L. Pankey, 1030
Chester Oliveira, 1031
Joseph Andrade, 1031
Rowene Fernandes, 1031
Carpenters No. 36 (2438)
Frank Lindahl 487
Gunnar Benonys, 487
Lewis Wilson, 488
Edgar Jonson, 488
Edgar Jonson, 488
Carpenters No. 1473 (611)
U. S. Grant, 611
Carpet, Linoleum & Soft Tile
Wkrs. No. 1290 (233)
Charles J. Garoni, 233
Central Labor Council (2)
Robert S. Ash, 1
Edwin Clancy, 1
Chauffeurs No. 923 (503)
Norman L. Entler, 503
Cleaners & Dyers, Calif. State
Council of (2)
Henry Romiguiere, 1
Cleaners & Dyers, Calif. State
Council of (2)
Henry Romiguiere, 1
Cleaners & Cover Labora No. 23 (625)
Russell R. Crowell, 625
Const. & Gen Labora No. Const. & Gen. Laborers No. 304 (2000)
Paul L. Jones, 333
Jay Johnson, 333
Howard Bostwick, 333
Thaddeus Stevens, 333
Eric Norberg, 334
Anthony Schiano, 334 Anthony Schiano, 334
Cooks No. 228 (2000)
H. J. Badger, 400
P. L. Sander, 400
Jack Faber, 400
Art Leischman, 400
Harry Goodrich, 400
Culinary Alliance No. 31 (3897)
Bea Slettum, 649
Edrie E. Wright, 649
Alex Sulek, 650
Arthur Johnson, 650
Cora Vincent, 650
Department & Spec, Store

El. F. Boyle, 417
Electrical Wkrs. No. 1245 (700)
George L. Rice, 116
Ronald T. Weakley, 116
L. L. Mitchell, 117
Wm. S. Wadsworth, 117
Paul W. Yochem, 117
Francis E. Goss. 117

Calif. (2)
Ray W. Shukraft, 1
S. H. Shawver, 1
Fed. Fire Fighters No. 55 (422)
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(435) (422)Thomas Fullerton, 175
Glass Bottle Blowers No. 141
(456)
Gratalce Reese, 76
Elaine Alameida, 76
Florence Graham, 76
Gordon Pinkston, 76
Frank Maithas, 76
John Chadwick, 76
Hod Carriers No. 166 (250)
Abel M. Silva, 250
Iron Workers No. 378 (200)
Wm. D. Hubbard, 66
Morris (Whity) Henry, 67
Paul Braithwaite, 67
Lathers No. 88 (187)
Rex B. Pritchard, 187
Laundry Wkrs. No. 2 (750)
Eddie Maney, 187
Walter East, 187
Millie Castelluccio, 188
Harold Green, 188
Milk Drivers & Dairy Empls.
No. 302 (600)
Harry Akers, 100
Albert Brown, 100
Raymond Cirimeli, 100
Willard E. Nelson, 100
Harry Powell, 100
Al Silva, 100
Motion Picture Projectionists
No. 169 (87)
Irving S. Cohn, 87
Newspapers & Periodical
Drivers No. 96 (265)
Edwin A. Clancy, 133
Lee Agee, 132
Nurserymen, Gardeners &
Florists No. 300 (100)
K. Nakano. 100
Office Employees No. 29 (1228)
Marilyn E. Anglin, 1228
Painters Dist. Council No. 16 (456) Painters Dist. Council No. 16 Lou Horning, 1 Painters No. 127 (801) J. S. Miller, 267 Larry Kessell, 267 Ed Gulbransen 267 Paint Makers No. 1101 (504) Jack Kopke, 168 Peter J. Ceremello, 168 Charles Herman, 168 Plasterers No. 112 (100) J. L. Childers, 100 Printing Pressmen No. 125 (200) Donald R. Gardner, 200 Printing Specialty & Paper Products No. 382 (1400) Rose Brown, 466 Eileen Anderson, 467 John Ferro, 467 Department & Spec. Store
Employees No. 1265 (845)
Alvin W. Kidder, 845
Electrical Wkrs. No. B-595 (1250) Retail Food Clerks No. 870
S. E. Rockwell, 416
Robert Weis, 417
E. F. Boyle, 417

E. F. Boyle, 417

Sheet Metal Wkrs. No. 216 Sheet Metal Wkrs. No. 216 (458) Robert E. Quinn, 229 Percy L. Hand, 229 Shipyard & Marine Shop Laborers No. 886 (600) H. J. LaLonde, 300 Harry Lumsden, 300

Steamfitters No. 342 (500)
Lou Kovacevich, 83
Bill Weber, Sr., 83
James G. Sanders, 83
Roy Tinder, 83
C. D. Gibbon, 84
Jack Matheis, 84
Street Carmen No. 192(1579)
F. V. Stambaugh, 1579
Teachers No. 771 (103)
Ed Ross, 103
Teamsters No. 70 (6711)
Cy Stulting, 1118
Frank A. DeMartini, 1118
Angelo Pandolfi, 1118
Henry J. White, 1119
William Cabral, 1119
William Rodgers, 1119
Teamsters Automotive Empls.
No. 78 (300)
William F. York, 300
Theatrical Empls. No. B-82
(100)
Joe Connelly, 50 Joe Connelly, 50 Fred Miller, 50 Theatrical Janitors No. 121 (102) (102)
Frank Figone, 102
Theatrical Stage Empls. No. 107 (50)
William Daul, 25
John F. Craig, 25
Typographical No. 36 (482)
Richard H. Harris, 241
Jack Jasper, 241
Typographical Unions, Calif.
Conference of (2)
Richard H. Harris, 1 OROVILLE Bartenders & Culinary Wkrs.
No. 654 (247)
Edward A. Doyle, 123
Roberta B. Doyle 124
Central Labor Council (2)
E. A. Doyle, 1 PALO ALTO Barbers No. 914 (119) Rafael Canete, 59 Frank E. Ermey, 60 PASADENA
Carpenters No. 769 (1338)
Ben V. Doda, 446
Vincent C. Gill, 446
Reuben Jared, 446
Central Labor Council (2)
Arthur K. Hutchings, 1
Culinary Wkrs. & Bartenders
No. 531 (1312)
Edith Glenn, 656
Hilton Porter, 656
Meat Cutters No. 439 (284)
Lee Johnson, 94
Ray Hollingsworth, 95
Russell Robinson, 95
Painters No. 92 (600)
Thomas Prophet, 300
A. C. Miller, 300
Plasterers & Cement Finishers
No. 194 (519)
Hugh L. Sosbee, 519
School Dist. Empls. No. 606
(142)
Arthur K. Hutchings, 142 **PASADENA** PETALUMA

Arthur K. Hutchings, 142 Bartenders & Culinary Wkrs. No. 271 (274) Earl P. Byars, 274 Beauticians No. 419-A (41) Lily Bone, 41 Central Labor Council (2) Earl P. Byars, 1 Lily Bone, 1 PITTSBURG Bartenders & Culinary Wkrs. No. 822 (680) Benny Wagner, 680 Plasterers & Cement Masons No. 825 (62) W. E. Robbie, 62

POMONA

Barbers No. 702 (50)
Premo M. Valle, 50
Central Labor Council (2)
Edwin M. Greenwald, 1
Edna M. Greenwald, 1
Glass Bottle Blowers No. 111 (104)

(104)
Gladys Reynolds, 52
Jim MacDonald, 52
Painters & Decorators No. 979
(458)
Robert Quiroz, 229
Sam K. Williams, 229
Retail Clerks No. 1428
(500)

Edwin M. Greenwald, 25 Edna M. Greenwald, 250

PORTERVILLE

Carpenters No. 2126 (143) Earl Blackwell, 143

REDDING

Retail Clerks No. 1364 (300) H. L. Weingartner, 300

REDONDO BEACH

Carpenters No. 1478 (780) Jack E. McNair, 390 John J. Metzler, 390

RESEDA

Carpenters No. 844 (1388) W. T. Hopkins, 231 Jas. W. Saper, 231 Arthur F. Hovious, 231 P. J. Starr. 231 Joe R. Whiteside, 232 Edward C. Charlsen, 232

RICHMOND

RICHMOND

Barbers No. 508 (50)
Hugh Caudel, 25
Ethel Whittington, 25
Bartenders & Culinary Wkrs.
No. 595 (1655)
Bernice A. Cooper, 413
D. E. Robinette, 414
Mary R. Sullivan, 414
Raymond J. Lewis, 414
Boilermakers No. 513 (320)
Ernest M. King, 80
Harry J. Castello, 80
Owen E. Smith, 80
Travis Kendrick, 80
Electrical Wkrs. No. 302 (707)
Thomas J. Ryan, 236
Carl J. MacWilliams, 236
Lester M. Phillips, 235
Retail Clerks No. 1179 (1446)
Esther Luther, 1446

RIVERSIDE

Bldg. & Const. Trades Council Elmer J. Doran, 1 Painters Dist. Council No. 48 (2) Sam K. Williams, 1 James H. Blackburn, 1 Retail Clerks No. 1167 (983) Ted Phillips, 327 Ray Butler, 328 William V. Smith, 328

ROSEVILLE

Central Labor Council (2) Floyd Eger, 1

SACRAMENTO

Bakers & Confectionery Wkrs. No. 85 (595) Henry Bartosh, 595 Bartenders No. 600 (600)
Walter G. Victor, 600
Board of Education Empls.
No. 258 (152)
Harry Finks, 152 Bldg. & Const. Trades Council James T. Harvey, 1

Butchers No. 498 (1177)
Roy Mack, 1177
Cannery Wkrs, & Warehousemen No. 857 (3779)
Anthony Nunes, 1259
Mike Elorduy, 1280
John Allasce. 1260
Carpenters No. 586 (2015)
Milford B. Bryant, 504
Robert C. Georges. 504
Albert N. Allen, 504
Jerome B. Furniss, 503
Central Labor Council (2)
Albert A. Marty, 1
Harry Finks, 1
Chauffeurs, Teamsters &
Helpers No. 150 (4034)
Albert A. Marty, 1008
Ray A. Flint, 1008
Fred Simonsen, 1009
Willis Thatcher 1009
Conts. & Gen. Laborers No. 185 (500)
Truman Thomas, 166
Albert Seidel, 167
Edward A. Bear, 167
Electrical Wkrs., No. Calif.
Joint Conference of (2)
Charles H. Crawford, 1
Thomas J. Ryan, 1
Electrical Wkrs. No. 340 (125)
Robert H. Crist, 41
Walter E. Messer, 42
Charles H. Crawford, 42
Iron Wkrs. No. 118 (200)
C. R. Burton, 200
Lathers No. 109 (68)
Robert H. Worthy, 68
Laundry & Dry Cleaning
Wkrs. No. 75 (400)
Earl Young, 400
Miscellaneous Empls. No. 393
(686)
R. P. Projectionists No. 252

Earl Young, 400
Miscellaneous Empls. No. 393
(686)
Ralph P. Gross, 686
M. P. Projectionists No. 252
(50)
Hal Leighton. 50
Painters No. 487 (343)
Walter R. Morris, 343
Plumbers & Steamfitters
No. 447 (300)
Wm. M. Francis, 300
Retail Clerks No. 588 (1083)
Jas. F. Alexander, 541
Howard Bramson. 542
Stage Empls. No. 50 (50)
Elbert Lewis, 50
State Employees. Calif. Council
No. 56 (2)
R. L. Rumage, 1
J. L. McCormack, 1
Taxi Drivers & Autom. Empls.
No. 165 (100)
George E. Mock, 100
Teachers, Calif. State Federation
of (2)
J. Paul McGinnis, 1
Ben Rust, 1
Theater Empls. No. 8-66 (128)

J. Paul McGinnis, 1 Ben Rust, 1 Theater Empls. No. B-66 (125) Evelyn E. Stickels, 125 Typographical No. 46 (250) Walter J. Moran, 250 Waiters & Waitresses No. 561 (807) Lilas Jones, 404 Mabel Gabriel, 403 Wholesale Plumbing House

Wholesale Plumbing House Empls. No. 447 (92) J. T. Minear, 92

SALINAS

Barbers No. 827 (50) James N. Butler, Jr., 50 Central Labor Council (2) Alfred James Clark, 1 General Teamsters & Warehousemen No. 890 (578) William G. Kenvon, 289 Neil Peterson 289 Hotel, Restaurant Empls. & Bartenders No. 355 (318) Alfred J. Clark, 159 Virgil C. Knight, 159

SAN BERNARDINO

SAN BERNARDINO

Barbers No. 253 (106)
Frank Mileham, 106
Carpenters No. 944 (1713)
Leslie R. Senk, 857
William Heibel, 856
Central Labor Council (2)
Earl Wilson, 1
George McCoy, 1
Culinary Wkrs. & Bartenders
No. 535 (1009)
Louis J. Rees, 336
Arzula Rees, 336
Fred A. Wagner, 337
Electrical Wkrs. No. 477 (250)
John M. Carney, 83
O. G. Harback, 83
George Mulkey, 84
General Truck Drivers No.
467 (625)
Stewart B. Mason, 313
O. B. Robbins, 312
Hod Carriers & Laborers No.
783 (1000)
Elmer J. Doran, 166
Ray M. Wilson, 166
James McGraw, 167
Augustine Acuna, 167
Daniel Morales, 167
George J. Givens, 167
Lathers No. 252 (181)
Ivan Lee Buck, 181
M. P. Frojectionists No. 577
(16)
Carl R. Douglas, 8
R. G. W. Bennett, 8
Plumbers & Stramfitters
No. 364 (400)
L. C. Mullins, 400
Sales Drivers & Dairy Empls.
No. 166 (200)
George E. Partridge, 100
Lloyd Cook, 100
Theatrical Stage Empls. No.
614 (50)
Earl Wilson, 50

SAN DIEGO
Bakers No. 315 (500)

SAN DIEGO

SAN DIEGO

Bakers No. 315 (500)
Vernon E. Allen, 250
Roy Olson, 250

Barbers No. 256 (2000)
Leo F. Goulet, 200

Bridgemen No. 229 (175)
Juel D. Drake, 175
Bldg. & Const. Trades Council (2)
W. J. DeBrunner, 1
Bldg. Materials & Dump Truck
Drivers No. 36 (1000)
D. J. Boyle, 500
John S. Lyons, 500
Butchers No. 229 (1000)
1 Max J. Osslo, 250
1 Louis S. Ecker, 250
J. B. McFaden, Jr., 250
Ray Jackson, 250
Cannery Wkrs, & Fishermen's
Union (2000)
Lester Balinger, 1000
George Ledesma, 1000
Carpenters, Dist. Council of (2)
Armon L. Henderson, 1 (2) (2) Armon L. Henderson, 1 J. W. Parker, 1 Carpenters No. 1296 (1345) S. K. Hiatt, 672 J. W. (Bill) Parker, 673 Central Labor Council (2)
John W. Quimby, 1
C. O. Taylor, 1 C. O. Taylor, 1
Culinary Alliance & Hotel S. E.
No. 402 (2839)
Dudley Wright, 474
Lucy Galaski, 473
Esther L. Ryan, 473
Carmen Davis, 473
Dale Brown, 473
Joseph J. LiMandri, 473
Electrical Wkrs. No. 465 (550)
R. H. Williams, 137
W. A. Hayward, 137
Theodore R. Mickle, 138
Vernon W. Hughes 138 Construction of the constr Electrical Wkrs. No. B-569 (75)
Albert J. Diederich, 75
Retail Clerks No. 1222 (500)
Phil J. Scott. 500
Roofers No. 553 (72)
William A. Rae, 36
Robert Lutes, 36
Sales Drivers & Dairy Empls.
No. 683 (1000)
Larry M. Smith, 1000
Stationary Engineers No. 526 (200) (200)
Oliver H. Williamson, 200
Street. Elec. Rwy. & M.C.O.
No. 1309 (571)
C. T. Bennett, 571
Teamsters, Chauffeurs &
Warehousemen No. 542 (500)
J. P. Poteet, 250
John Quimby, 250
Typographical No. 221 (279)
John A. Walsh, 279
Waiters & Bartenders No. 500
(1003) (200)(1003) W. J. Mulligan, 1003

SAN FERNANDO Government Employees No. 1043 (100) E. J. Newton, 100

SAN FRANCISCO Allied Frinting Trades Conference, California (2)
C. M. Baker. 1
Apartment & Hotel Empls.
No. 14 (500)
Russell R. Dreyer, 250
James A. Sturgeon, 250
Asb. stos Wkrs. No. 16 (150)
M. F. Chase, 150
Automotive Machinists No. 1305 (1285) utomotive Machinists No. 1305 (1285)
William I. Madigan, 214
John Andersen, 214
Fritz Mey, 214
C. Francis, 214
Charles E. Schweiger, 214
F. L. Martin, 215 Bakery Wagon Drs. & Sales-men No. 484 (995) Wendell J. Phillips, 248 Clarence J. Walsh, 249 Walter Del Carlo, 249 David J. Walker, 249 Barbers No. 148 (950) M. C. Isaksen, 237 Joseph H. Honey, 239 Noel Clement, 237 Frances Carney 237 Bartenders No. 41 (2960) Royal Kenny, 493 Arthur Dougherty, 493 Arthur Neergaard, 493 William Walsh, 493 Richard Waram, 494 Anthony Anselmo. 494

Bill Posters & Billers No. 44
(45)
Loyal H. Gilmour, 45
Bookbinders No. 31-125 (450)
Albert Mattson, 450
Bottlers No. 896 (1500)
Edward R. Costello, 750
A. Ziegler, 750
Brewers, Maltsters & Yeast
Wkrs. No. 893 (700)
Fred Tarango, 700
Bldg. & Const. Trades Council,
State (2)
Otto E. Never, 1
Bldg. & Const. Trades Council
(2)
Daniel F. Del Carlo, 1 Bill Posters & Billers No. 44 (2)
Daniel F. Del Carlo, 1
John L. Hogg, 1
Bldg. Material & Const.
Teamsters No. 216 (400)
Irving W. Bell, 80
Alfred H. Carlson, 80
John E. Moore, 80
Henry P. Schwab, 80
James F. Ward, 80
Building Service Employees
No. 87 (1300)
George Hardy, 1300
Carpenters. Bay Counties
Dist. Council of (2)
C. R. Bartalini, 1
Clement A. Clancy, 1
Carpenters. Calif. State Council Clement A. Clancy, 1
Carpenters. Calif. State Counce (2)
Joseph F. Cambiano, 1
Ernest T. Aronson, 1
Carpenters No. 22 (2500)
John J. Welsh, 833
Joseph C. Stuart, 833
Robert J. Cairns, 834
Carpenters No. 483 (1046)
Paul J. Clifford, 1046
Carpenters No. 2164 (710)
A. C. Whittaker, 355
James Gill, 355
Central Labor Council (2)
Beryle Sheffield, 1
C. W. Burns, 1
Chauffeurs No. 265 (2231)
A. Cancilla, 1116
George Kelly, 1115
Cleaning & Dye House Wkrs.
No. 7 (500)
Henry M. Romiguiere, 500
Cloakmakers No. 8 (300)
Angelo Carelli, 300
Commercial Telegraphers
No. 34 (500)
James W. Cross, 500
Const. & Gen. Laborers
No. 261 (1000)
Sam Capriolo, 166
A. P. Devlin, 166
H. J. Brosseau, 167
Dan McCarthy, 167
Lionel Tevis, 167
Cooks No. 44 (2985)
C. T. McDonough, 497
Wm. Kilpatrick, 497
Louis Allen, 497
Jos. Belardi, 498
Al Mason, 498
Gust Smirnis, 498
David Scannell Club Inc., Fire Fighters No. 788 David Scannell Club Inc. Fire Fighters No. 798 (1640) (1640) Robert F. Callahan, 410 George J. Gallagher, 410 Thomas F. McDonough, 410 Daniel F. Driscoll, 410 Dental Technicians of No. Calif. No. 24116 (75) Lew C. G. Blix, 75 Dressmakers No. 101 (300) Jennie Matyas, 300 Electrical Wkrs. No. 6 (1000) Charles J. Foehn, 333 Ernest F. Ferrari, 333 Lawrence Brunetti, 334 Elevator Constructors No. 8 (150) Frank J. Murphy, 75 Harry A. Love, 75

Elevators Operators & Starters No. 117 (300) Philip J. Deredi, 300 Garment Cutters No. 45, (89) Andy Ahern, 89 Gen'l Warehousemen No. 860 Garment Cutters 10. 10, 100, Andy Ahern, 89
Gen'l Warehousemen No. 860 (2462)
Mark J. O'Reilly, 1231
Thomas P. White, 1231
Gov't Employees No. 922 (65)
T. M. Gillin, 65
Hospital & Institutional Wkrs.
No. 250 (550)
Al M. Hurson, 275
Jimmy Murphy, 275
Hotel Service Wkrs. No. 283 (2894)
Bertha Metro, 578
Glen Chaplin, 579
Harvey Henderson, 579
Marie Stephens, 579
Izora Roy, 579
Ice Wagon Drivers & Helpers
No. 440 (85)
William F. Belding, 85
Inland Boatmens Union of the Inland Boatmens Union of the Pacific (300) Raoul A. Vincilione, 300 Iron Wkrs. No. 377 (200) Roy McCrary, 200 Jewelry Wkrs. No. 36 (150) Richard Parino, 150 Laborers, No. Calif. Dist. Council (2) Chas. Robinson, 1 Jack Streit, 1 Ladies' Garment Cutters No. 213 (85) Henry Zacharin, 85 Henry Zacharin, 85
Laundry Wagon Drivers No. 256 (500)
John F. Regan, 500
Laundry Wkrs. No. 26 (2600)
Lawrence R. Palacios, 520
Tillie Clifford, 520
Chas. Keegan, 520
Jean Albers, 520
Joseph Gregory, 520
Lumber & Sawmill Whys Lumber & Sawmill Wkrs., Calif. State Council of (2) Wm. H. Knight, 1 Macaroni Wkrs. No. 493 (175) Filippo Lapi, 175 Mailers No. 18 (200) Ralph Kelly, 200 Marine Cooks & Stewards (541) Don L. Rotan, 271 Fred Reppine, 270 Masters, Matcs & Pilots No. 90 (1200) Capt. C. F. May, 1200 Milk Wagon Drivers No. 226 (1283) (1283) Fred J. Wettstein, 214 Edward J. Dennis, 21 William R. Hart, 214 Frank McGovern, 214 Thomas Morrison, 214 Walter L. Daley, 213 Miscellaneous Empls. No. 110 (3077)
Helen Wheeler, 61
A. T. Gabriel, 615
Frank Collins, 615
Amos McDade, 616
Jessie Harris, 616 M. P. Machine Operators No. 162 (162) Herman J. Lehrbach, 81 Merv. K. Wagner, 81 Musicians No. 6 (1000) Charles H. Kennedy, 334 Wm. 'Billy' Catalano, 333 A. Ray Engel, 333 National Postal Transport Assn. (29) Alec C. Boatman, 29 Newspaper & Periodical Drivers No. 921 (579) Jack Goldberger, 579

Office Employees No. 3 (200) Anna M. Grace, 66 Dorothy Spalding, 67 Phyllis Mitchell, 67 Office Empls. No. 36 (208) Edwin B. Love, 104 Carl Shugaar, 104 Operating Engineers No. 3 Garou, 625 Harry Metz, 625 C. F. Mathews, 625 R. F. Swanson, 625 Victor S. Swanson, 621 P. E. Vandewark, 625 Operating Engineers No. 39 (1500)
C. C. Fitch, 250
A. R. Oughton. 250
Frank O. Brantley, 250
Edward Park. 250
Matt Tracy, 250
Frank A. Lawrence, 250 Operating Engineers, Calif. State Branch (75) N. J. Carman, 38 Phil Judd, 37 Pacific Coast Marine Firemen, Oilers, Etc. (210) V. J. Malone, 70 S. E. Bennett, 70 Joe DoBosics, 70 Paint & Brush Makers No. 1071 (400) John R. Shoop, 200 Kenneth E. Reeves, 200 Painters, Dist. Council No. 8 (2) R. H. Wendelt, 1 Jerome Lewis, 1 Painters No. 19 (900) Wm. J. Carney. 225 Wm. D. Sutherland, 225 Thomas Brgley, 225 Chas. E. Hermanson, 225 Painters No. 1158 (1150) Robert Leiser 1150 Pharmacists No. 838 (400) J. H. Kane, 200 H. L. Asselin. 200 Pile Drivers No. 34 (500) O. J. Lindell, 125 Dave Williams, 125 Glenn Noland, 125 J. T. Wagner, 125 Pipe Trades Council, Calif. (1) Dan MacDonald, 1 Plumbers & Pipe Fitters No. 38 (2708)
Ken Boyd, 451
Robert Costello, 451
Cy Dempsey, 451
Robert Druhan, 451
Henry McGrath, 452
Joe Mazzola, 452 Postal Supervisors Branch 88 (219) Herman Weirich, 219 Post Office Clerks No. 2 (1000) Robert C. Ryan, 1000 Printing Pressmen No. 24 (698) Arthur Sanford, 698 Printing Specialties & P.P. No. 362 (1000) Kenneth A. Young, 334 Howard Bowman, 333 Floyd Heckman, 333 Professional Embalmers No. 90-49 (113) Wm. J. Williams, 113 Public Employees Conf. (2)
Ward Kelley. 1
Jack Gardner, 1
Retail Clerks, Calif. State
Council of (2)
Larry Vail, 1 Retail Cigar & Liquor Clerks No. 1089 (400) George W. Johns, 200 John J. Hill, 200

Retail Delivery Drivers No. 278 (688)
George Maloney, 114
H. C. McNally, 114
Wm. Smith, 115
E. J. Johnson, 115
Wm. Andrews, 115
Tony Martin, 115
Retail Dept. Store Empls.
No. 1100 (1806)
Bernard Colomba, 301
John Blaiotta, 301
Leona Graves, 301
Pearl Gilmore, 301
Jack B. James, 301
James M. Sanders, 301
Retail Fruit & Vegetable
Clerks, No. 1017 (300)
Allen Brodke, 150
Henry Savin, 150
Retail Grocery Clerks No. 648
(1900)
C. H. Linkerson, 316 nenry Savin, 150
Retail Grocery Clerks No. (1900)
C. H. Jinkerson, 316
Maurice Hartshorn, 316
Robert A. Hunter, 317
Elsie MacDougall, 317
George E. Kent. 317
Eric C. Lyons, 317
Retail Shoe & Textile
Salesmen No. 410 (400)
William Silverstein, 200
Sailors Union of the Pacific (5333)
Ed Turner, 2667
Harry Lunder (5333)
Ed Turner, 2667
Harry Lundeberg, 2666
Sanitary Truck Drivers No.
350 (468)
Fernando Bussi, 468
Scrap Iron, Metal. Salv. &
Waste, Material Wkrs.
No. 965 (200)
Jack Streit, 200
Seafarers Guards & Watchmen
(100)
Jack Caspar 100 seafarers Guards & Watchmen (100)
Jack Caspar 100
Sign & Pictorial Painters
No. 510 (220)
R. IH. Wendelt, 220
Street Elect. Rwy. & M. C.
Empls. No. 1380 (250)
Thomas W. Gowanlock, 125
Charles R. Wood, 125
Teamsters No. 85 (5000)
Andy Leonard, 833
Dan Dennehy, 833
Joe Greeley, 833
Milton Silvia, 833
Joseph Diviny, 834
Harold Lopez, 834
Teamsters Joint Exec. Council
No. 7 (2)
Joseph J. Diviny, 1
Technical Engineers No. 11
(182)
Jay M. Hartman, 182
Theatrical Erecta No. 7 Jay M. Hartman, 182 Theatrical Empls. No. B-18 (450)
Nell Joyce, 450
Theatrical Federation, Calif.
State (2)
Pat Somerset, 1
William P. Sutherland, 1
Theatrical Janitors No. 9 (100)
Ellis Cheney, 100
Theatrical Stage Empls. No. 16
(116) (116)
Sam Newman, 116
Theatrical Wardrobe
Attendants No. 784 (45)
William P. Sutherland, 45
Typographical No. 21 (1000)
C. M. Baker, 166
T. A. Dillon, 166
C. G. Moore, 167
W. C. McCarthy, 167
T. L. Stanley, 167
J. L. Reilly, 167
J. L. Reilly, 167 Union Label Section (2) James C. Symes, 1 United Garment Wkrs. No. 131 (500) Emma Putman, 166 Pearl Estrella, 167 Lillie Rogers, 167

Waiters & Dairy Lunchmen
No. 30 (3632)
Peter Lallas, 726
J. G. Manus, 726
Sam Taback, 726
Joe Wilder, 727
Sanford Williams, 727
Waitresses No. 48 (4929)
Hazel O'Brien, 822
Jackie Walsh, 822
Frankie Behan, 822
Elizabeth Kelley, 821
Dorothy Brady, 821
Frances Zielinski, 821
Watchmakers No. 101 (200)
George F. Allen, 200
Western Conference of
Specialty Unions (2)
Herbert Hewitt, 1
John Donovan, 1
Web Pressmen No. 4 (200)
Frank D. Willey, 66
Marius Larsen, 67
Manuel Santos, 67
Western Conf. of Specialty
Unions (2)
John Donovan, 1 SAN JOSE SAN JOSE
Barbers No. 252 (170)
Anthony Agrillo, 170
Barbers & Beauticians, State
Council of (2)
Walter W. Pierce, 1
Anthony Agrillo, 1
Bartenders No. 577 (391)
Herschell Morgan, 391
Bldg, & Const. Trades Council
(2)
Otto E. Sargent 1 (2)
Otto E. Sargent, 1
Brick & Clay Workers
No. 580 (75)
Ralph Mercier, 75
Cannery Wkrs., Warehousemen,
F. P. Drivers, Etc. No. 679
(5002) Cannery Wkrs., Warehousemen, F. P. Drivers, Etc. No. 679 (5993)

Don Sanfilippo, 1499
Edward Feiley, 1498
Jack Oakes, 1498
Jock Lamarra, 1498
Carpenters No. 316 (1703)
Edmond J. Gale, 851
Samuel Welch, 852
Cement Laborers No. 270 (2020)
William Zalabak, 336
Robert H. Medina, 336
Harry Whitehouse, 337
Joseph W. Kenney, 337
Jose dela Torre, 337
Manuel Magnasco, 337
Central Labor Council (2)
George Jenott, 1
Electrical Wkrs. No. 332 (175)
Lawrence J. Pitchford, 175
Freight. Const. Gen. Drivers
& Helpers No. 287 (1200)
Fred Hofmann, 600
B. J. Foley, 600
Hotel. Restaurant & Hotel
Service Empls. No. 180
(2110)
Louis Bosco, 1055
James Pursley, 1055
Lathers No. 144 (87)
V. J. Bockius, 87
Lumber & Planing Mill Wkrs.
No. 3102 (188)
Agustus Steeger, 188
Plumbers No. 393 (250)
Dan MacDonald, 62
Rex Saunders, 62
George Wildhagen, 63
Frank Gaudinier, 63
Retail Clerks No. 428 (600)
Caude L. Fernandez, 600
Sales Delivery Drivers &
Warehousemen No. 296 (5993) Sales Delivery Drivers & Warehousemen No. 296 George W. Jenott, 730 SAN MATEO Bartenders & Culinary Wkrs. No. 340 (2000) T. A. Small, 1000 Anthony Schurba, 1000

Bidg. & Const. Trades Council
(2)
Henry Schwab, 1
Frank Olson, 1
Carpenters No. 162 (1093)
Jos. F. Cambiano, 364
Floyd Murphy, 364
Hadley Argo, 365
Central Labor Council (2)
T. A. Small, 1
W. H. Diederichsen, 1
Const. & Gen. Laborers No.
389 (229)
Charles Benton, 57
Glen Hopper, 57
Arthur B. Campbell, 57
Phil D. Thorpe, 58
Electrical Wkrs. No. 617 (100)
John S. Van Winkle, 50
John J. Brown, 50
Lathers No. 278 (61)
Earl H. Halverson, 61
Plumbers & Steamfitters No.
467 (45)
Sam Abruscato, 22
Irving Hupp, 23
Theatrical Stage Empls. No.
409 (37)
Raymond M. Cayla, 37 Raymond M. Cayla, 37

SAN PEDRO

SAN PEDRO

Bartenders No. 591 (433)
Andrew Hemnes, 433
Butchers No. 551 (1000)
Clyde A. Bratcher, 200
Richard De Mott, 200
Bert Simmonds, 200
Vance E. Harrold, 200
H. V. De Mott, 200
Carpenters No. 1140 (879)
Gordon A. McCulloch, 438
Gordon M. Goar, 439
Central Labor Council (2)
Cecil O. Johnson, 1
Roy Brewer, 1
Culinary Alliance No. 754
(550)
Kitty Howard, 91
Billie McReynolds, 91
G. W. Miller, 92
Beulah Class, 92
Beulah Warren, 92
Maude Gray, 92
Lumber & Sawmill Wkrs.
No. 1407 (541)
R. G. Shannon 270
Roy W. Brewer, 271
Pile Drivers No. 2375 (600)
Thomas Randall, 150
Glenn Barnes, 150
C. O. Johnson, 150
Joseph J. Moreno, 150
Retail Clerks No. 905 (1624)
Edna Johnson, 1624
Seine & Line Fisherman's
Union of the Pacific (154)
John Calise, 77
Victor Rosselli, 77
Shipyard Laborers No. 802 Shipyard Laborers No. 802 (680) L. McClain. 170 Emerson Smith. 170 Joseph Emma. 170 John Vardo, 170 Waitress No. 512 (641) Mary J. Olson, 213 Myrtle Petrasich, 214 Edna N. Waugh, 214

SAN RAFAEL

Bartenders & Culinary Wkrs.
No. 126 (732)
Elsie Jensen, 183
Marie McCandless, 183
Eugene Johnson, 183
Murle Standard, 183 Central Labor Council (2) Eugene M. Johnson, 1 General Truck Drivers
No. 624 (1500)
Lowell A. Goodyear, 500
Glen H. Clark, 500
Frank F. Janisen, 500

Lathers Calif. State Council of (2)
H. R. Worthy, 1
Lathers, Golden Gate Dist.
Council of (2)
Rex B. Pritchard, 1

SANTA ANA

Bldg. & Const. Trades Council Ralph C. Conzelman, 1
Carpenters No. 1815 (1128)
Dan McKay, 1128
Contral Labor Council (2)
C. E. Devine, 1
Electrical Wkrs. No. 441 (250)
Warren A. Ferguson, 125
Richard T. Klaus, 125
Hod Carriers No. 652 (1258)
Ralph C. Conzelman, 251
James J. Hart, 251
Lawrence Conzelman, 252
Willie E. King, 252
Leo J. Buckholz, 252
Painters No. 686 (674)
James R. Wilson, 337
Jack T. Cox, 337

SANTA BARBARA

SANTA BARBAKA
Barbers No. 832 (55)
James E. Glahn, 27
Louis Suppa. 28
Bldg. & Const. Trades Council (2)
Willard Tuttle, 1
J. Smedley, 1
Carpenters No. 1062 (569)
H. S. Danenhower, 284
Frank G. Willey, 285
Central Labor Council (2)
Warren M. Underwood, 1
Cliff H. Jameson, 1
Chauffeurs-Teamsters No. 186 Chauffeurs-Teamsters No. 186 (375)
Robert D. Ussery, 75
Daniel Zuzalek, 75
Nick Connors, 75
Philip Comeau, 75
Elbert Whitney, 75 Const. & Gen. Laborers No. 591 (402)
Thomas Peterson. 134
Henry R. Hall, 134
Fred E. Draper, 134 Fred E. Draper, 154
Culinary Alliance &
Bartenders No. 498 (1483)
Al Whorley, 248
Charles Jossa, 247
Frances Brown, 247
G. A. Haisch, 247
Zola Cronin, 247
Peter Bokron, 247 Electrical Wkrs. No. 413 (75) David G. Milne, 75 Lathers No. 379 (14) Andrew K. Johnston, 14 Meat Cutters No. 556 (325)
Warren M. Underwood, 65
William Hurt, 65
John Graham, 65
Russell Jehnke, 65
L. Willord Glock, 65 L. Millard Clark, 65 Musicians No. 308 (179) S. Lewis Merritt, 89 Manuel Contreras, 90 Painters No. 715 (187) C. A. Covey. 93 Wm. Dean, 94

Painters, Calif. State Conference of (2) W. R. Morris, 1 Wm. Dean, 1

Plasterers & Cement Finishers No. 341 (68) Willard Tuttle, 68

Post Office Clerks No. 264 (27) Frank E. Butterfield, 13 Stanley Duncan 14

Plumbers & Steamfitters No. 114 (86) C. E. Sovine, 86

Retail Clerks No. 899 (400)
Dick E. McDonald, 80
Leonard E. Blake, 80
Betty Johnsen, 80
Earl Neil, 80
Nellie Woolery, 80
Theatrical Stage Employees
No. 442 (50)
John H. Gotchel, 50

SANTA CLARA

Roofers, Calif. Dist Council (2) Arthur Williams, 1

SANTA CRUZ

Central Labor Council (2) Thomas H. Deane, 1 Painters No. 1026 (55) Thomas H. Deane, 55

SANTA MARIA

Central Labor Council (2) Central Labor Council (2)
Richard Holman, 1
Culinary Wrkrs. & Bartenders
No. 703 (651)
Marie Birdsong, 108
Bertram Bell, 108
Ollie Pearl Bell, 108
Ollie Predrickson, 109
Louise Breschini, 109
Joseph Marciel, 109

SANTA MONICA

SANTA MONICA
Carpenters No. 1400 (600)
Robert J. O'Hare, 200
John B. Peters, 200
Howard Hereth, 200
Central Labor Council (2)
George P. Veix, Sr., 1
Culinary Wkrs. & Bartenders
No. 814 (2500)
John W. Meritt, 500
Doris Ray, 500
Walter Cowan, 500
Lloyd Davis, 500
Eric Davy, 500
Meatcutters No. 587 (275)
Patricia D. Weger, 91
M. J. Pieri, 92
George P. Veix, Sr., 92
Plumbers No. 545 (343)
Joseph P. Nichols, 343
Retail Clerks No. 1442 (833)
O. I. Clampitt, 833

SANTA ROSA

SANTA ROSA
Bartenders & Culinary Wkrs.
No. 770 (735)
George Fowler, 735
Butchers No. 364 (100)
Jack Laumann, 100
Central Labor Council (2)
George L. Deck. 1
Jack Laumann, 1
Retail Clerks No. 1532 (300)
George L. Deck, 300

STOCKTON

Automotive Machinists No. 428 Automotive Machinists No. 428
(52)
E. H. Vernon, 52
Bartenders No. 47 (438)
Angelo Trucco, 438
Bidg. & Const. Trades Council
(2)
H. A. Gibson, 1
Cannery Warehousemen, Food
Processors, etc. No. 601
(750)
Lester H. Brown, 750 (750)
Lester H. Brown, 750
Carpenters No. 266 (500)
Marvin R. Marcus, 500
Carpenters, San Joaquin Co.
District Council (2)
Marvin R. Marcus, 1
Central Labor Council (2)
Henry Hansen, 1
Edward Doran, 1
Chauffeurs, Teamsters No. 439
(2800) (2800) Edward Davis. 2800 Hod Carriers & Com. Laborers No. 73 (500) Jerry G. Arnold, 500

PROCEEDINGS OF

Office Empls. No. 26 (50)
Alice Hansen, 50
Painters No. 1115 (291)
H. A. Gibson, 291
Paper Makers No. 320 (150)
Frank C. Pitto, 150
Retail Clerks No. 197 (64)
Emmet E. Hughes, 64

TERMINAL ISLAND

Cannery Workers of the Pacific (3750) James Waugh, 938 Andrea V. Gomez, 938 Louise Pusner, 937 Thomas Ivey, 937

VALLEJO

Bldg. & Const. Trades Council
(2)
Lowell Nelson, 1
Carpenters No. 180 (900)
Wm. Leshe, 450
Wm. Lockwood, 450
Central Labor Council (2)
James Pollard, 1
Culinary Wkrs. & Bartenders
No. 560 (775)
Robert A. Burke, 155
Ole G. Twedt, 155
P. D. Womack, 155
Frank Atkinson, 155
Loretta. Coss, 155
Grain Millers No. 71 (214)
Charles Kleshock, 214
Hod Carriers & Laborers
No. 326 (671)
Walter F. Conley, 671
Plasterers & Cement Masons
No. 631 (68)
Lowell Nelson, 68
Plumbers No. 343 (80)
James H. Pollard, 40
Norman L. Bourg, 40
Retail Clerks No. 373 (973)
Stanley Lathen, 973
Shipwrights, Joiners &
Boathuilders No. 1068 (98)
Ray F. Kelsey, 98

Teamsters & Chauffeurs No. 490 (731) Frank C. Chesebro, 731

VAN NUYS

AN NOTS

Barbers No. 837 (202)
Leo M. McLaughlin, 202
Carpenters No. 1913 (2726)
Roy Fox, 546
G. Eugene Owens, 545
R. E. Edwards, 545
Sam Cowan, 545
G. S. Holloway 545
Painters No. 1595 (500)
William Stethem, 500

VENTURA

Ventural
(2)
Todd Smith, 1
Ronald Benner, 1
Central Labor Council (2)
Al Whorley, 1
George F. Bronner, 1
Electrical Wkrs. No. B-952 (250)
Francis M. Murphy, 83
Jack P. Hulce, 83
Roy B. Hurst, 84
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Heart and Pneumonia Act				
No. 36—Service-Connected Injuries	237	(action),	325	(text)
No. 37—Increasing Death Benefits Under	000	(a.ti)	200	(++)
Workmen's Compensation No. 117—Injured Workman to Receive	232	(action),	326	(text)
Compensation Until Employed	232	(action),	353	(text)
No. 184—Reimbursement for Examinations	233	(action),	384	(text)
No. 185—"Free Choice of Doctors" in				
Industrial Injury Cases	233	(action),	384	(text)
No. 186—Increase Department of Industrial Relations' Appropriation	186	(action)	385	(text)
No. 205—Compulsory Filing of Proof of Compliance	100	(4001011),	550	(COAC)
with Workmen's Compensation Law	23 3	(action),	390	(text)
No. 209—Establish Industrial Accident				
Commission Branch Offices	186	(action),	392	(text)

THE UNION LABEL THE UNION SHOP CARD THE UNION BUTTON

- These emblems are the guarantee to union members and to their numerous friends among the buying public that they are patronizing firms which maintain standard working conditions, hours and wages.
- Business concerns which recognize the right of their employees to collective bargaining, and which then enter into contracts arrived at through this method, rightfully are entitled to protection from unfair competition. Union members in particular should recognize this right when spending union-earned wages.
- Those who are not union members should recognize that they are indirect beneficiaries of standards maintained by union labor, though without cost or sacrifice to themselves. Ask them to spend their earnings to the advantage of those who provide such benefits.
- The Union Label, the Union Shop Card, and the Union Button act as a continual boycott against UNFAIR conditions. A continual demand for these emblems costs you nothing—and its practical results cannot be measured.

